

The background of the slide is a grayscale photograph showing several hands holding black graduation caps (mortarboards) with tassels. The hands are positioned as if they are presenting or supporting the caps. The text is overlaid on the right side of the image.

THE MENTAL HEALTH AND WELLBEING OF YOUNG PROFESSIONALS

A collaboration between the
Mary Christie Institute,
American Association of Colleges and Universities,
Healthy Minds Network,
National Association of Colleges and Employers,
and Morning Consult.

Polling Presentation

NOVEMBER 2022



ABOUT US

Morning Consult is a global data intelligence company delivering insights on what people think in real time.

By surveying tens of thousands across the globe every day, Morning Consult is unmatched in scale and speed: It determines the true measure of what people think and how their decisions impact business, politics and the economy.

Industry leaders rely on Morning Consult's proprietary technology and analysis for real-time intelligence to transform information into a competitive advantage.

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EXECUTIVE SUMMARY



KEY POINTS

1. **Significant shares of young professionals are currently facing mental or emotional health challenges.**
 - *Half of young professionals agree (51%) they needed help for emotional or mental health problems or challenges in the last year.*
 - *About a third of young professionals received a positive screen (31%) on the PHQ-4 depression subscale, and 43% received a positive screen (43%) on the PHQ-4 anxiety subscale.*
2. **Burnout is a problem among young professionals, and it plays a key role in their anticipated job tenure.**
 - *Half of young professionals (53%) feel burnout at least once per week.*
 - *Two-fifths of young professionals experiencing burnout weekly or more often, 42% plan to leave their job in the next 12 months, compared to 32% of young professionals overall who say the same.*
3. **Young professionals see their work environment as a negative contributor to their mental wellbeing.**
 - *Nearly half (45%) of young professionals believe their work environment has taken a negative toll on their own mental health in the previous year.*
4. **Supervisors are the primary confidant for young professionals facing mental health challenges at work, but few supervisors are instigating conversations on mental health.**
 - *43% of young professionals say they would reach out to their supervisor if they had a mental health problem they believed was affecting their job performance/productivity.*
 - *A majority (65%) report that their supervisor has either never (36%) or rarely (29%) reached out to them about their mental wellbeing.*

EXECUTIVE SUMMARY

Half of young professionals *agree* (51%) they *needed help for emotional or mental health problems or challenges* in the last year.

How much do you agree or disagree with the following statements? % **Total Agree**

	Adults	Men	Women	Financial Situation: Higher Stress	Financial Situation: Lower Stress
If I needed to seek professional help for my mental or emotional health, I would know where to access resources.	71%	67%	74%	71%	71%
In the past 12 months, I needed help for emotional or mental health problems or challenges such as feeling sad, blue, anxious or nervous.	51%	40%	59%	62%	43%
Through my job, there are adequate resources and services to support employee mental health.	41%	49%	37%	37%	45%
My college provided services that prepared me for the emotional and behavioral impact of transitioning to the workplace.	40%	48%	35%	32%	47%
My college helped me to develop skills to prepare me with the emotional and behavioral impact of transitioning to the workplace.	39%	47%	35%	30%	48%

Women (59%) are significantly more likely than men (40%) to have *needed help* for emotional/mental health problems in the past year. Additionally, young professionals with higher financial stress (62%) are more likely than those with lower financial stress (43%) to have *needed help*.

EXECUTIVE SUMMARY

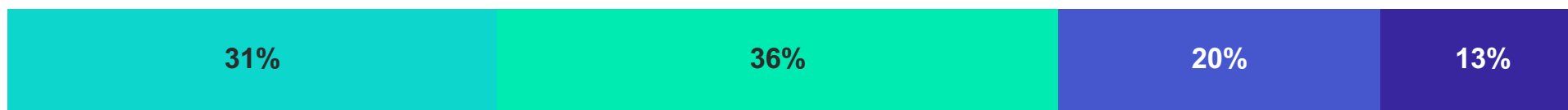
About a third of young professionals received a *positive screen* (31%) on the PHQ-4 depression subscale, and 43% received a *positive screen* (43%) on the PHQ-4 anxiety subscale. Over the last 2 weeks, how often have you been bothered by the following problems?

PHQ-4: VALIDATED SCREENING TOOL FOR ANXIETY AND DEPRESSION

PHQ-4 Total Score

● PHQ-4 Total: None (0-2) ● PHQ-4 Total: Mild (3-5) ● PHQ-4 Total: Moderate (6-8) ● PHQ-4 Total: Severe (9-12)

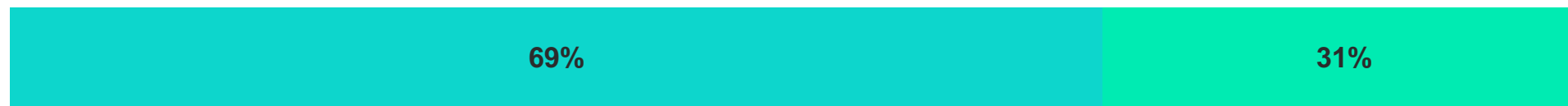
Adults



PHQ-4 Depression Subscale

● Positive Screen: No ● Positive Screen: Yes

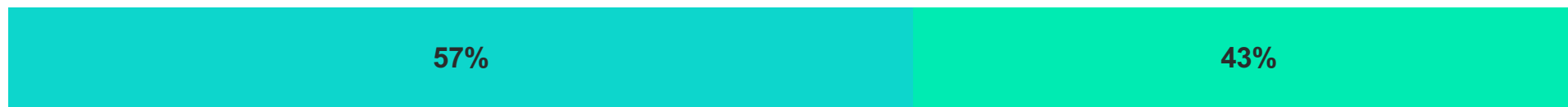
→ Adults



PHQ-4 Anxiety Subscale

● Positive Screen: No ● Positive Screen: Yes

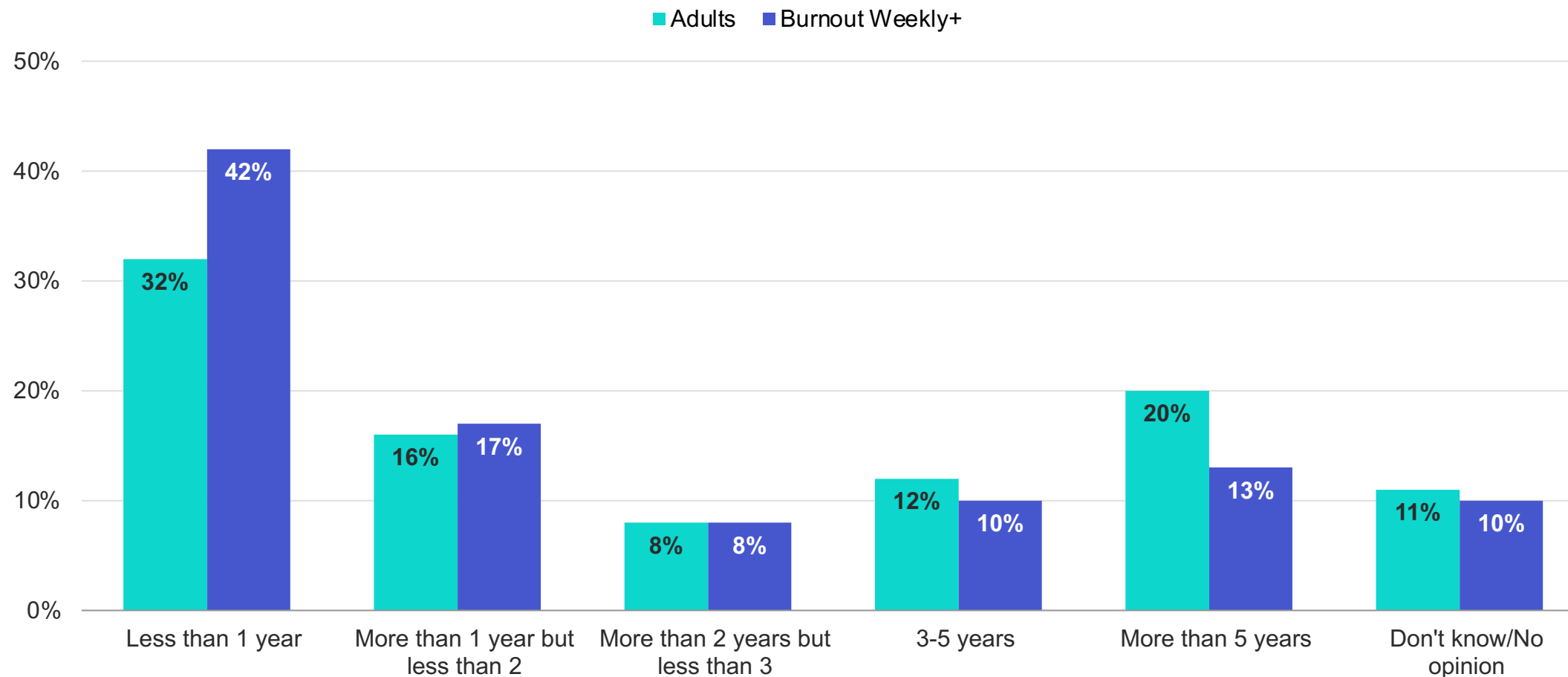
→ Adults



EXECUTIVE SUMMARY

Young professionals experiencing burnout once per week or more often (42%) are more likely than young professionals overall (32%) to report leaving their job in the next year.

How much longer do you intend to stay at your current job?

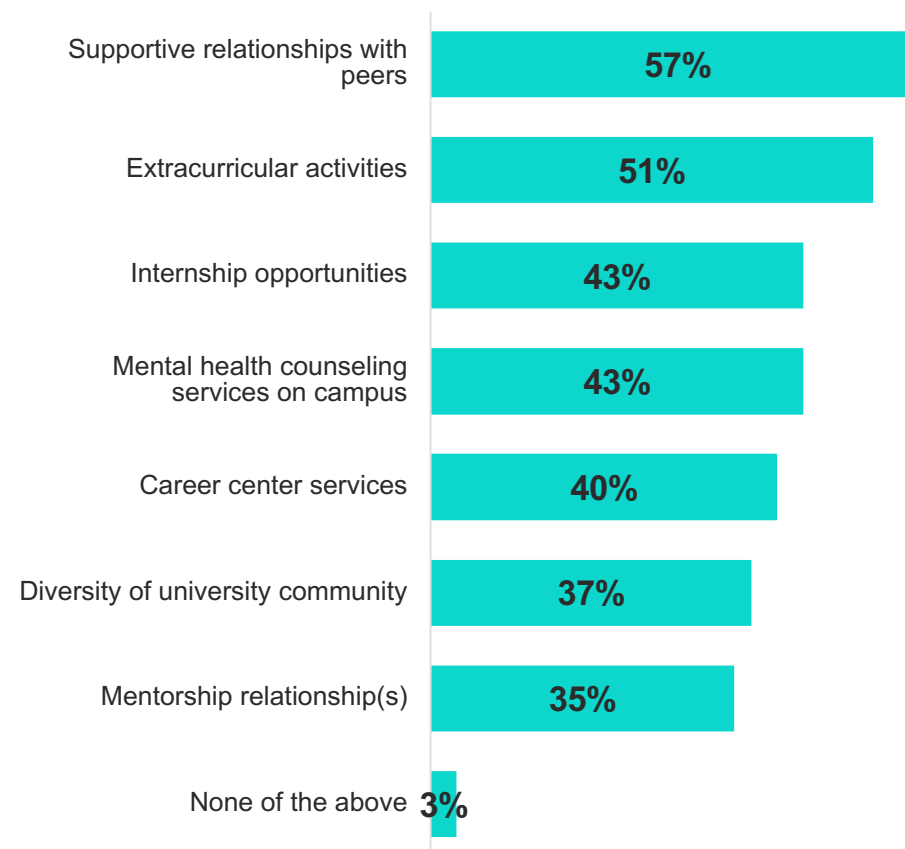


Two-fifths of young professionals disagree their college provided them with adequate services and skill development to prepare them for the emotional/behavioral transition to work.

How much do you agree or disagree with the following statements? // What kinds of experiences did you have in college that helped prepare you for the emotional and behavioral impact of transitioning to the workplace? Please select all that apply.



39%
**Disagree their college
helped them develop
skills to prepare them
with the emotional/
behavioral impact of
transitioning to the
workplace**

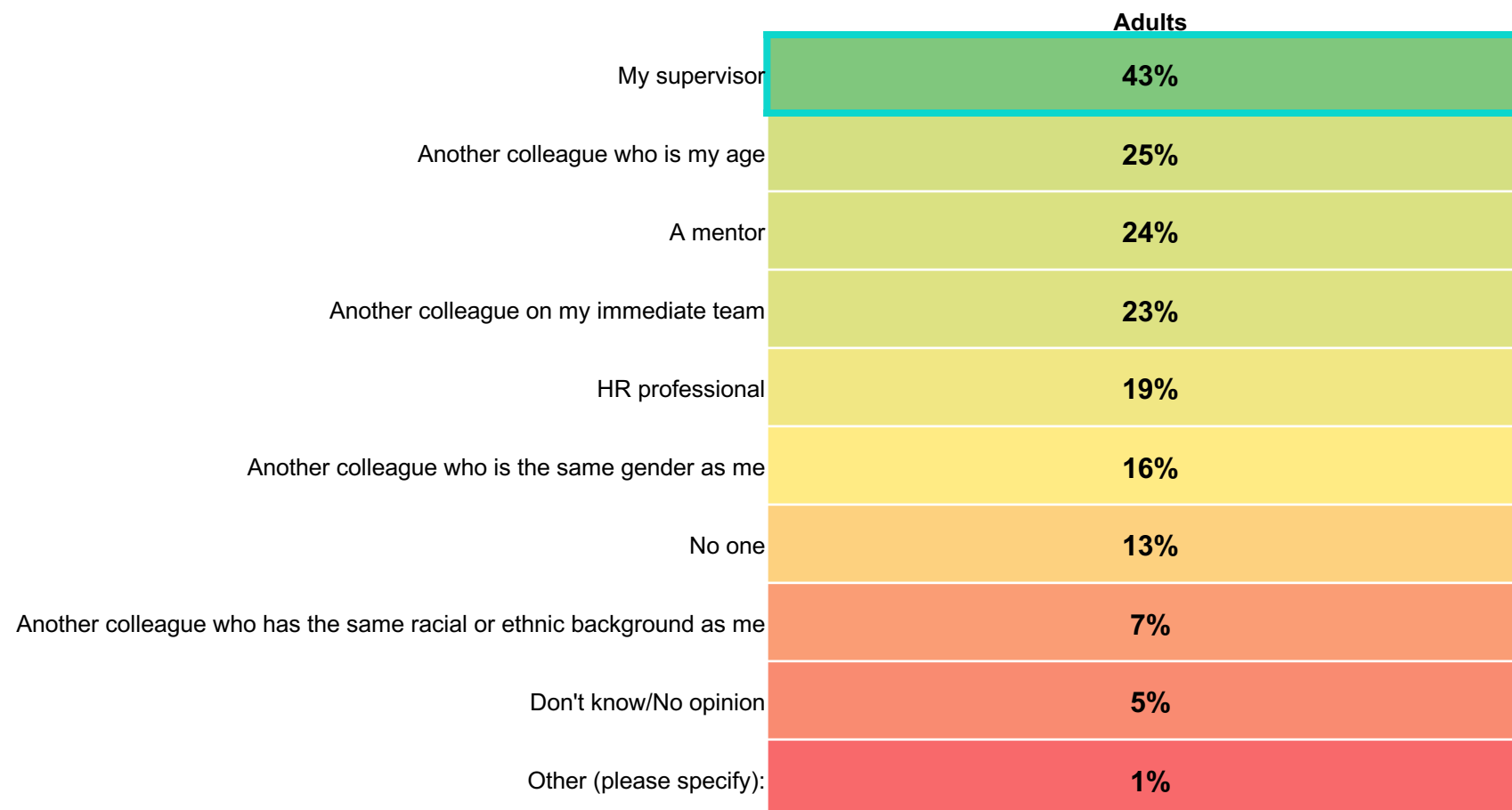


Among those who say their college *did* adequately prepare them with services and skill development, they are most likely to say *supportive relationships with peers* helped prepare them.

EXECUTIVE SUMMARY

Young professionals are most likely to reach out to their supervisor if they had a mental health problem affecting their job performance/productivity.

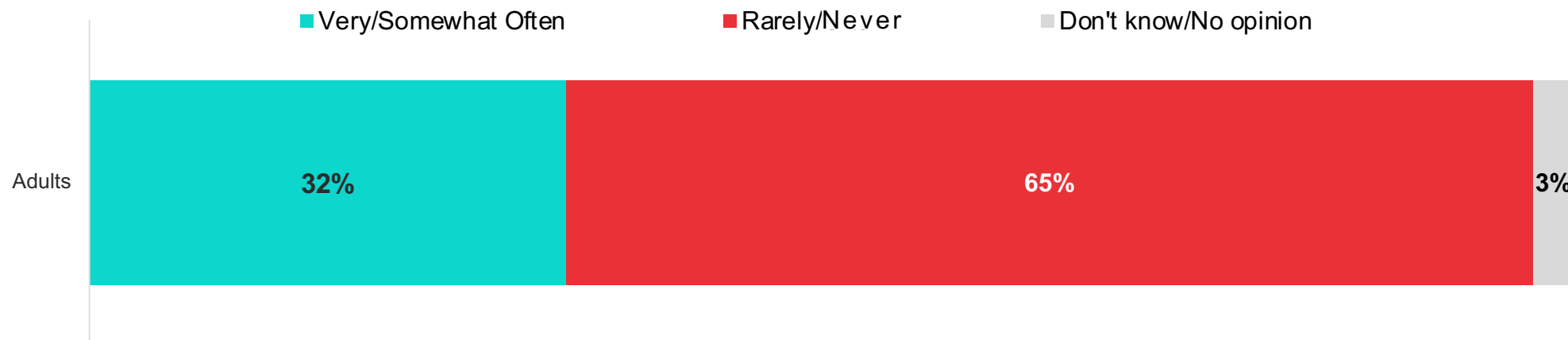
If you had a mental health problem that you believed was affecting your job performance/productivity, which people at your job would you talk to? Please select all that apply.



EXECUTIVE SUMMARY

Despite supervisors being the most likely confidant for young professionals facing mental health problems at work, only 32% say their supervisor has reached out to them about their mental health.

How often, if ever, has your current supervisor reached out to you about your mental health and wellbeing?



METHODOLOGY





RESEARCH OBJECTIVE

The research seeks to examine recent graduates' mental and emotional transition from college to career. This includes recent graduates' overall mental health, how they are using mental health services and seeking help now and during college, and the impact of workplace climate on their mental health.

METHODOLOGY STATEMENT

This survey was conducted by Morning Consult between November 1-7, 2022 among a sample of 1,005 adults ages 22-28 with a bachelor's degree or more education. The survey was conducted online. Results from the full survey have a margin of error of plus or minus 3 percentage points.

