



MENTAL HEALTH NEEDS Early to Mid-Career Professionals

Young Professionals' Mental Health Difficulties at Work

Common contributors include:

- ✓ Working long hours (51%)
- ✓ Not being recognized/rewarded (51%–53%)
- ✓ Not having a sense of control over one's work (44%)






52%–54%

Feel confident their supervisor knows how to support their mental health.

14% to 18%

Left a job because it was detrimental to their mental health.

Other Mental Health Needs ^{12,13,14,15}

-  A flexible work environment
-  Good work-life balance
-  Equitable and inclusive workplaces
-  Supervisors and other leadership openly sharing their own mental health struggles
-  Meaningful relationships with coworkers and supervisors

The Importance of Engaging in Meaningful Work

Young professionals strongly desire purpose-driven work.^{4,5,6,7}

**17%
to 21%**

say their job giving them a **sense of purpose** is a top reason for taking a job.⁸

Employees aged 18–34



years rate themselves as more “passionate” about their work than other age groups.

Self Financial, Inc. Gen Z Workforce Statistics. <https://www.self.inc/info/gen-z-workforce-statistics/>



40% of Gen Z workers feel “inspired to work hard.”⁹



Almost half (46%–48%) of young professionals say not deriving a sense of meaning from work contributes to their negative mental health.¹⁰



86% of Millennials would accept a pay cut to work for a company whose mission and values align with their own.¹¹