



BEST PRACTICES

Early to Mid-Career Professionals

Facts About Young Professionals' Mental Health

- 1 40% of Gen Z workers and 35% of Millennial workers report feeling stressed or anxious “all or most of the time.”¹
- 2 Depression is a top health concern of Millennials.²
- 3 Nearly 4 in 10 young professionals do not feel comfortable speaking with their managers about mental health struggles.³

Supporting Workplace Mental Health for Early and Mid-Career Professionals

Companies need to [understand the warning signs](#) of mental health issues in the workplace.

The Center for Workplace Mental Health offers [Notice. Talk. Act.® at Work](#)—an online training module to help managers, supervisors, and all employees better recognize and respond

Other Best Practices^{4,5,6,7,8,9,10}



Build a workplace culture that embodies a sense of trust and authenticity and gives employees a sense of purpose.



Be open to nontraditional benefits (e.g., [volunteer time off programs](#), student loan repayments).



Actively involve young professionals in innovation activities and other company processes (e.g., [young professional-led advisory boards](#)).



Help young professionals meet occupational goals (e.g., on-the-job training, certificate programs).



Be transparent about your company's mission and goals.



Work closely with employees to set individual performance goals that are tied to the company's overall vision.



Encourage group work, social activities, and onsite (rather than remote) work.



Offer flexible work schedules/ environments and other benefits that help directly reduce stress and support good mental health, such as:

- ✓ Counseling referral
- ✓ Peer-based support (e.g., Employee Resource Groups)
- ✓ Employee recognition programs
- ✓ Financial management programs
- ✓ Extended maternity/paternity leave