DEMOGRAPHIC DEFINITIONS

DEMOGRAPHIC	WEIGHTED (N)	%	DEFINITION
Adults	1,005	100%	Adults ages 22-28 with a bachelor's degree or more education
Gender: Men	423	42%	Gender identity: Man
Gender: Women	557	55%	Gender identity: Woman
Race/Ethnicity: Black	105	10%	Race or ethnicity: African American/Black
Race/Ethnicity: Asian American	125	12%	Race or ethnicity: Asian American/Asian
Race/Ethnicity: Hispanic	127	13%	Race or ethnicity: Hispanic/Latin(x)
Race/Ethnicity: White	741	74%	Race or ethnicity: White
Mental Health: Excellent/Good	546	54%	Rates current overall mental health as excellent or good
Mental Health: Fair/Poor	452	45%	Rates current overall mental health as fair or poor



DEMOGRAPHIC DEFINITIONS [CONTINUED]

DEMOGRAPHIC	WEIGHTED (N)	%	DEFINITION
WFH Status: Remote	226	22%	Works remotely 100% of the time in current job
WFH Status: Hybrid	321	32%	Mix of remote and in-person work (hybrid) in current job
WFH Status: In-Person	459	46%	Works in-person 100% of the time in current job
Financial Situation: Higher Stress	461	46%	Describes current financial situation as always or often stressful
Financial Situation: Lower Stress	544	54%	Describes current financial situation as sometimes, rarely, or never stressful
Diagnosed with Mental Health Condition	376	37%	Has been diagnosed with a mental health condition by a mental health professional
Burnout Weekly+	536	53%	Experiences burnout every day, a few times a week, or once a week
Work Environment Negative Impact on mental health	285	28%	Strongly or somewhat agrees that environment at place of work has a negative impact on employees' mental health and wellbeing





APPENDIX



APPENDIX

OVERALL MENTAL HEALTH

MENTAL HEALTH SERVICE USE/HELP-SEEKING

WORKPLACE CLIMATE



APPENDIX: OVERALL MENTAL HEALTH

Over the last 2 weeks, how often have you been bothered by the following problems? **[PHQ-4]**

PHQ-4: Validated Screening tool for anxiety and depression

AACU4 Over the last 2 weeks, how often have you been bothered by the following problems?
[MATRIX]

- 1 *Feeling nervous, anxious or on edge*
- 2 *Not being able to stop or control worrying*
- 3 *Feeling down, depressed or hopeless*
- 4 *Little interest or pleasure in doing things*

- 1 *Not at all*
- 2 *Several days*
- 3 *More than half the days*
- 4 *Nearly every day*

***PHQ-4 Scoring:**

Total score ranges from 0–12, with categories of psychological distress as follows:

None: 0-2

Mild: 3-5

Moderate: 6-8

Severe 9-12

Anxiety Subscale:

Sum of items 1-2 (Score range: 0-6)

Depression Subscale:

Sum of items 3-4 (Score range: 0-6)

On each subscale, a score of 3 or greater is considered positive for screening purposes.

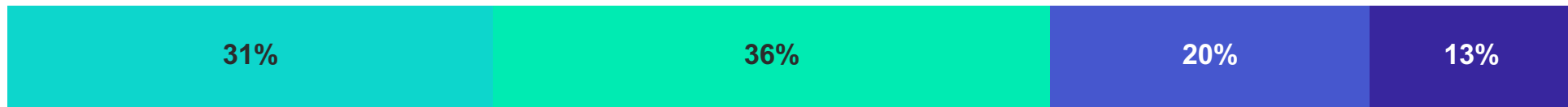
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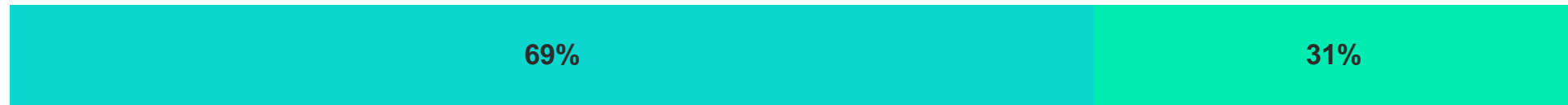
Adults



PHQ-4 Depression Subscale

● Positive Screen: No
 ● Positive Screen: Yes

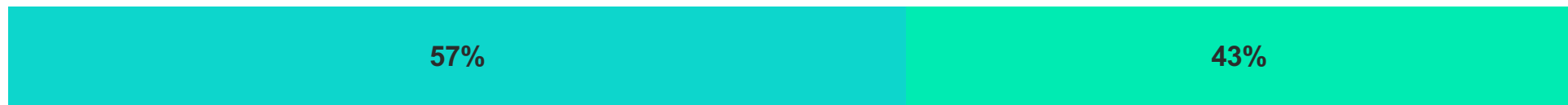
→ Adults



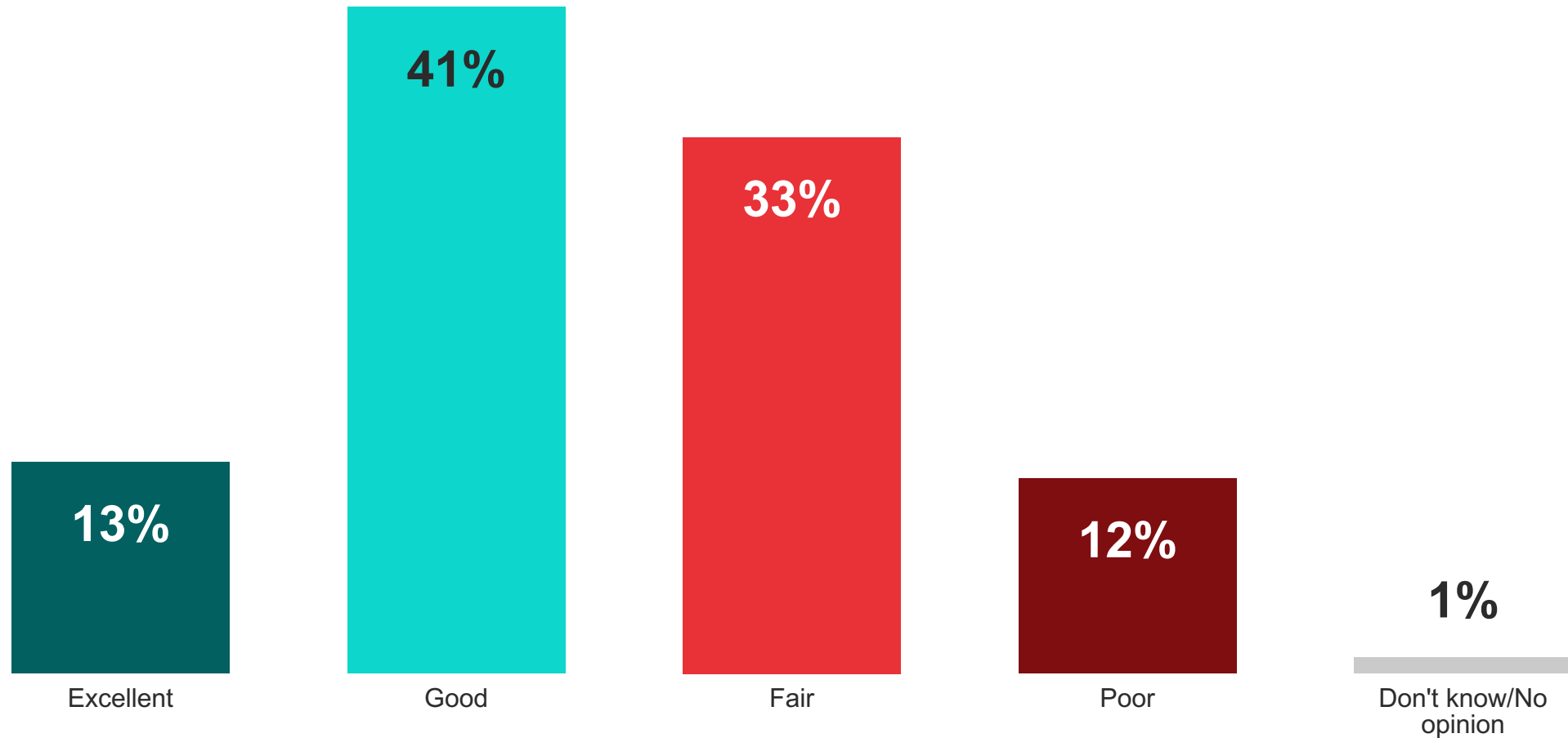
PHQ-4 Anxiety Subscale

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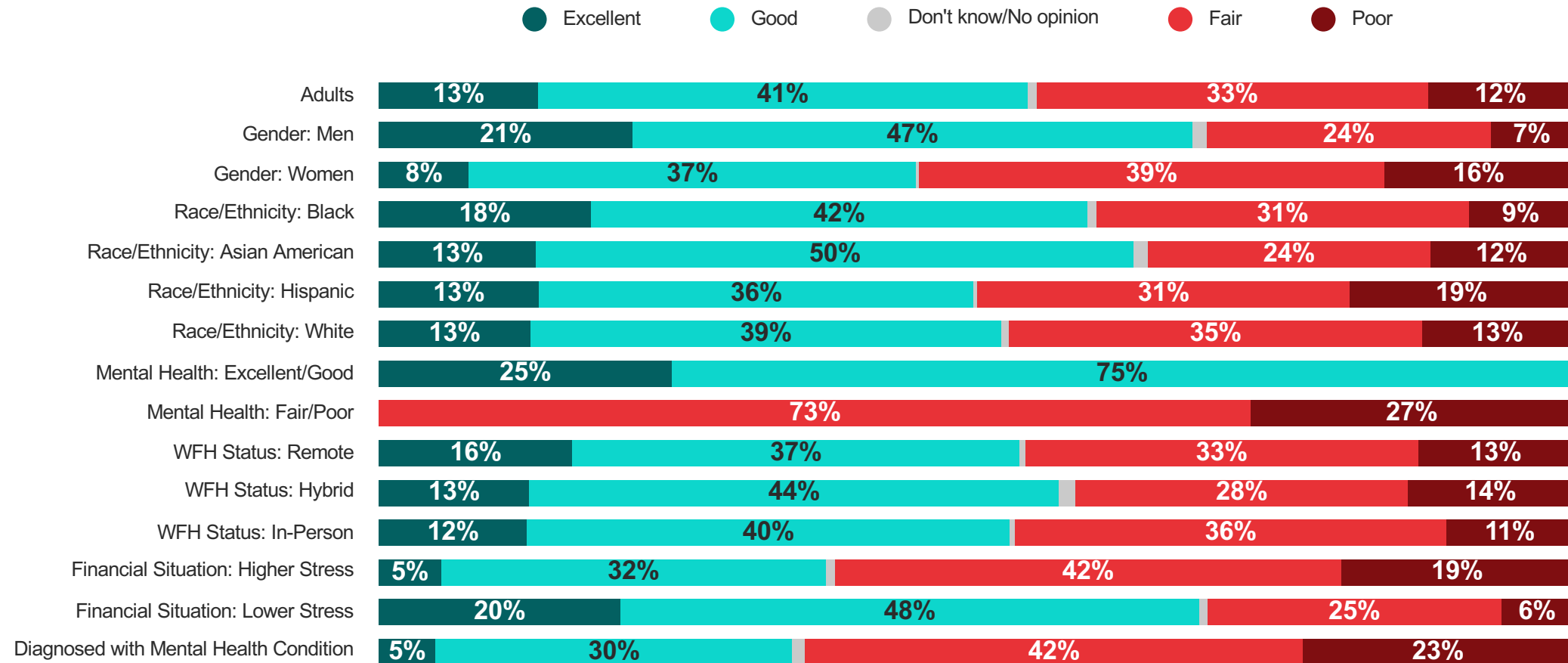
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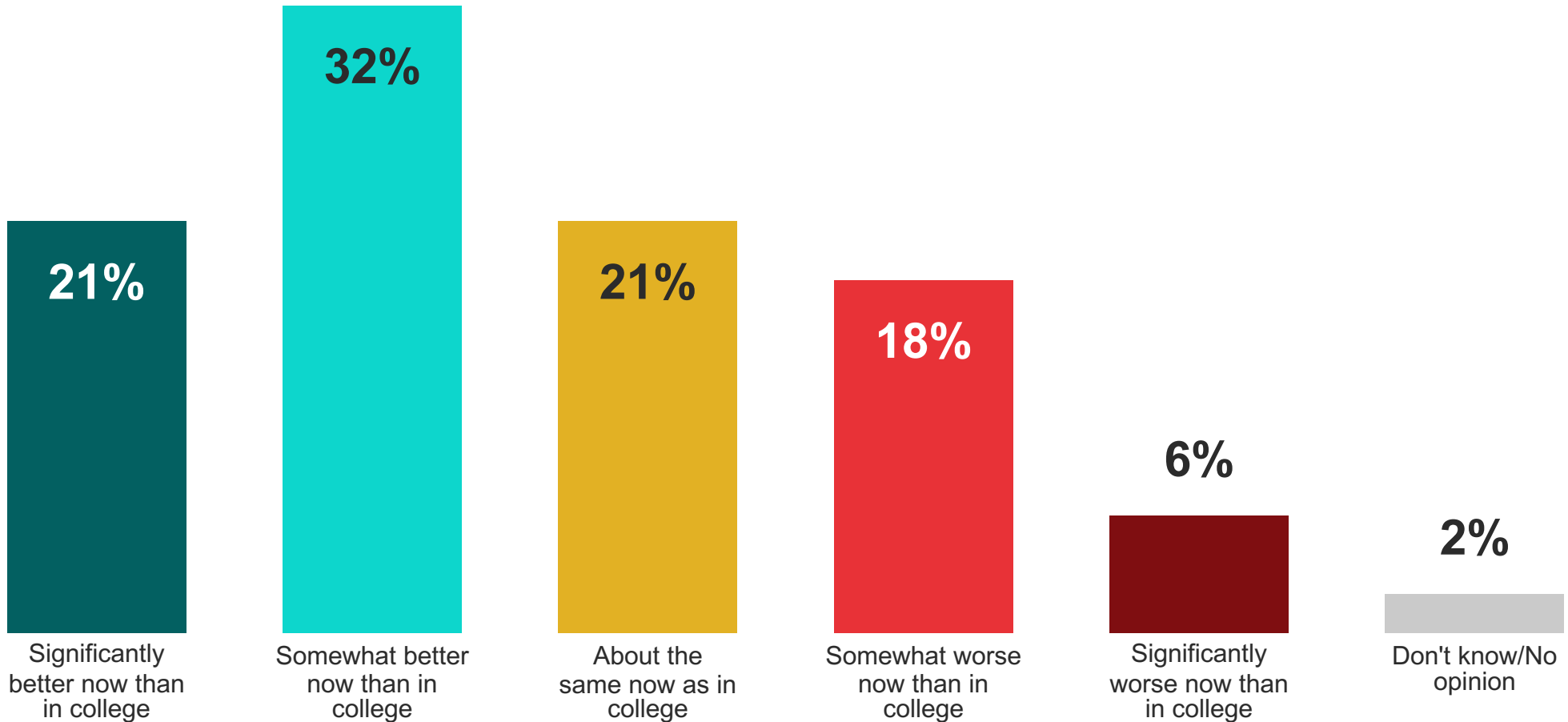
Overall, how would you rate your current mental health?



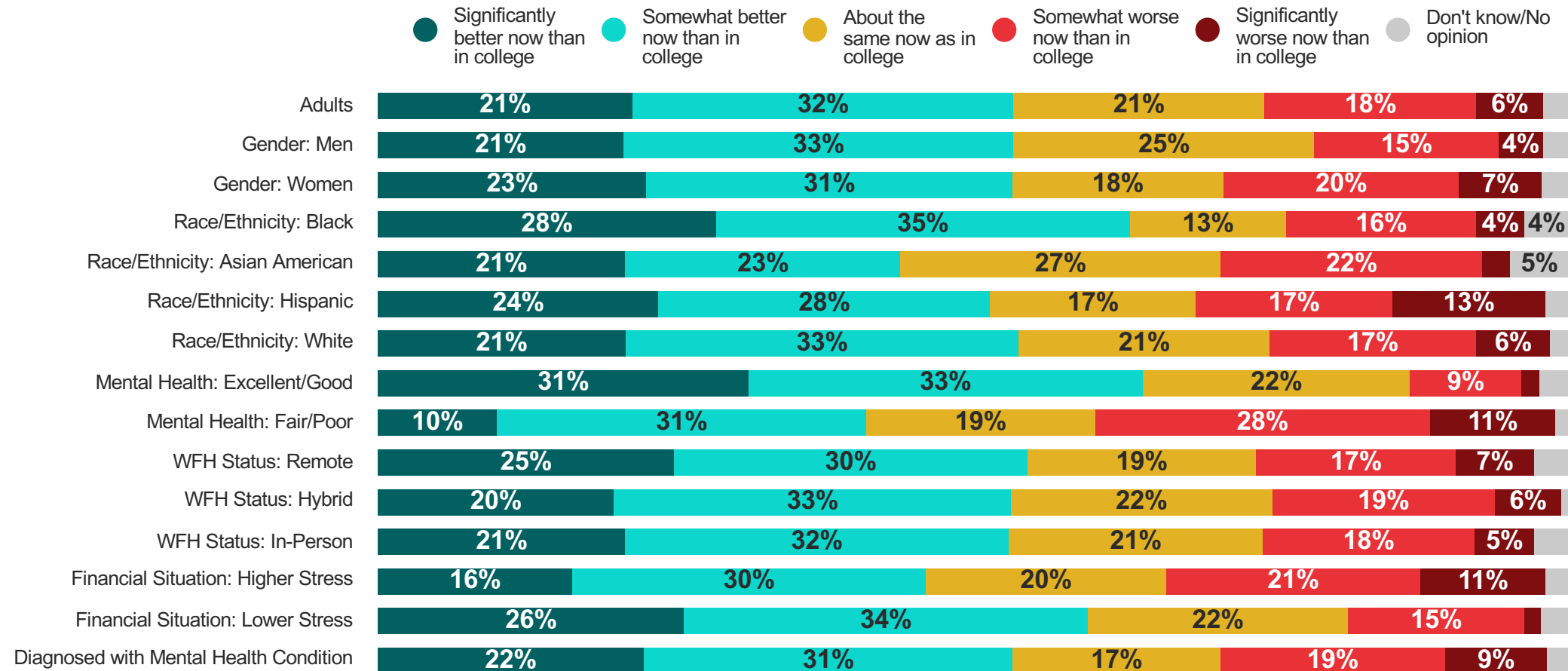
Overall, how would you rate your current mental health?



How much better or worse is your mental health now than when you were in college?



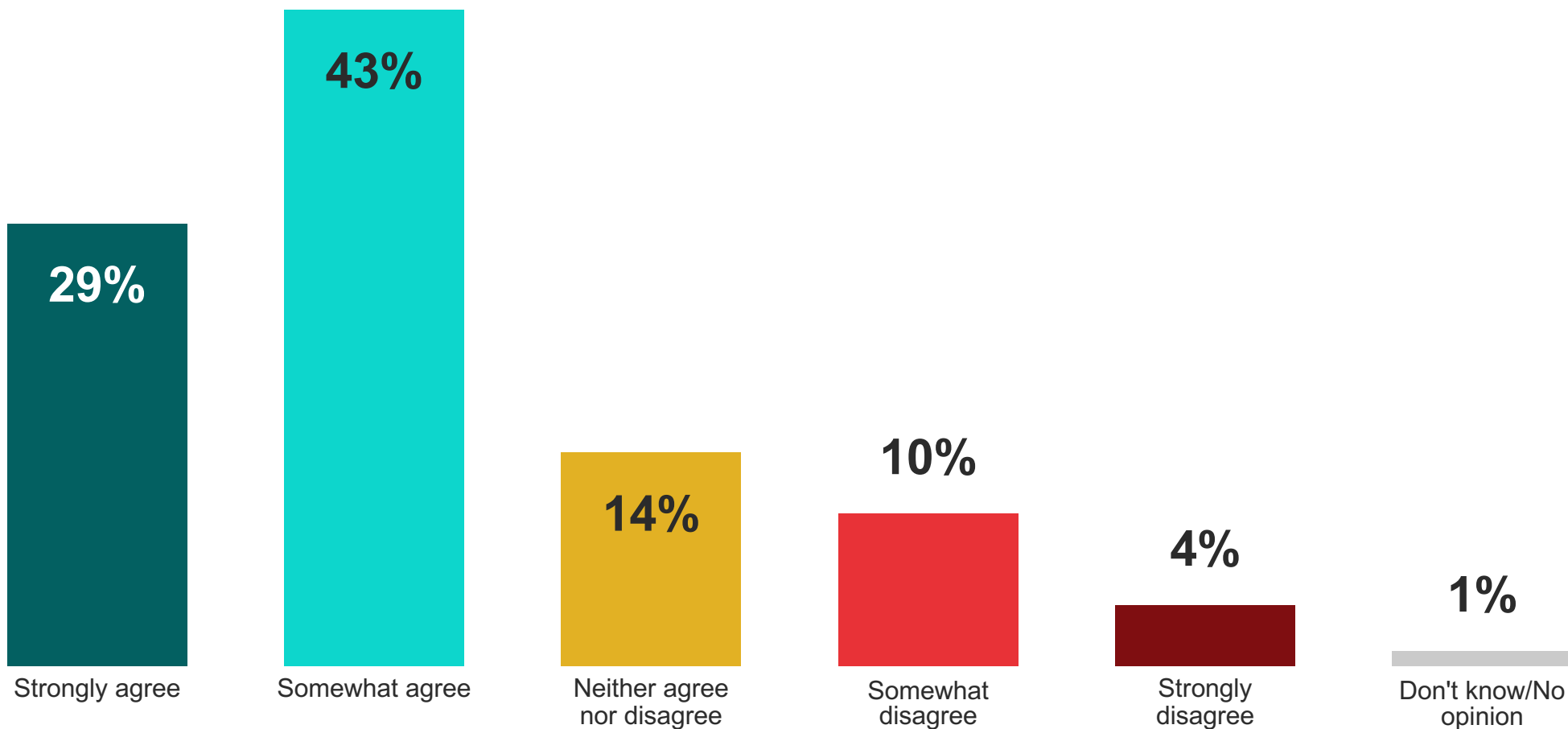
How much better or worse is your mental health now than when you were in college?



