

## Work Isn't Working for Millennial Mental Health

Results of the UK's biggest ever stress survey have been released by the Mental Health Foundation, in partnership with Mental Health First Aid England, to mark the start of Mental Health Awareness Week (14-20 May). The survey aims to understand the impact of stress on people's health, relationships and working habits

The findings highlight a significant generational gap around workplace stress and reveal that millennials feel most under pressure in the workplace. They face very different challenges to past generations in today's employment market and are more likely to have insecure contracts, low rates of pay and high entry-level workloads.

Over a quarter of millennials state powering through stress is expected in their organisation's culture, compared with just 12% of baby boomers. In addition, a further 27% often feel bothered by their stress levels during the working week as opposed to just 17% of baby boomers.

Despite an increased spotlight on mental health awareness, on average, calculated across both generations, only 14% of people are comfortable speaking to a manager about their stress levels. This is despite a quarter of millennials saying they compromise their health to do their job.

This generational divide is also highlighted through the impact of stress on workforce activity. Over a third of millennials have been less productive at work due to stress.

Although in recent years, huge steps have been taken to improve mental health awareness across society, including in the workplace, the survey shows that more needs to be done to translate this awareness into action.

For individuals, coping with stress in the workplace starts with being able to have a conversation with their manager. In a mentally healthy organisation everyone should feel comfortable talking about stress.

For employers, it is important to take action to create open and healthy workplace cultures where people feel comfortable talking about their mental health. A good job where employees feel secure and supported can boost mental health. Conversely, poor and insecure working conditions undermine good mental health and this impact can then be taken home.

To help employers and employees identify the sources and signs of stress and initiate steps to help reduce the impact, Mental Health First Aid England has launched a free practical resource, the Address Your Stress Toolkit. This can be used as part of a wellbeing strategy, in conjunction with training in Mental Health First Aid, to empower staff to better support their own and others' mental health.

If you would like more information, or if you would like to attend a Mental Health First Aid course, please contact our Customer Service Team on 01752 201616.

Source: SHP Online

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