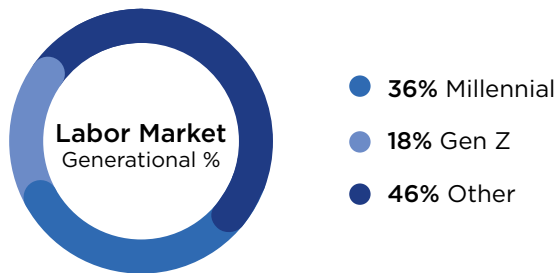




## ADDRESSING THE MENTAL HEALTH NEEDS Early to Mid-Career Professionals

### Young Professionals' Mental Health Difficulties at Work

Young professionals now dominate the U.S. labor force.



Source: U.S. Department of Labor

More than one-third of Gen Z workers (40%) and Millennial workers (35%) report feeling stressed or anxious “all or most of the time.”<sup>2</sup>

Common work-related contributors to poor mental health include (Figure 1):<sup>3</sup>

- ✓ Not feeling adequately recognized or rewarded at work
- ✓ Working too many hours
- ✓ Not deriving a sense of meaning or purpose from their work
- ✓ Feeling unsupported by their supervisor

**Figure 1. Work-Related Contributors to Anxiety and Stress Among Young Professionals**

Source: Deloitte 2024 Gen Z and Millennial Survey