APPENDIX: OVERALL MENTAL HEALTH

Below are 3 statements with which you may agree or disagree. Using the 1-6 scale below, indicate your agreement with each item by indicating that response for each statement.

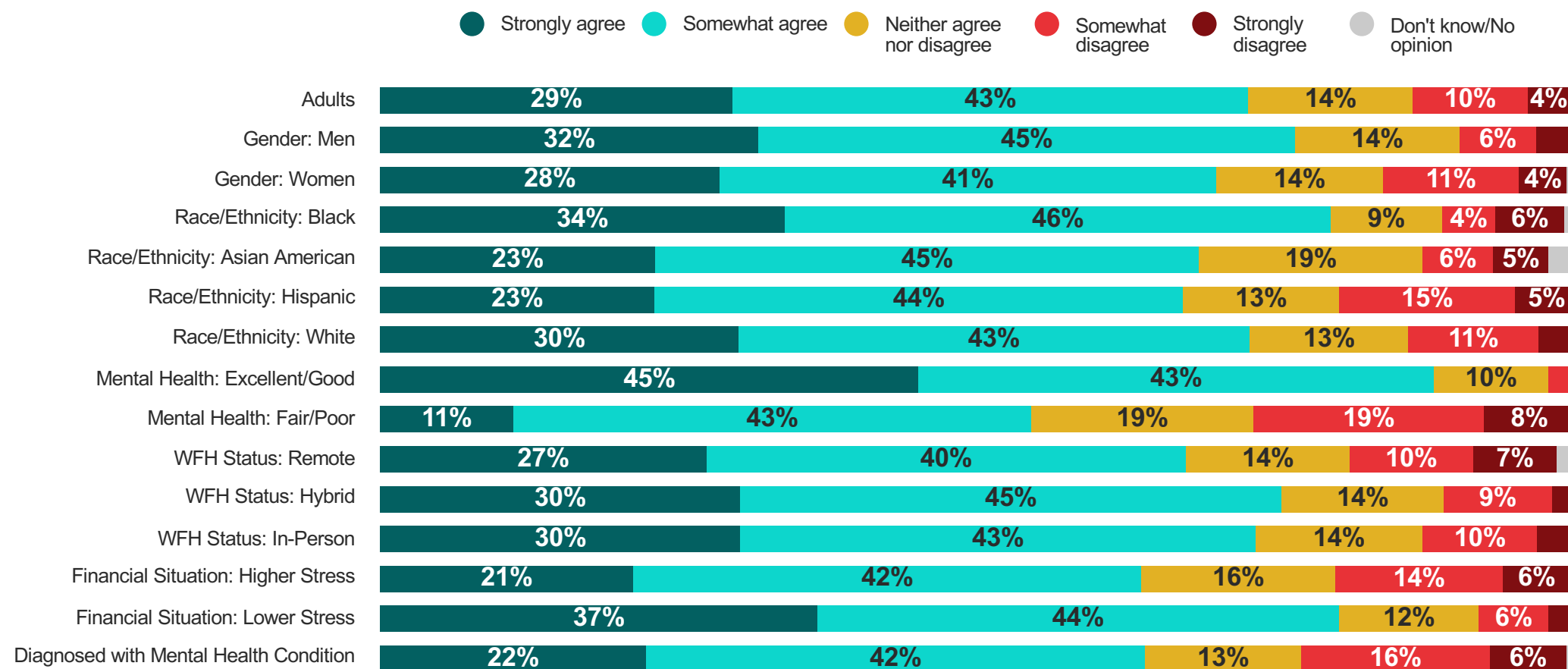
I lead a purposeful and meaningful life.



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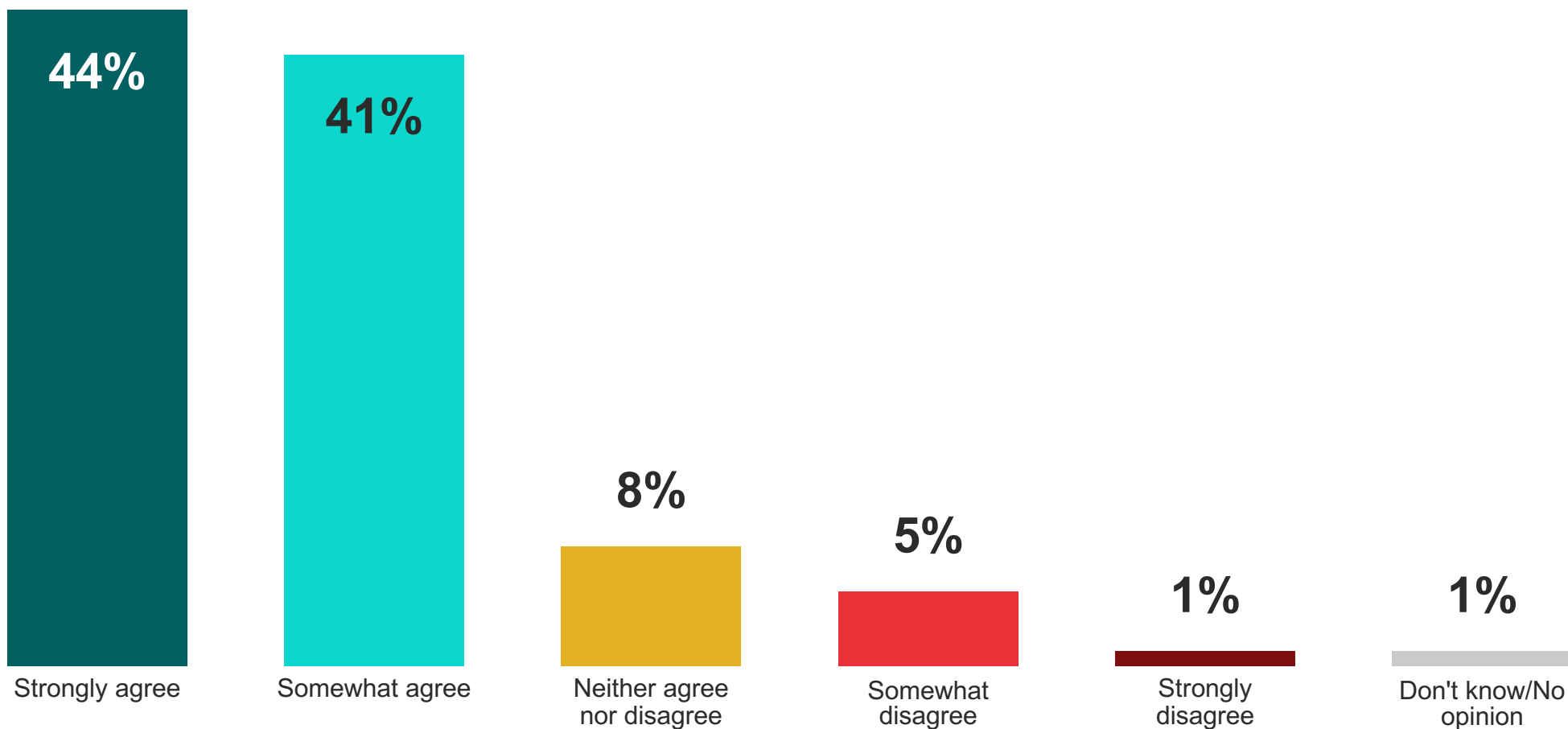
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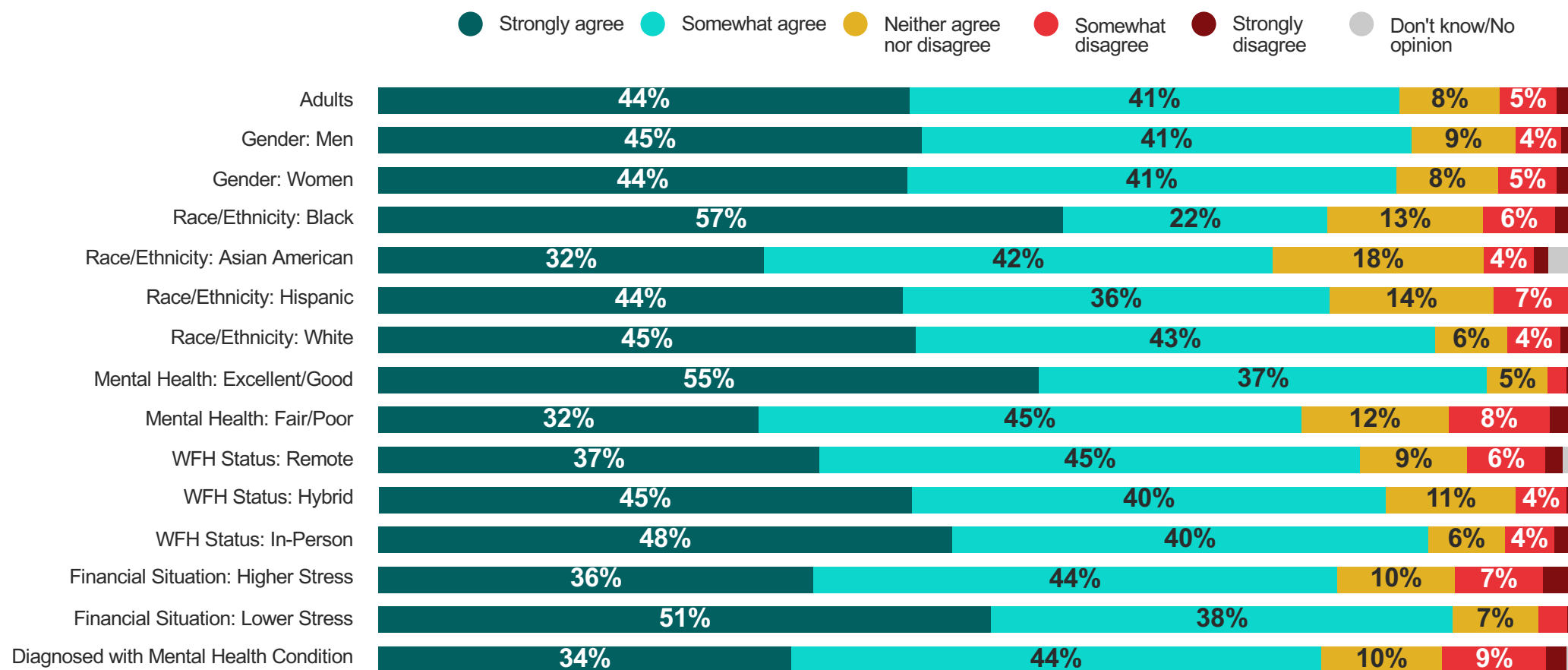
I am competent and capable in the activities that are important to me.



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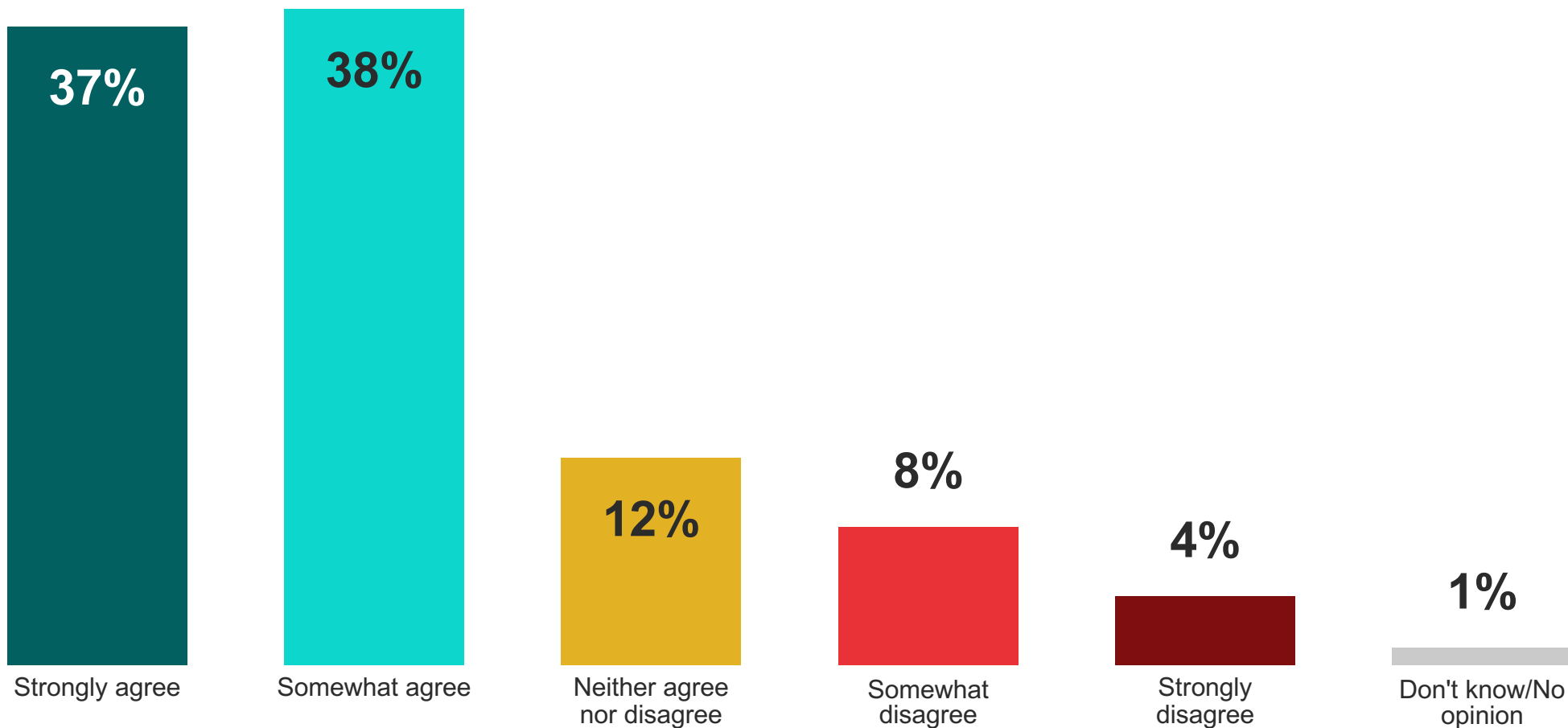
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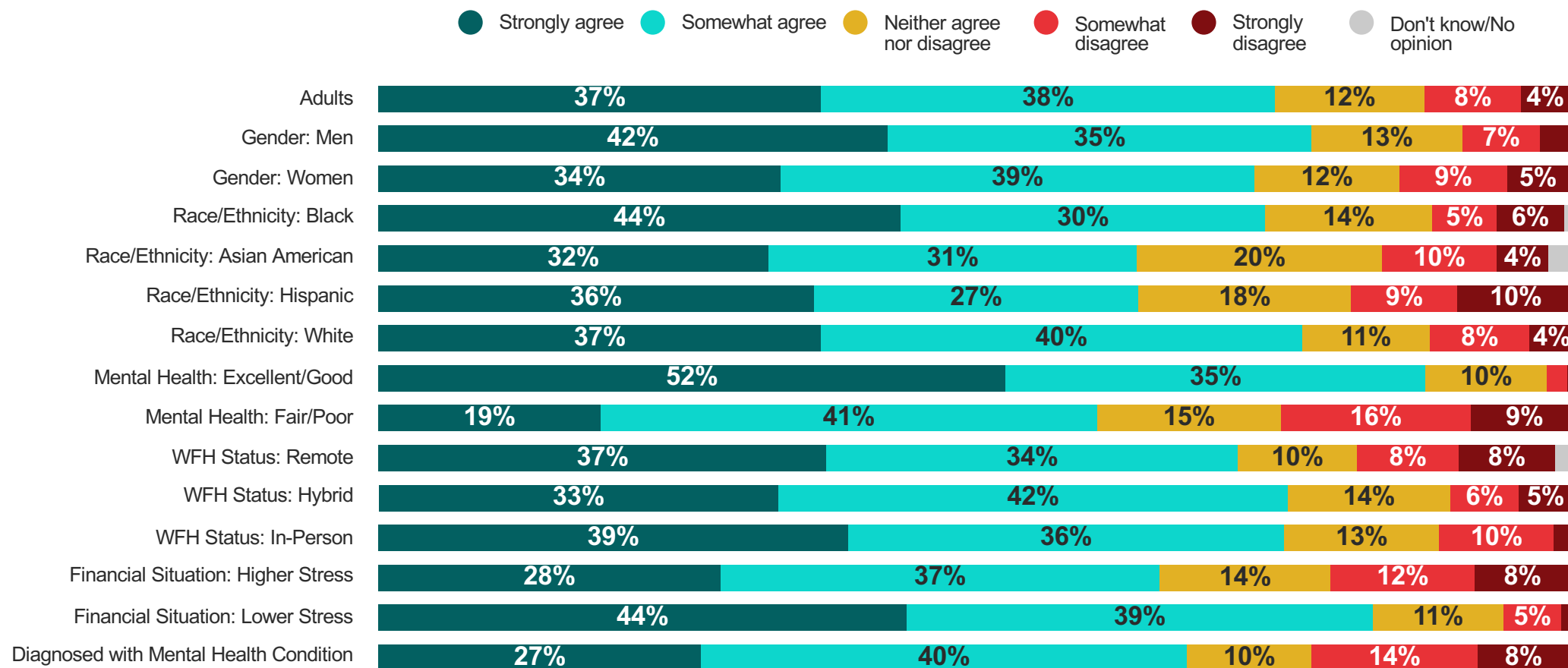
I am optimistic about my future.



APPENDIX: OVERALL MENTAL HEALTH

Below are 3 statements with which you may agree or disagree. Using the 1-6 scale below, indicate your agreement with each item by indicating that response for each statement.

I am optimistic about my future.



APPENDIX

OVERALL MENTAL HEALTH

MENTAL HEALTH SERVICE USE/HELP-SEEKING

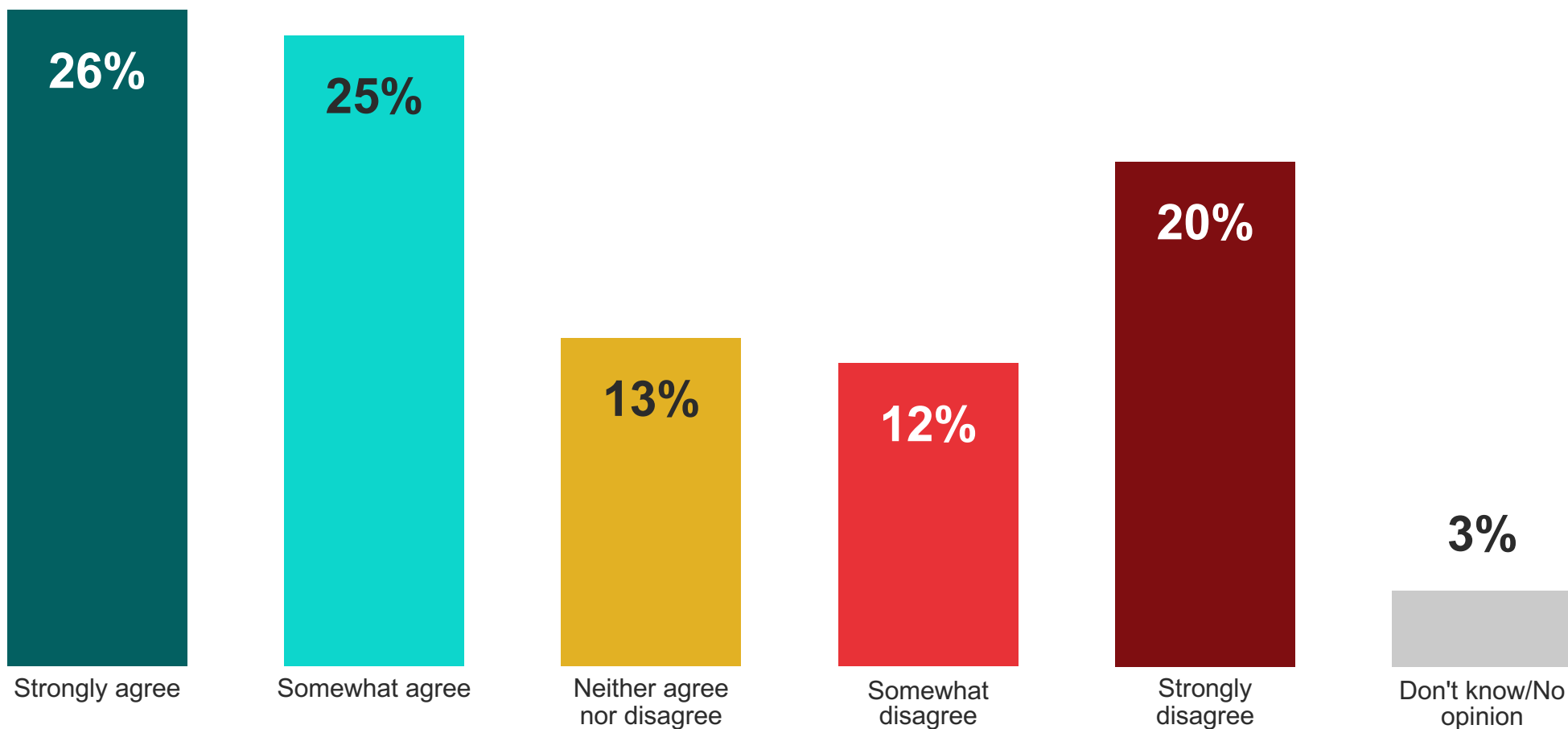
WORKPLACE CLIMATE



APPENDIX: MENTAL HEALTH SERVICE USE/HELP-SEEKING

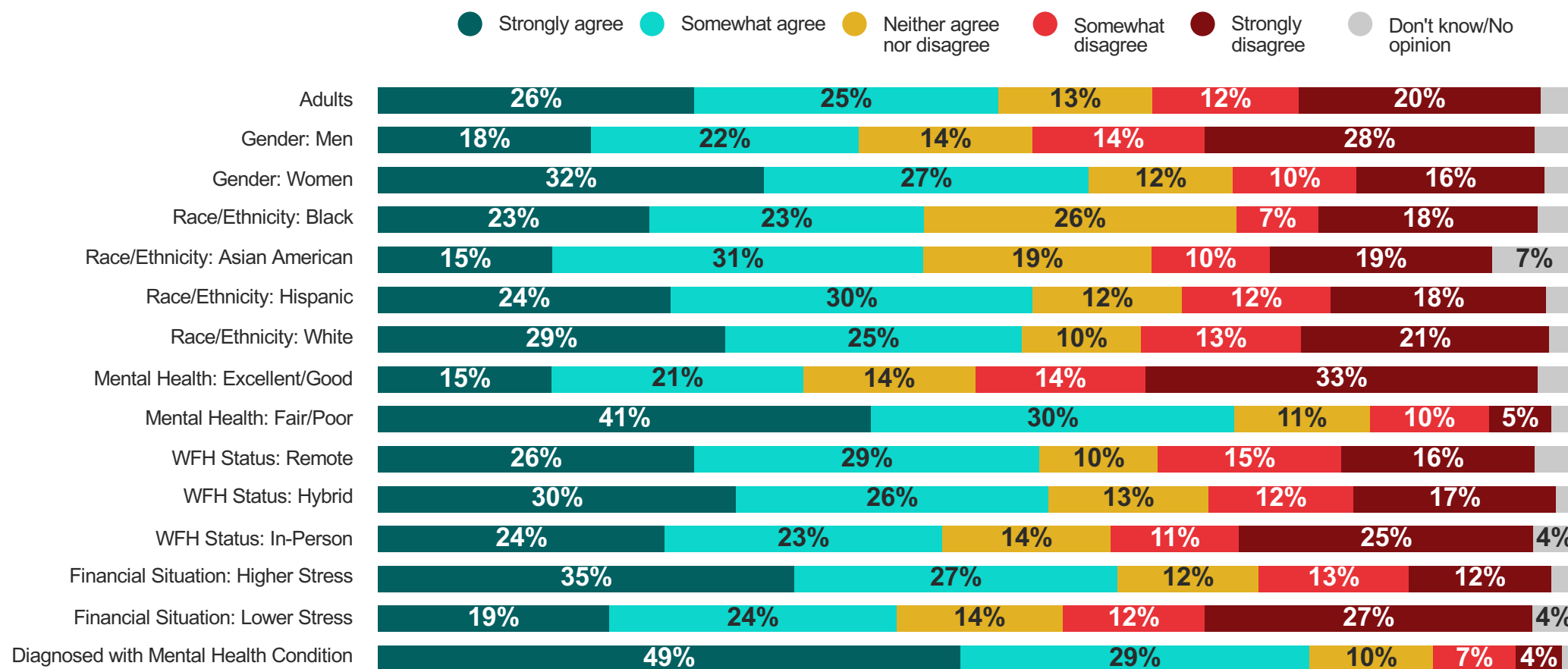
How much do you agree or disagree with the following statements?

In the past 12 months, I needed help for emotional or mental health problems or challenges such as feeling sad, blue, anxious or nervous.



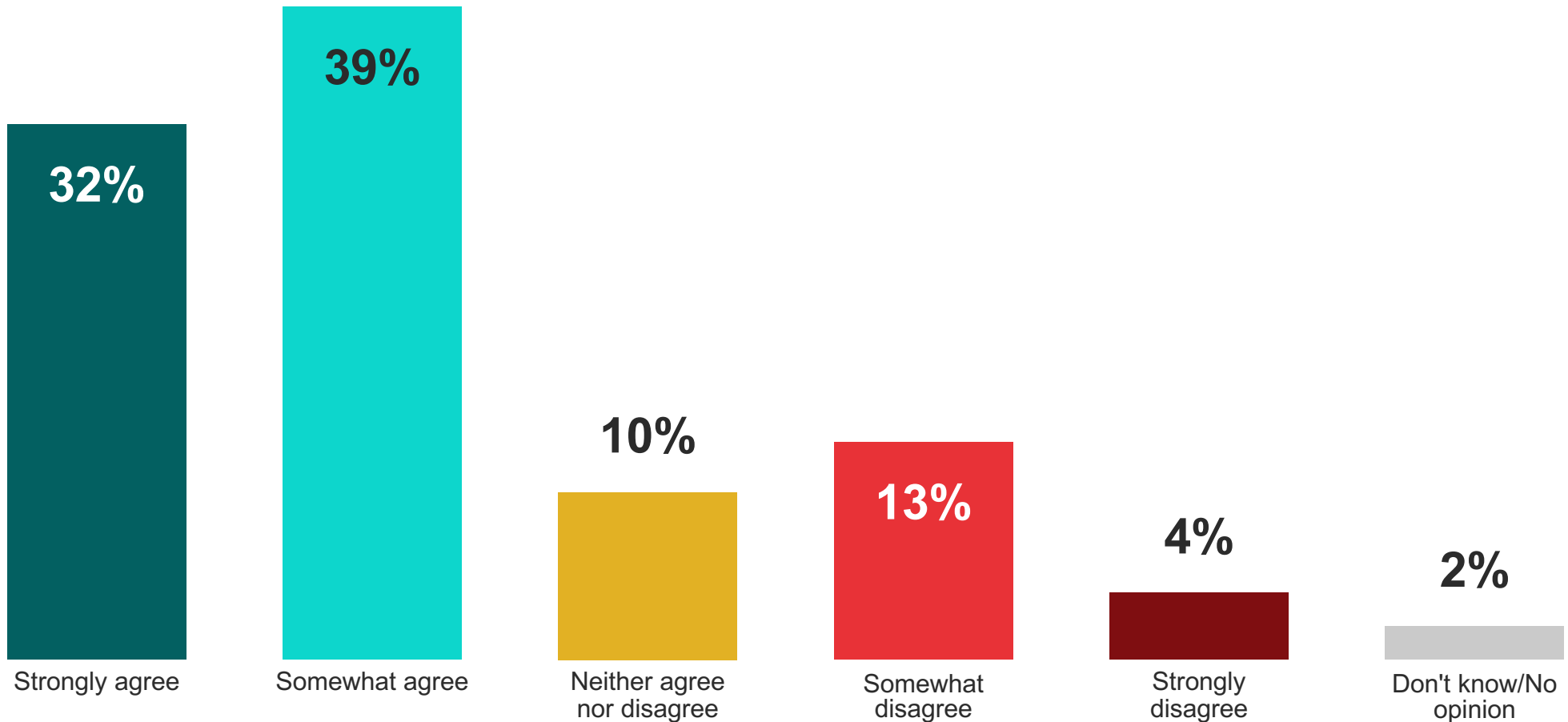
APPENDIX: MENTAL HEALTH SERVICE USE/HELP-SEEKING

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How much do you agree or disagree with the following statements?

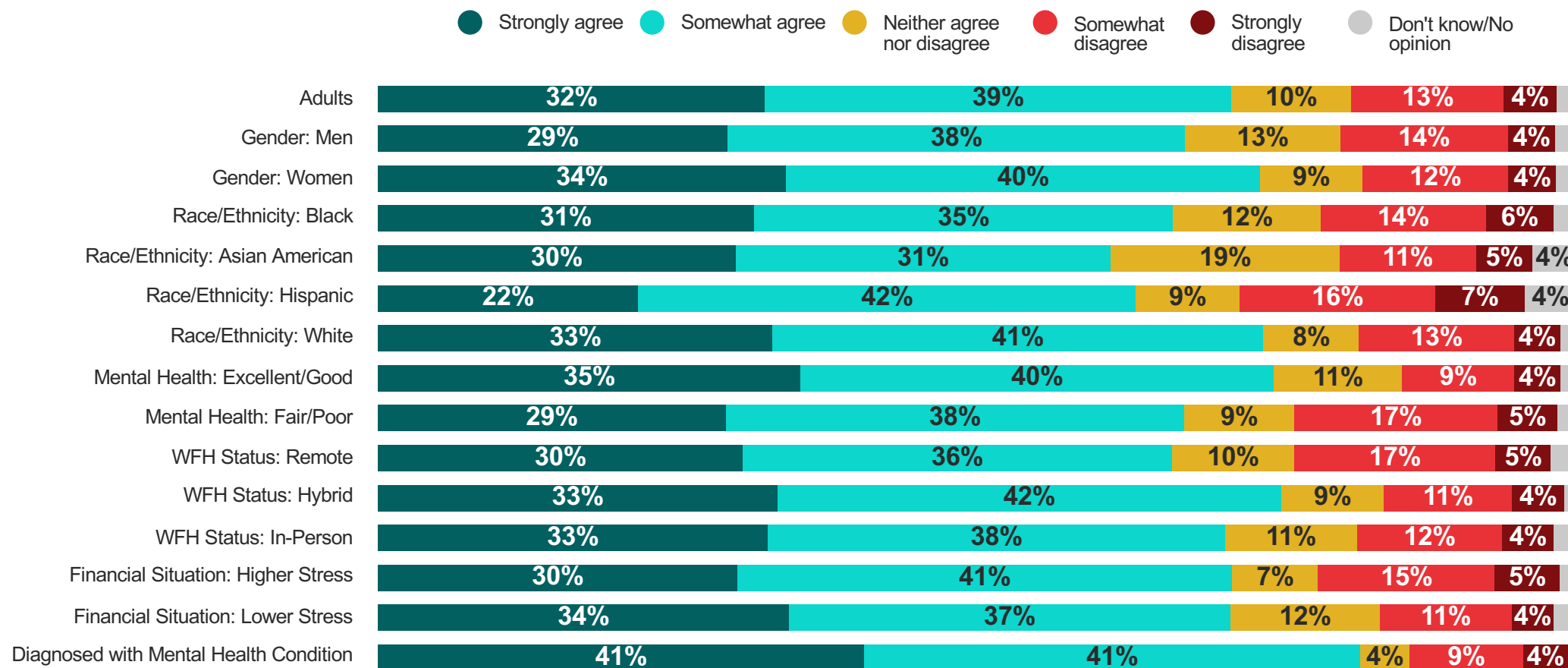
If I needed to seek professional help for my mental or emotional health, I would know where to access resources.



APPENDIX: MENTAL HEALTH SERVICE USE/HELP-SEEKING

How much do you agree or disagree with the following statements?

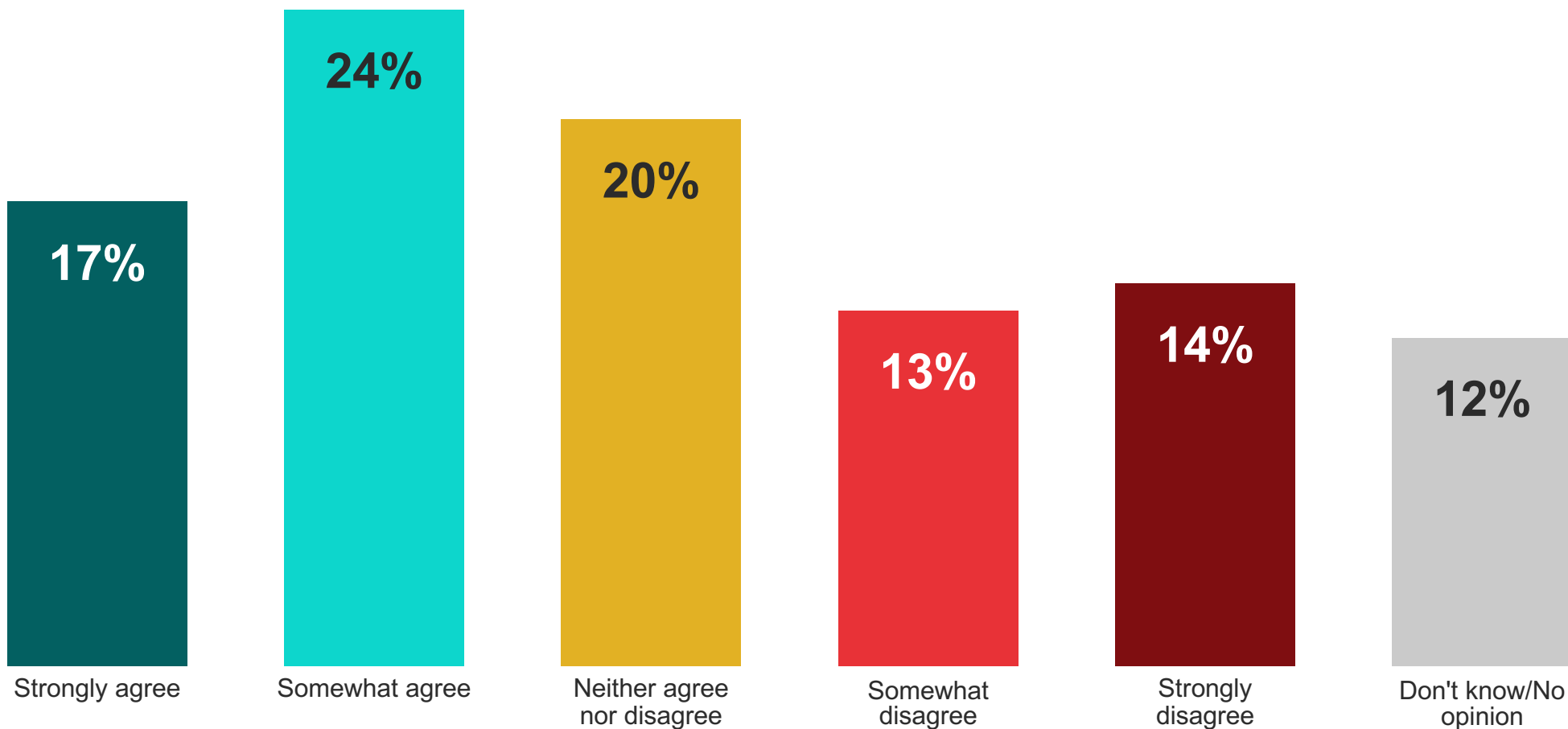
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APPENDIX: MENTAL HEALTH SERVICE USE/HELP-SEEKING

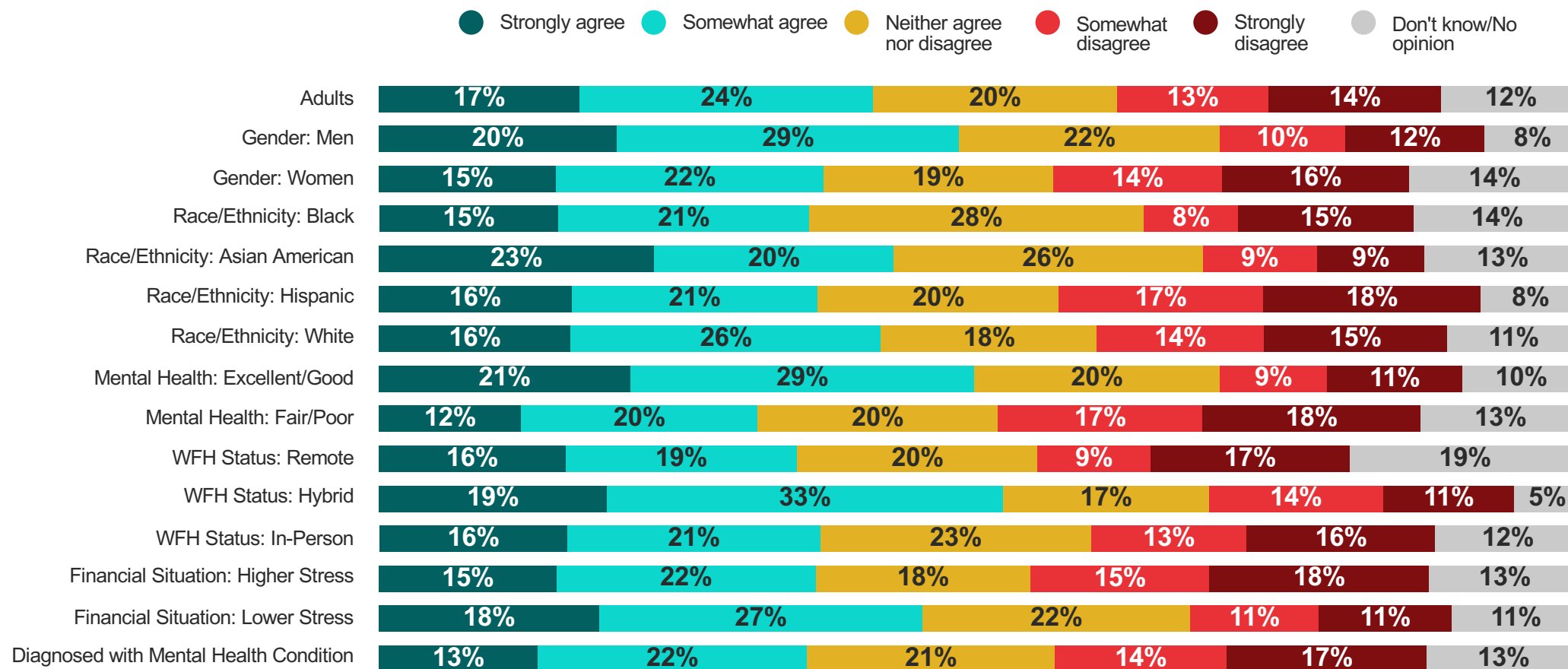
How much do you agree or disagree with the following statements?

Through my job, there are adequate resources and services to support employee mental health.



APPENDIX: MENTAL HEALTH SERVICE USE/HELP-SEEKING

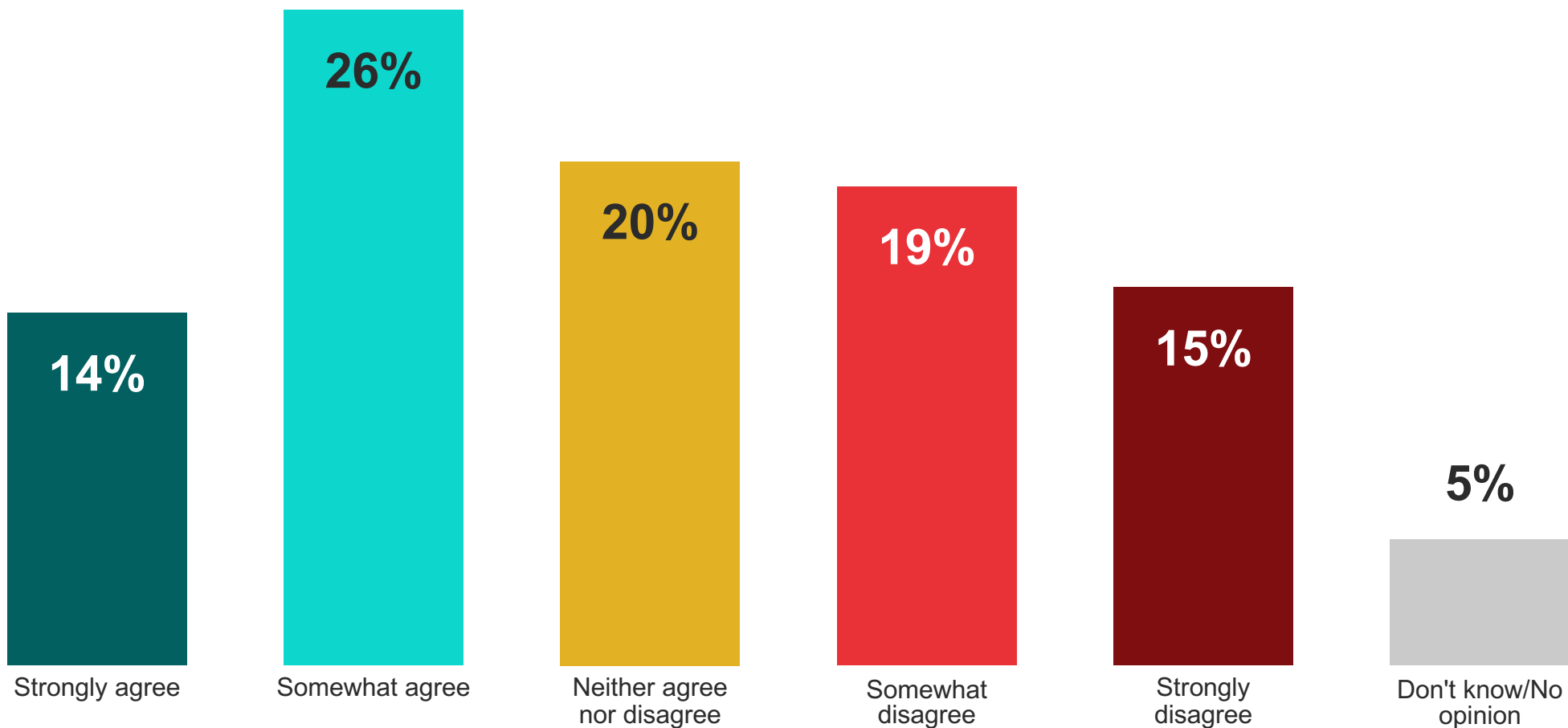
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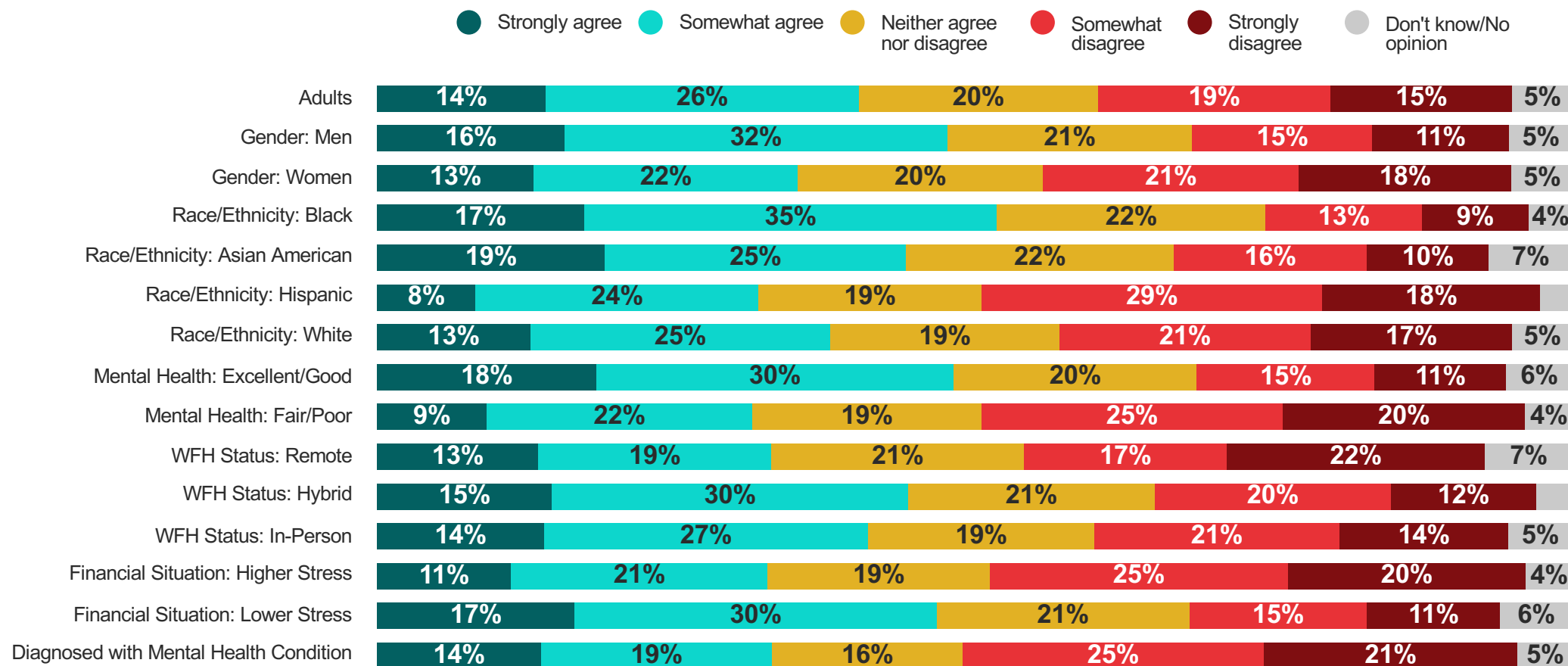
My college provided services that prepared me for the emotional and behavioral impact of transitioning to the workplace.



APPENDIX: MENTAL HEALTH SERVICE USE/HELP-SEEKING

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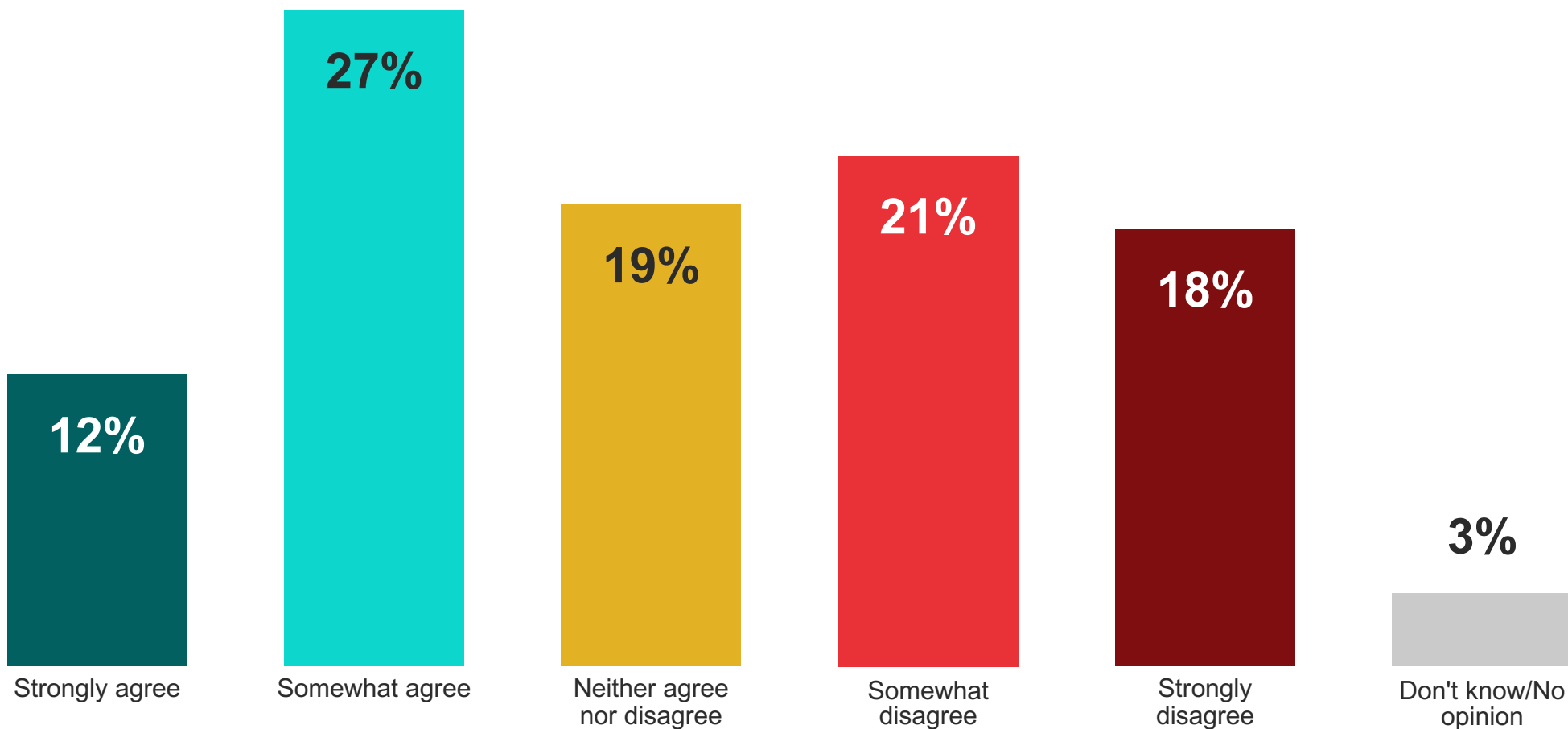
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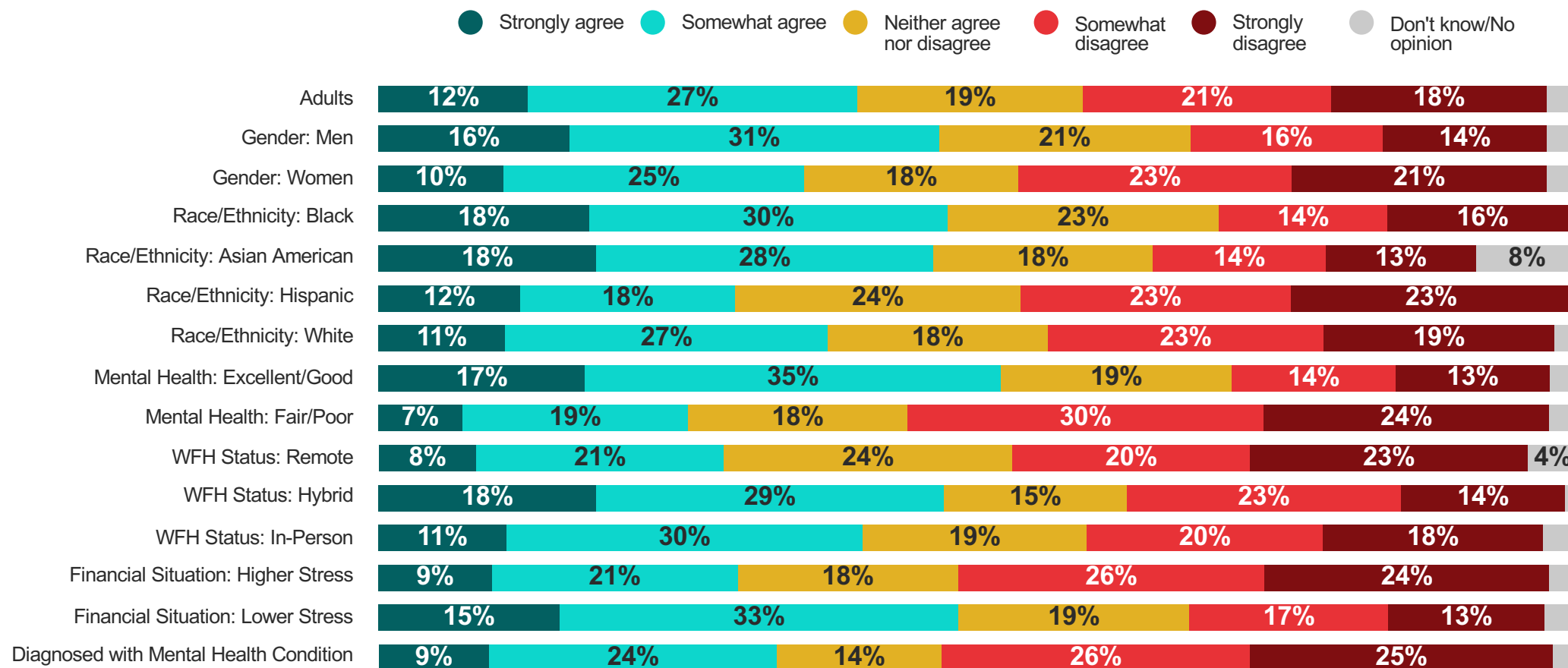
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APPENDIX: MENTAL HEALTH SERVICE USE/HELP-SEEKING

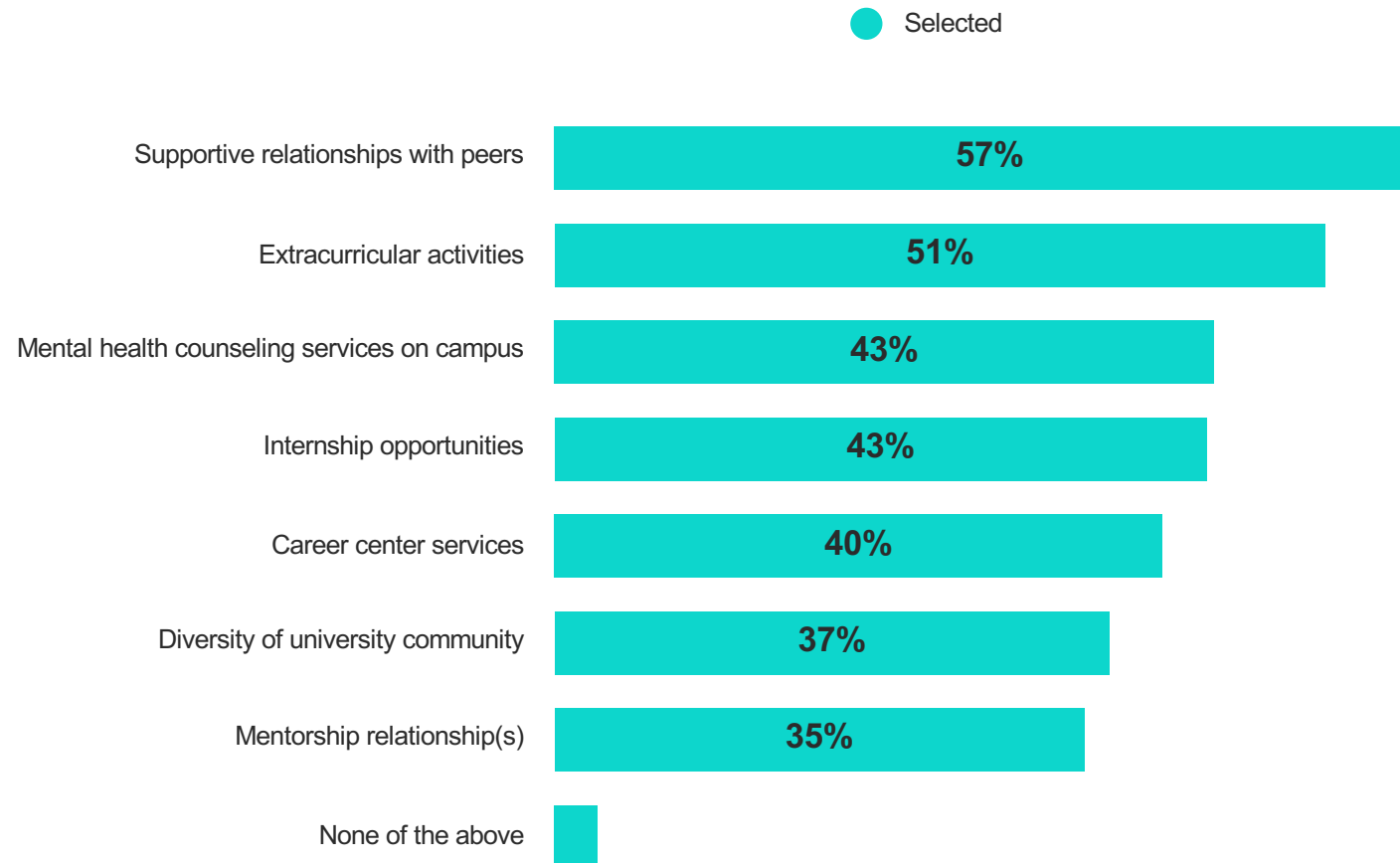
How much do you agree or disagree with the following statements?

My college helped me to develop skills to prepare me with the emotional and behavioral impact of transitioning to the workplace.



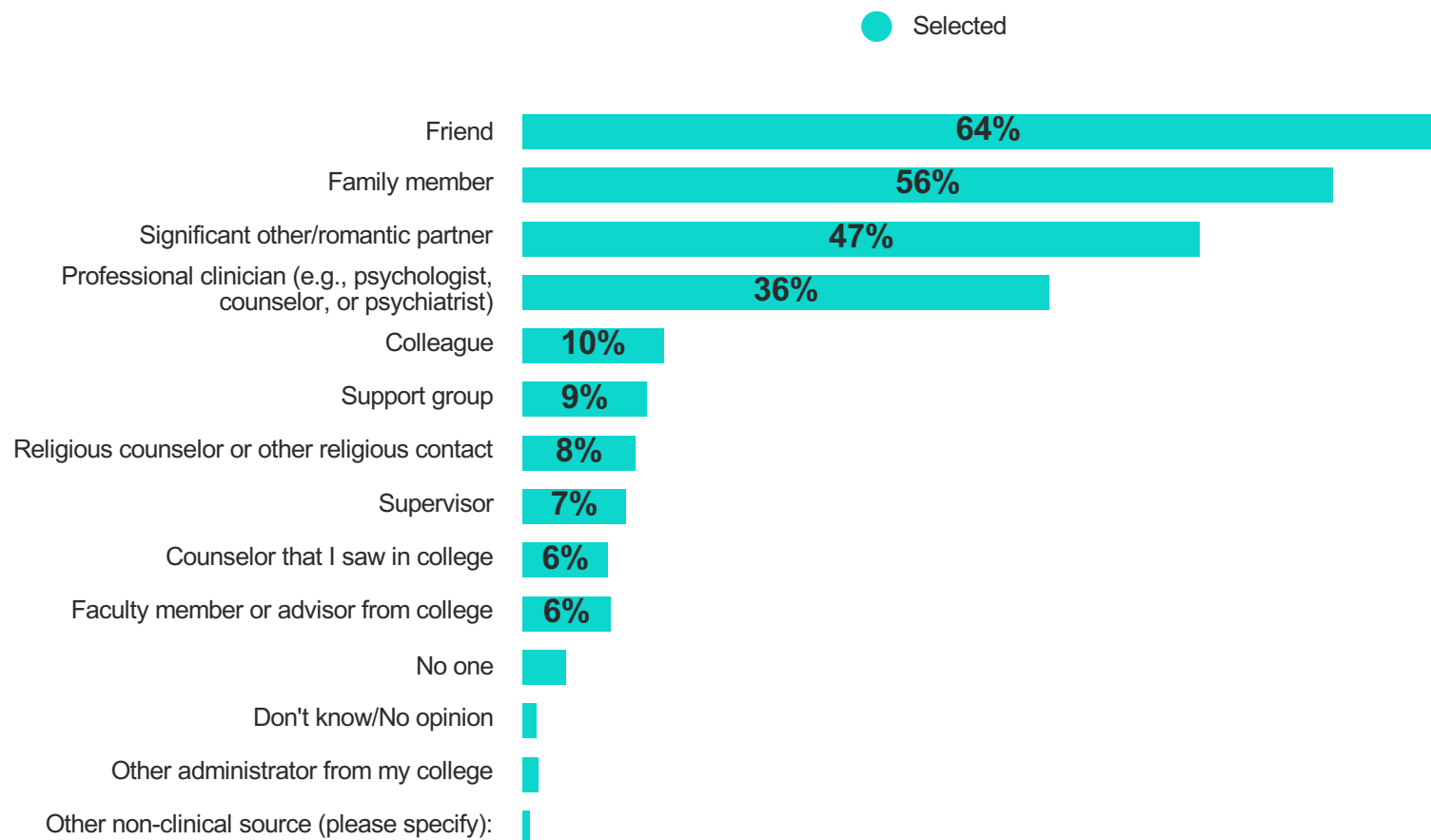
APPENDIX: MENTAL HEALTH SERVICE USE/HELP-SEEKING

What kinds of experiences did you have in college that helped prepare you for the emotional and behavioral impact of transitioning to the workplace? Please select all that apply.



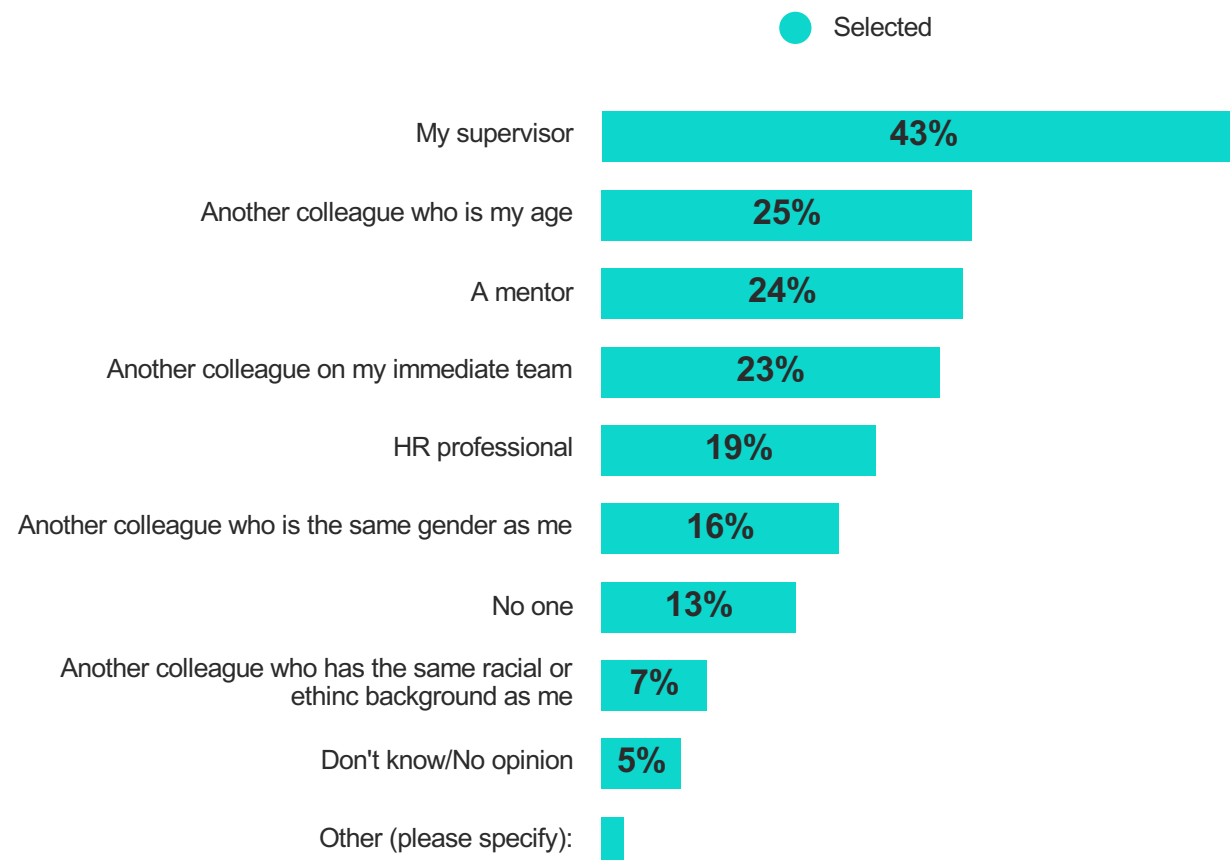
APPENDIX: MENTAL HEALTH SERVICE USE/HELP-SEEKING

If you were experiencing serious emotional distress, whom would you talk to about this?
Please select all that apply.



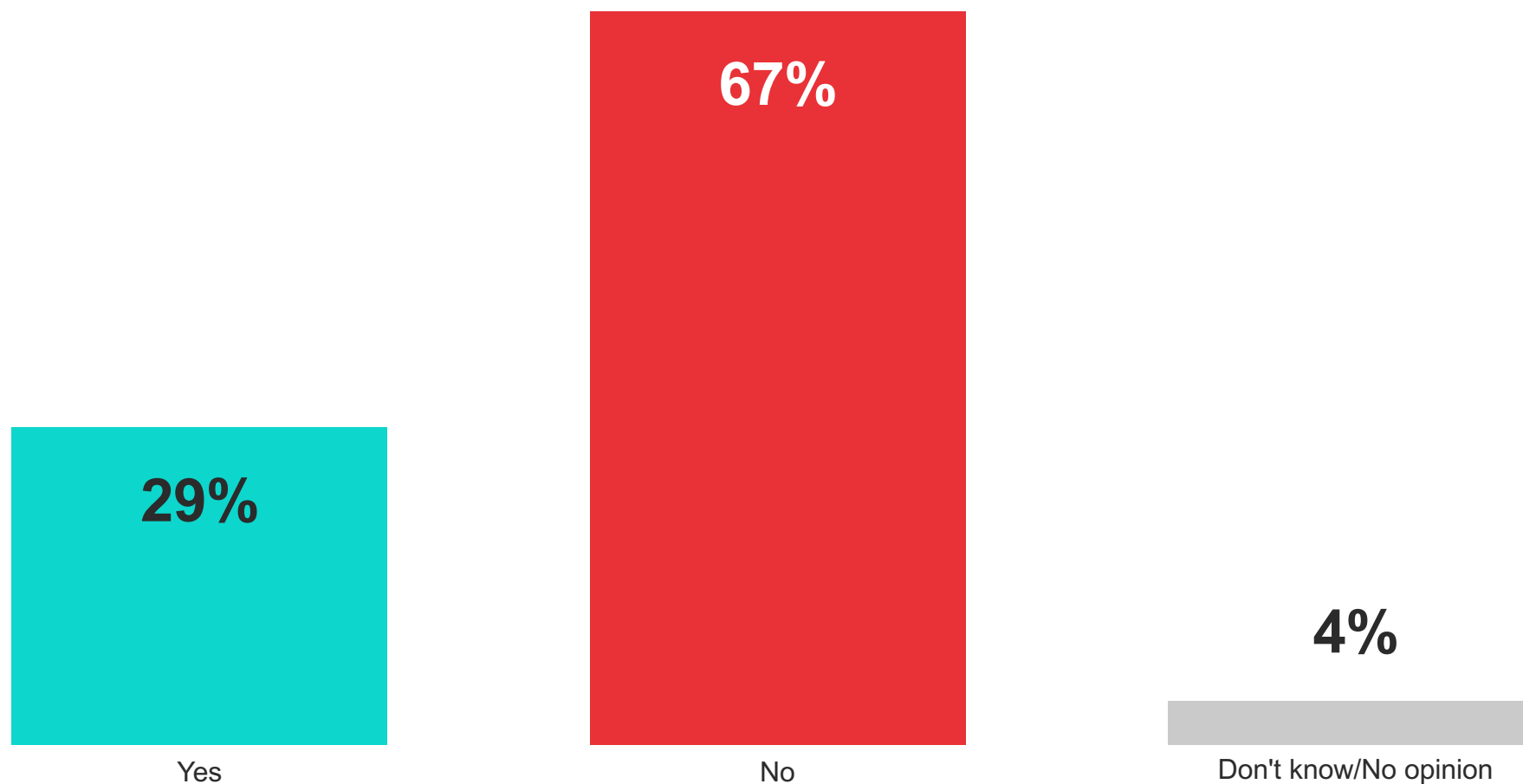
APPENDIX: MENTAL HEALTH SERVICE USE/HELP-SEEKING

If you had a mental health problem that you believed was affecting your job performance/productivity, which people at your job would you talk to? Please select all that apply.



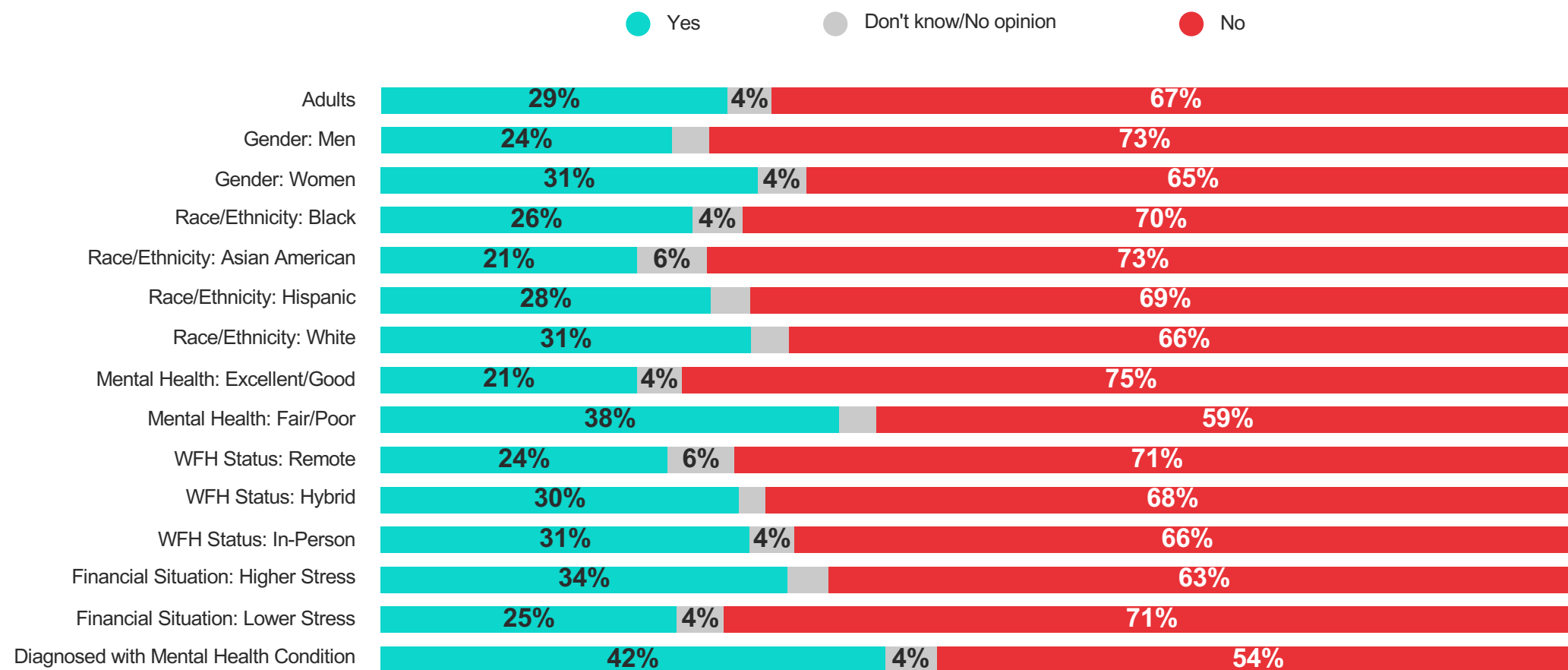
APPENDIX: MENTAL HEALTH SERVICE USE/HELP-SEEKING

In the last 12 months, have you talked with anyone at your work about mental health problems that were affecting your job performance/productivity?



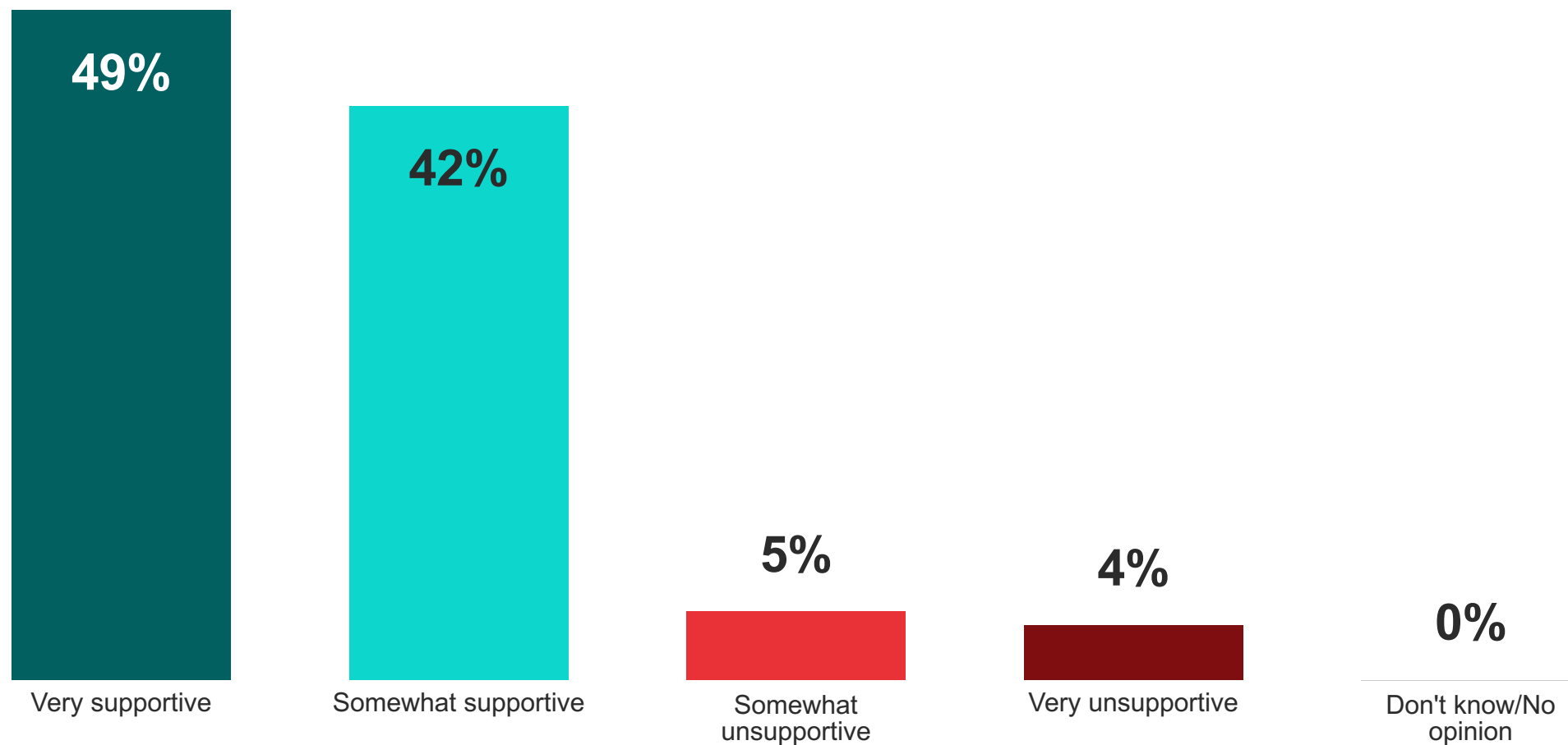
APPENDIX: MENTAL HEALTH SERVICE USE/HELP-SEEKING

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APPENDIX: MENTAL HEALTH SERVICE USE/HELP-SEEKING

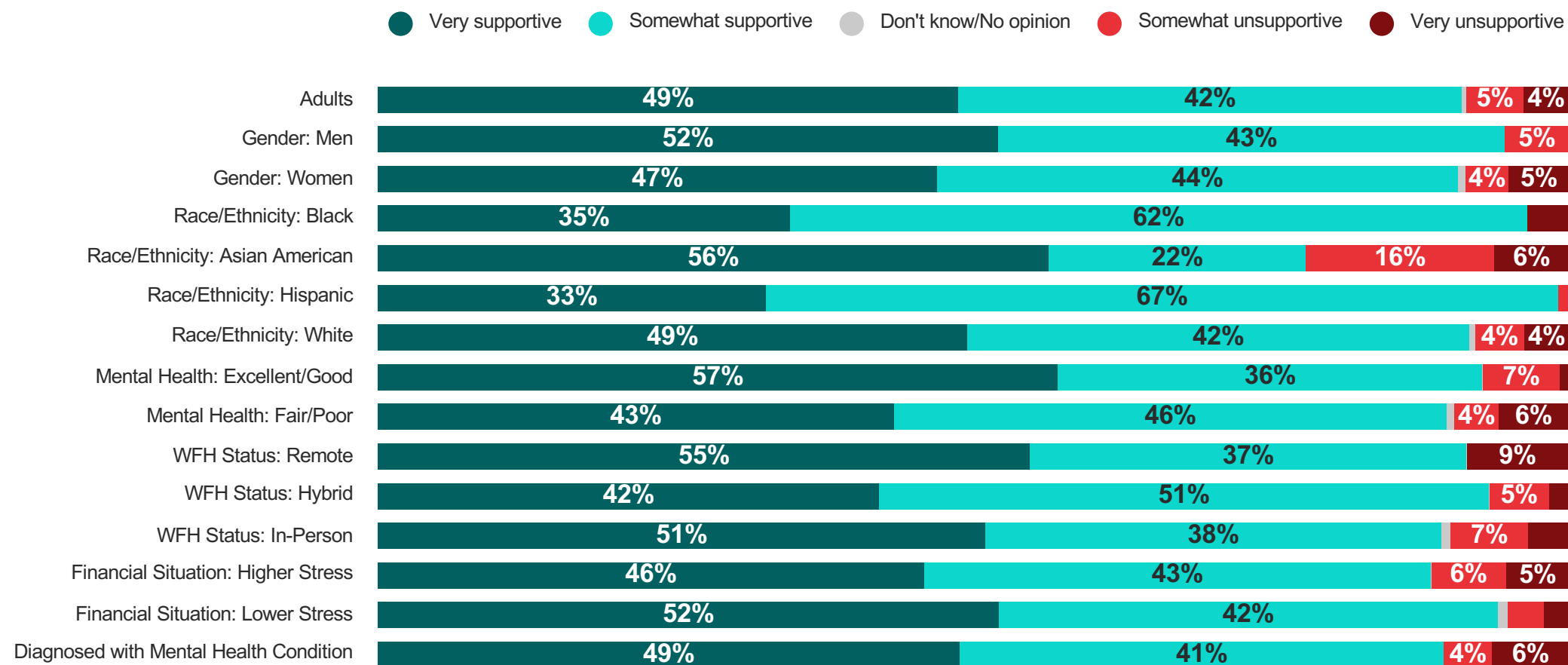
Overall, how supportive was the response of the person/people at your work with whom you talked?



AMONG TALKED TO SOMEONE AT WORK ABOUT MENTAL HEALTH PROBLEMS IMPACTING JOB PERFORMANCE [N=291]

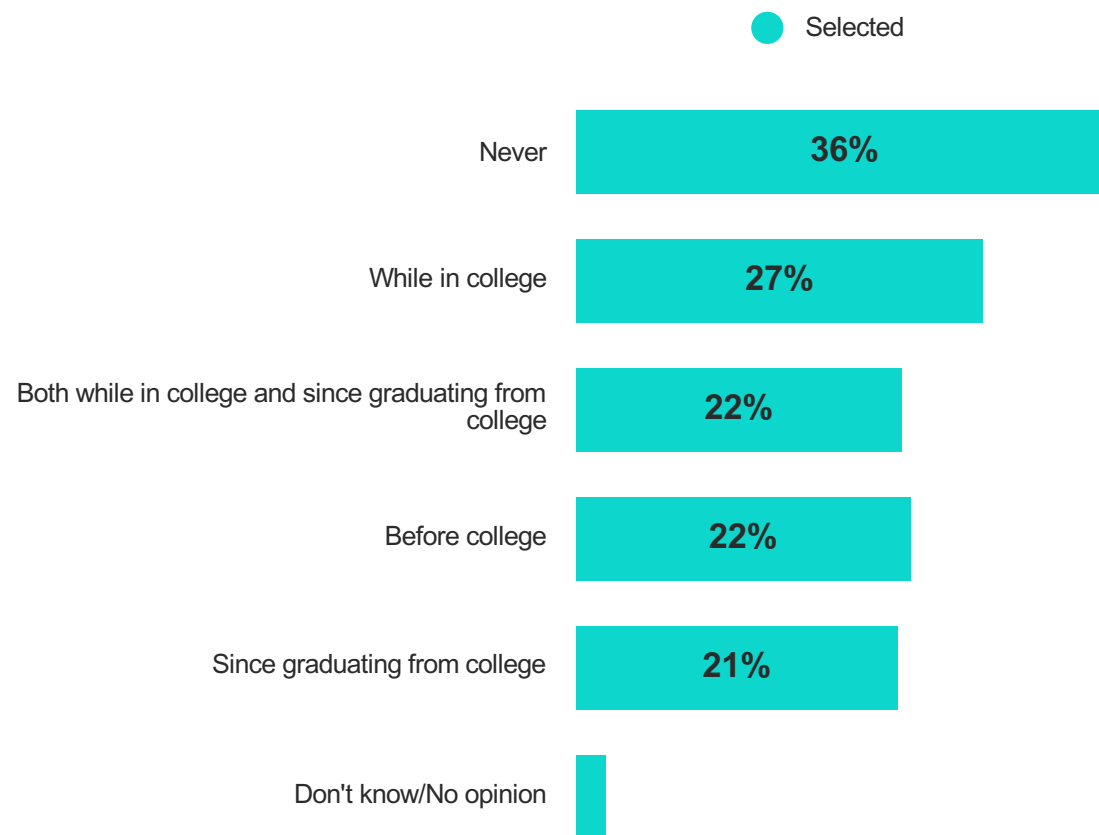
APPENDIX: MENTAL HEALTH SERVICE USE/HELP-SEEKING

Overall, how supportive was the response of the person/people at your work with whom you talked?

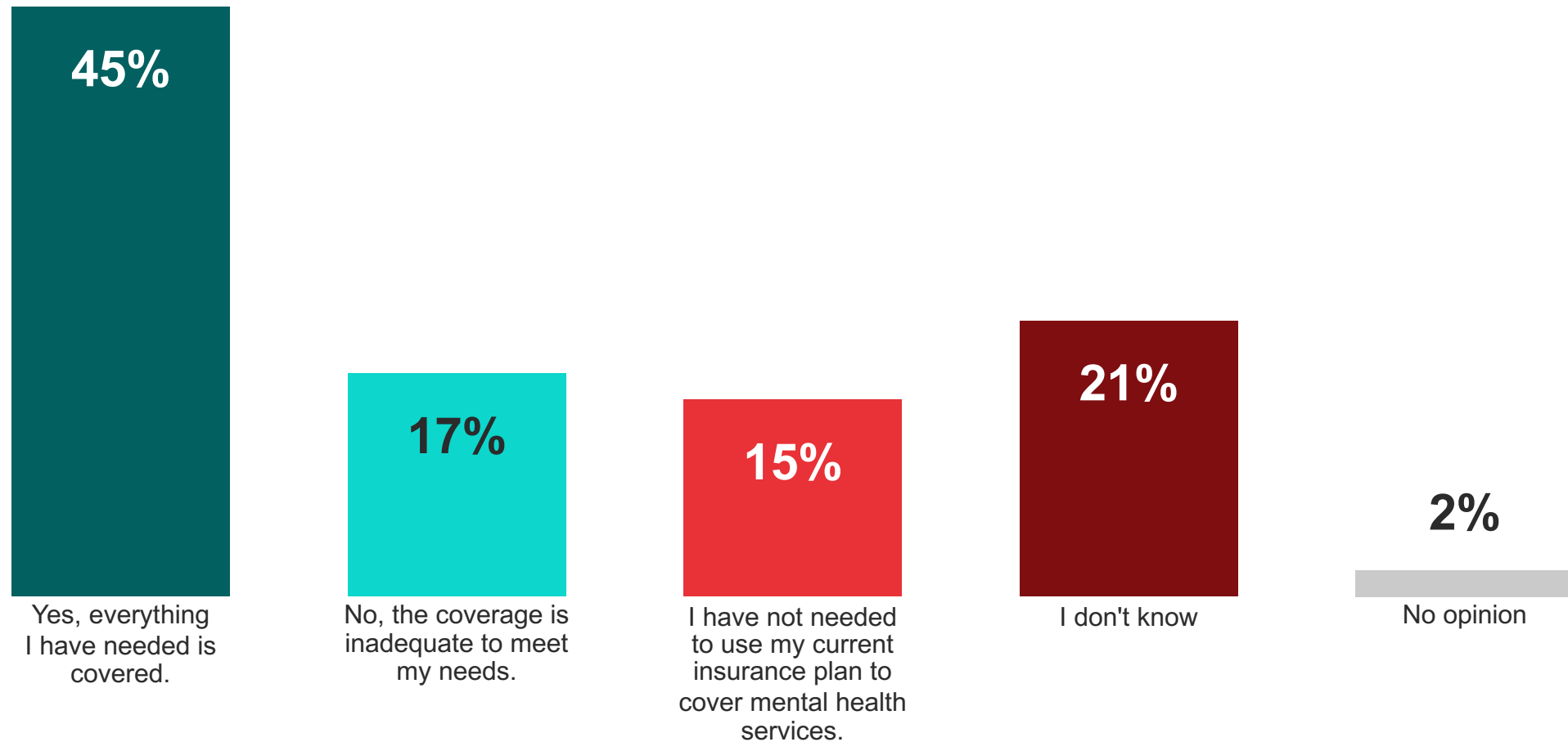


APPENDIX: MENTAL HEALTH SERVICE USE/HELP-SEEKING

In your lifetime, when have you received mental health treatment (counseling, therapy, medications)? Please select all that apply.

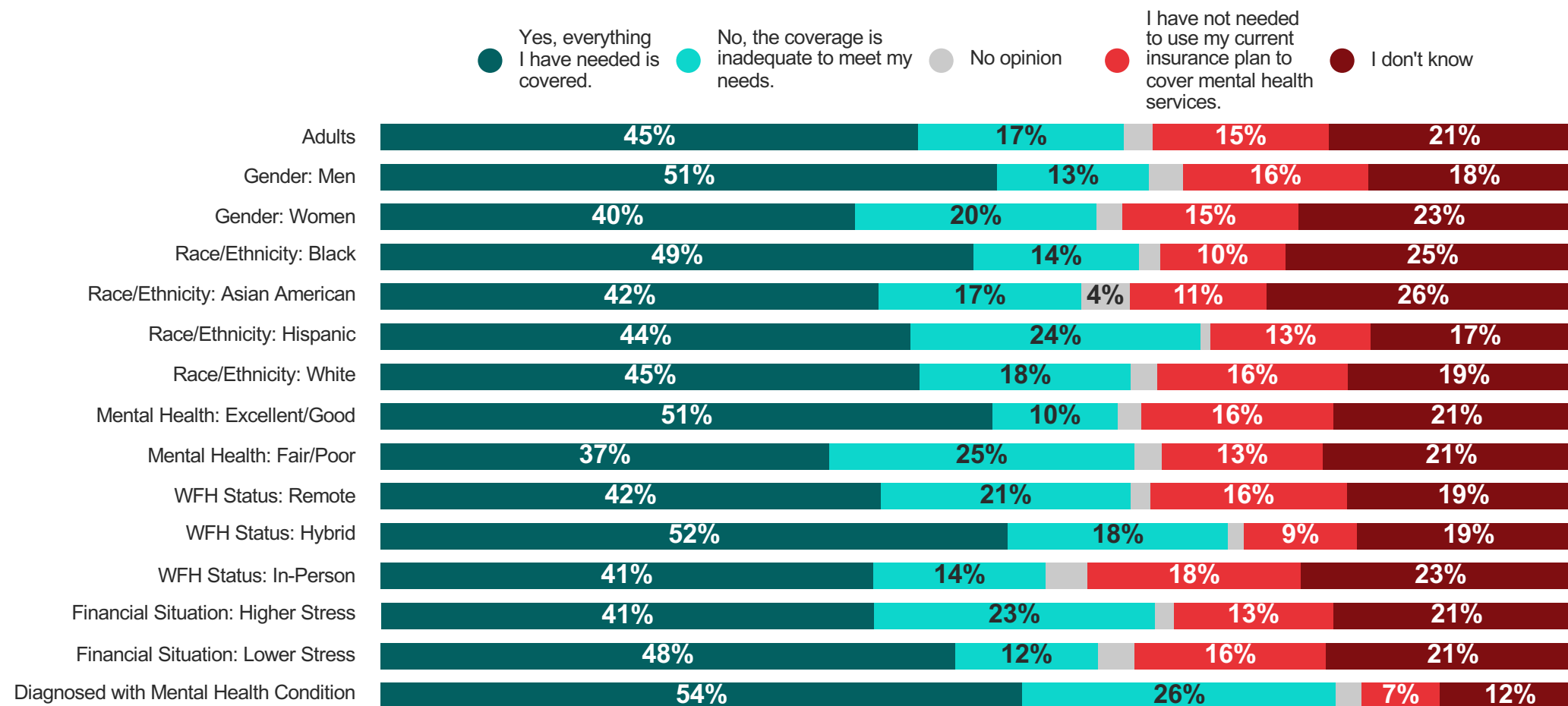


Does your current health insurance plan meet your needs for mental health services?

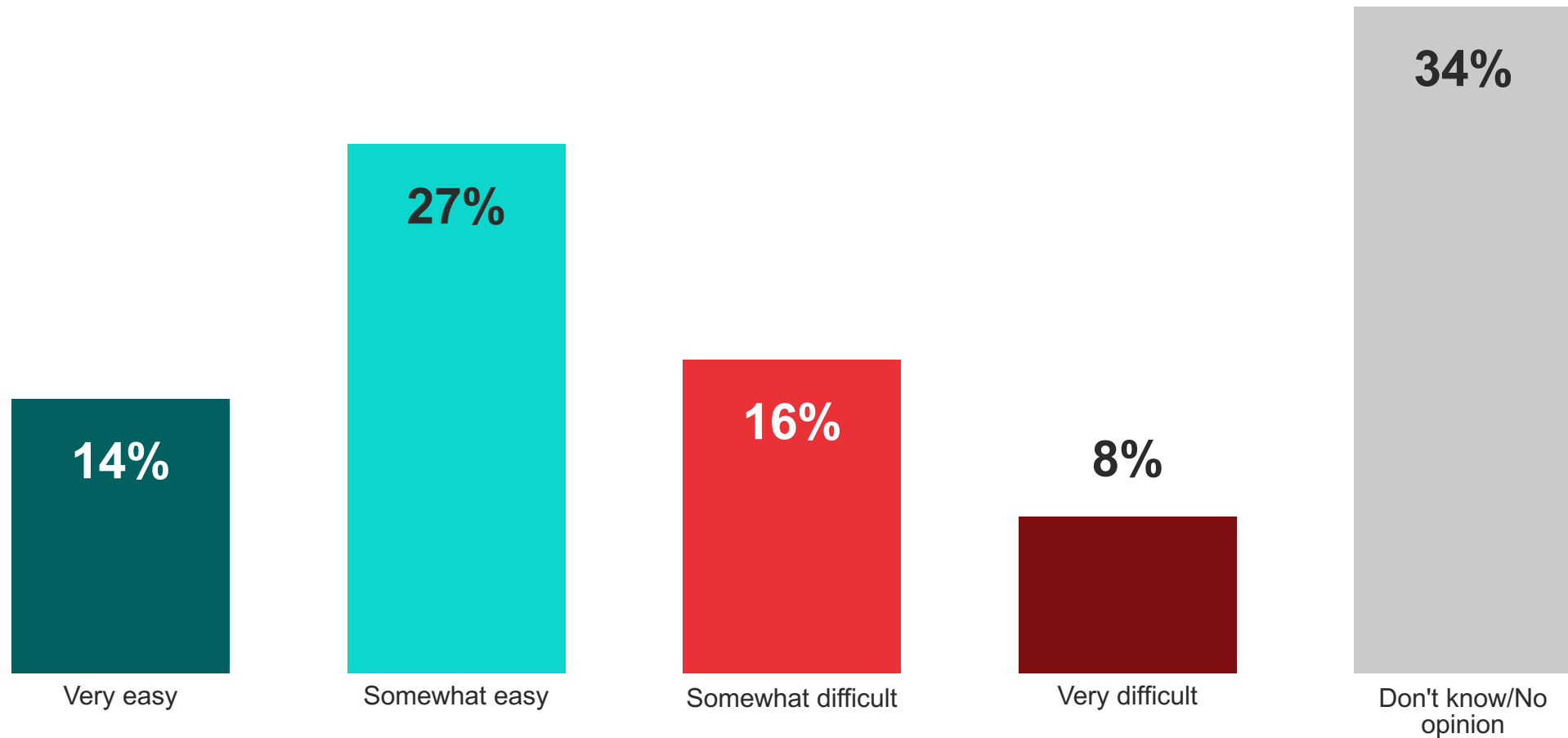


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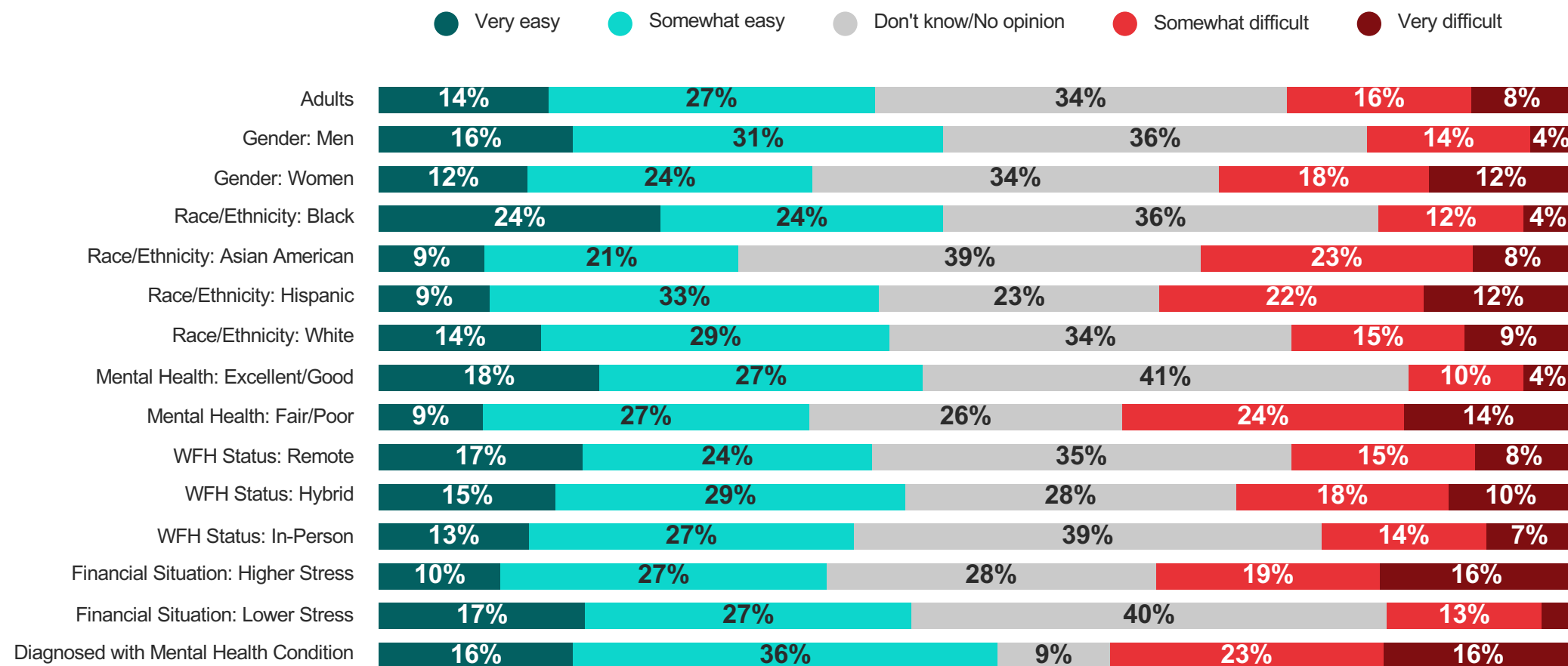


This year, how easy or difficult has it been paying for mental health care?



APPENDIX: MENTAL HEALTH SERVICE USE/HELP-SEEKING

This year, how easy or difficult has it been paying for mental health care?



APPENDIX

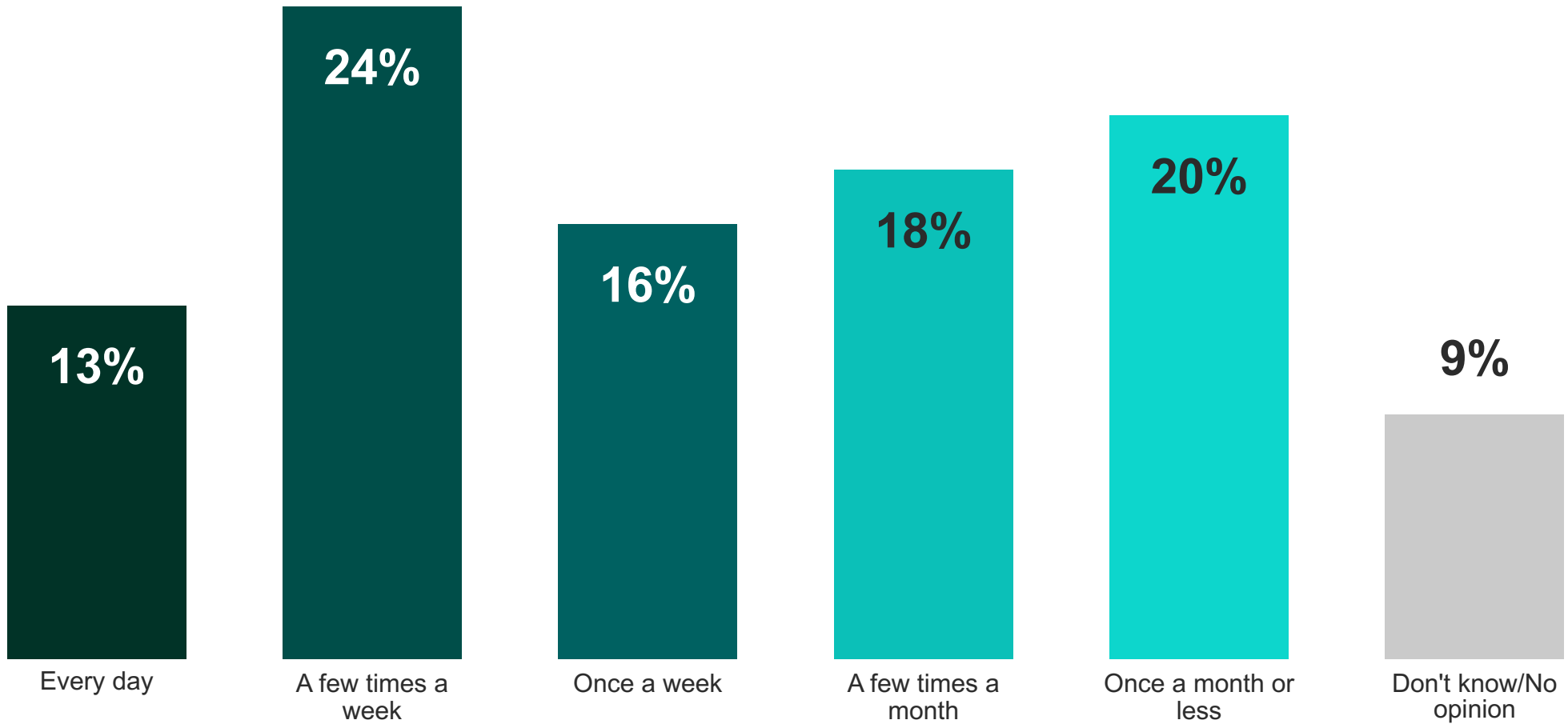
OVERALL MENTAL HEALTH

MENTAL HEALTH SERVICE USE/HELP-SEEKING

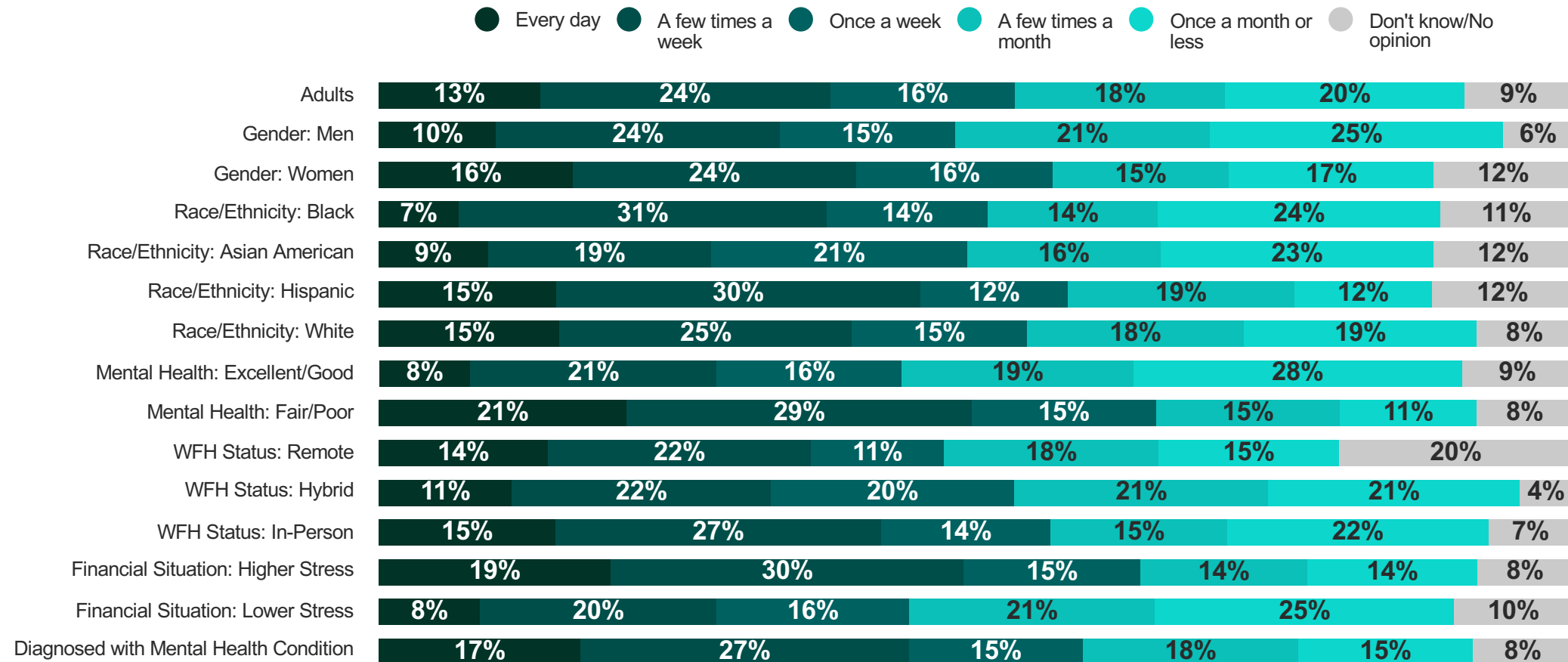
WORKPLACE CLIMATE



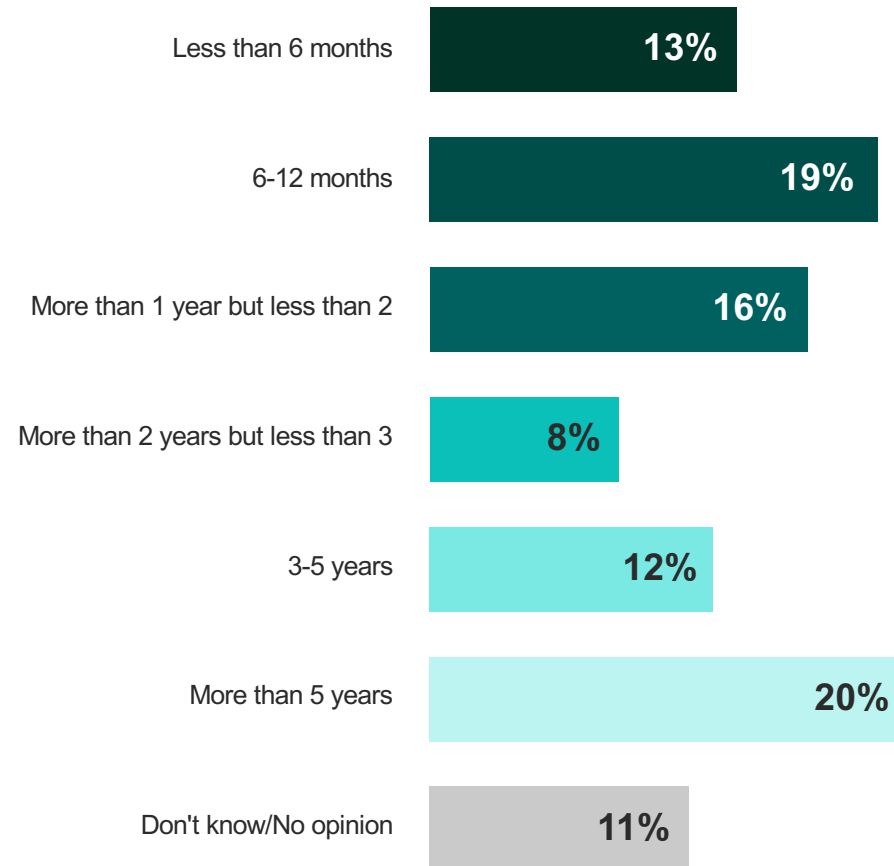
In the last month, how often have you felt burnout in your current job?



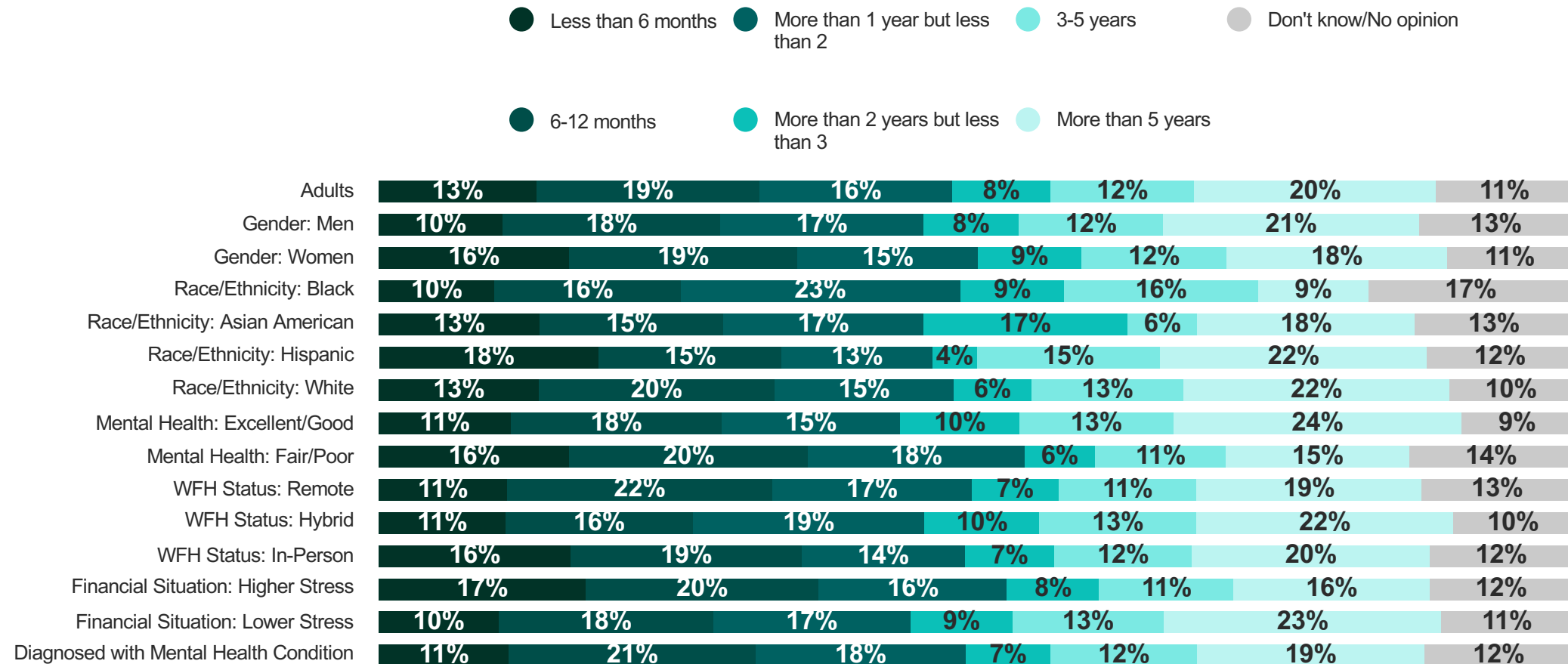
In the last month, how often have you felt burnout in your current job?



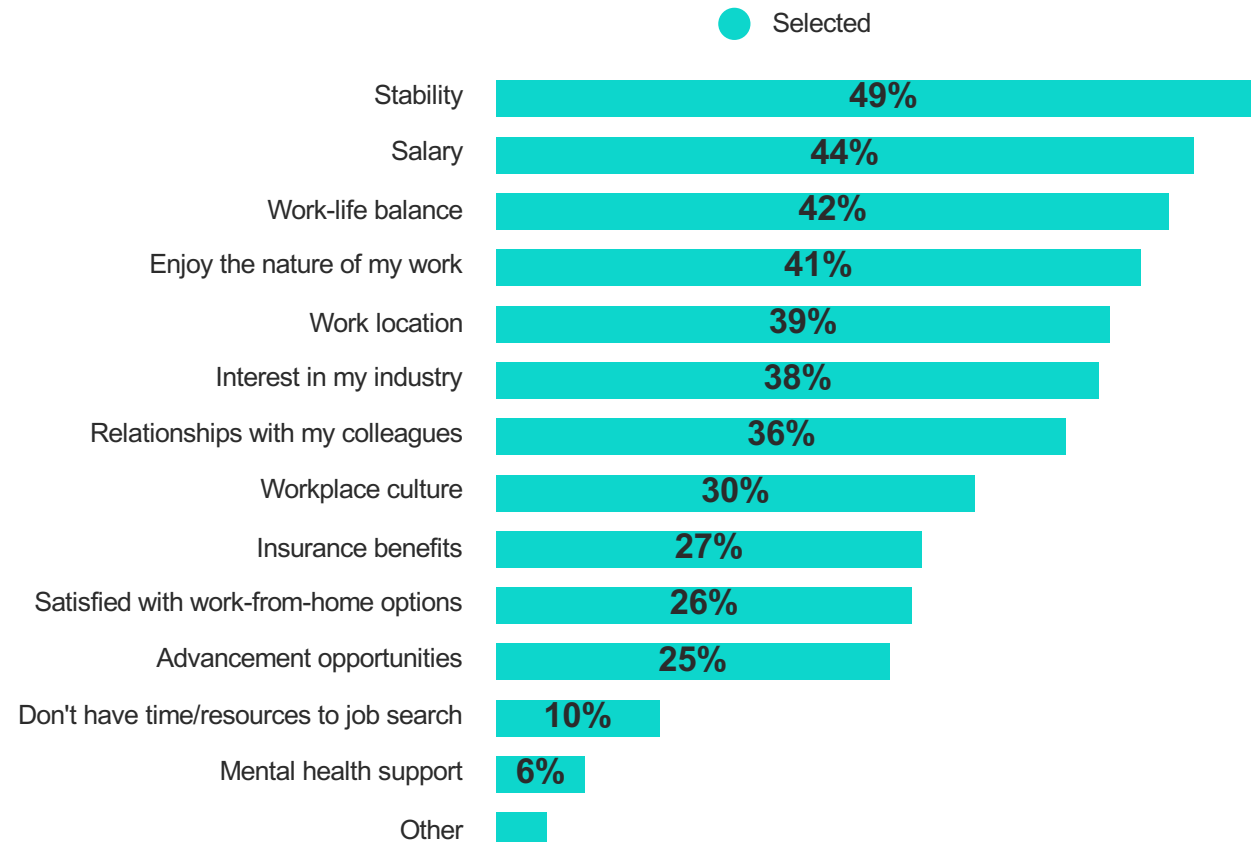
How much longer do you intend to stay at your current job?



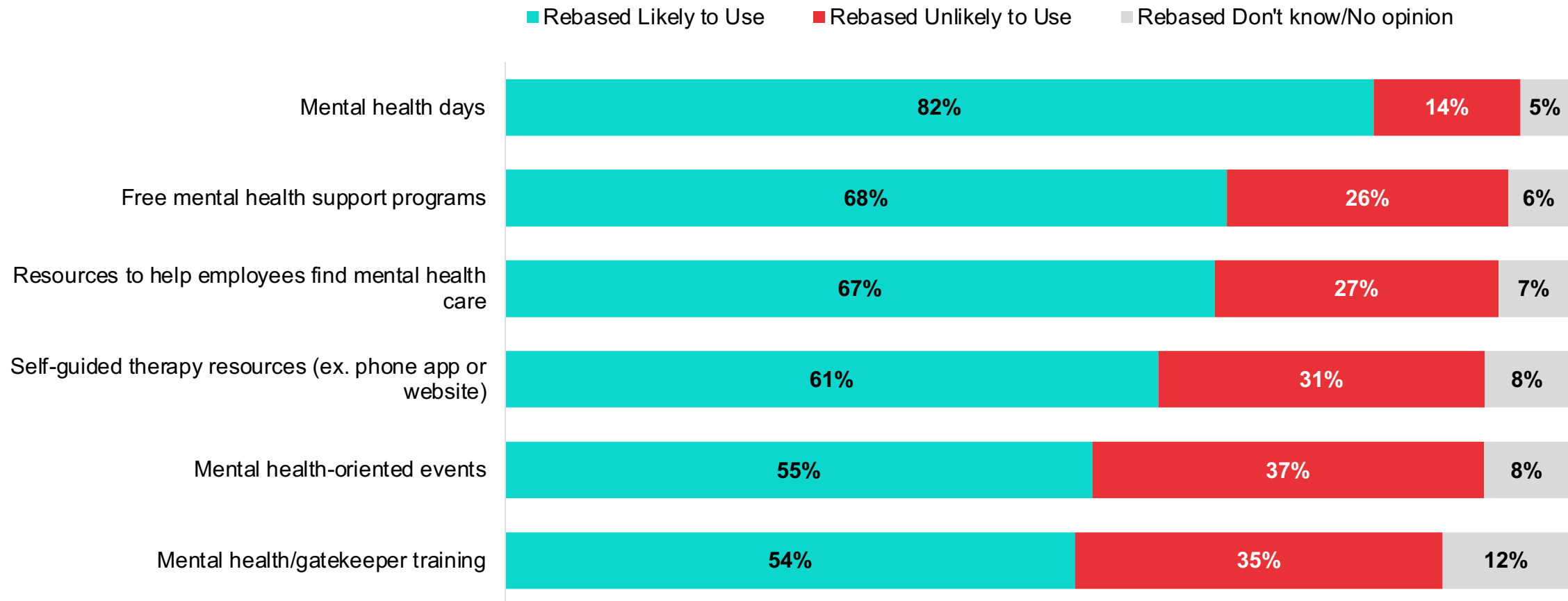
How much longer do you intend to stay at your current job?



Which of the following factors are keeping you at your current job? Please select all that apply.

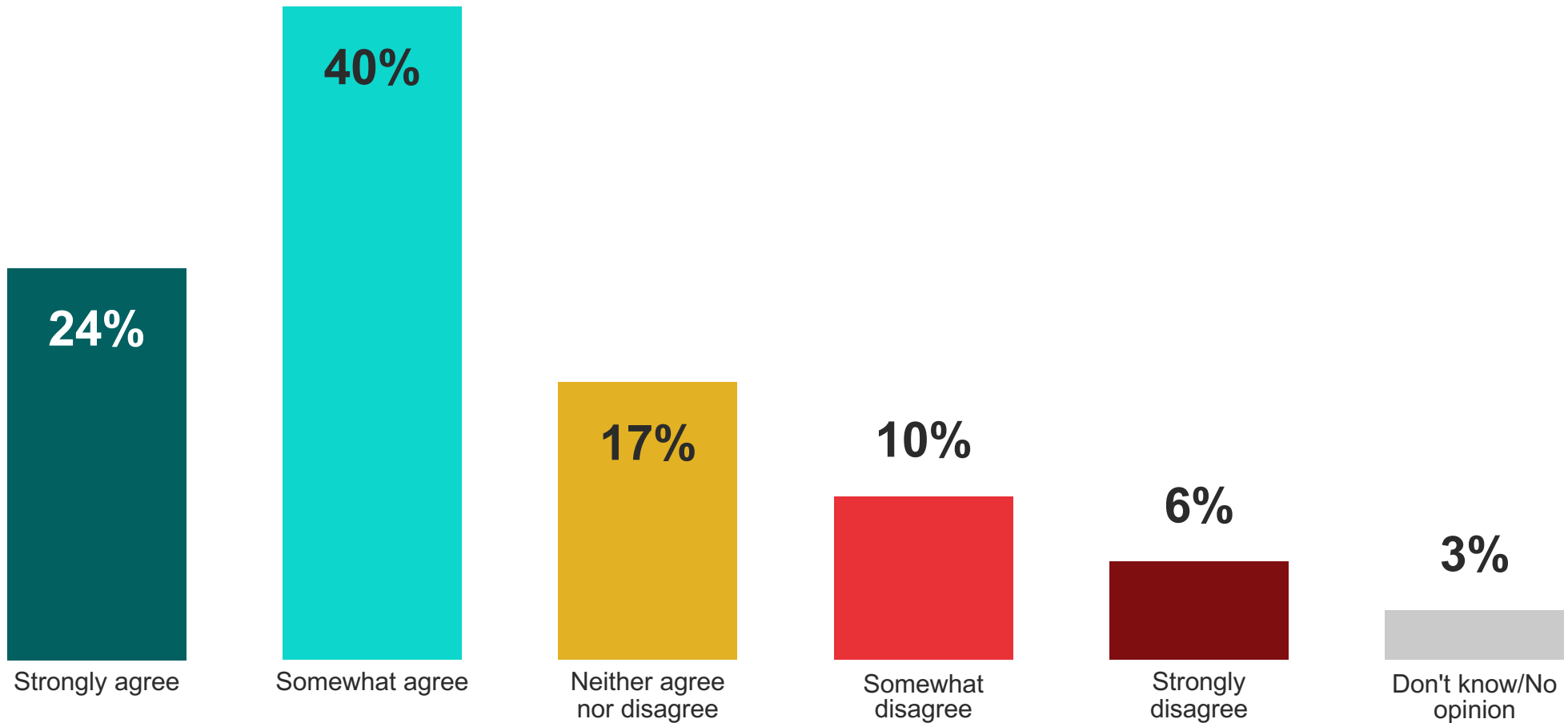


How likely are you to engage with the following policies, programs or initiatives at your place of employment, if they are offered?

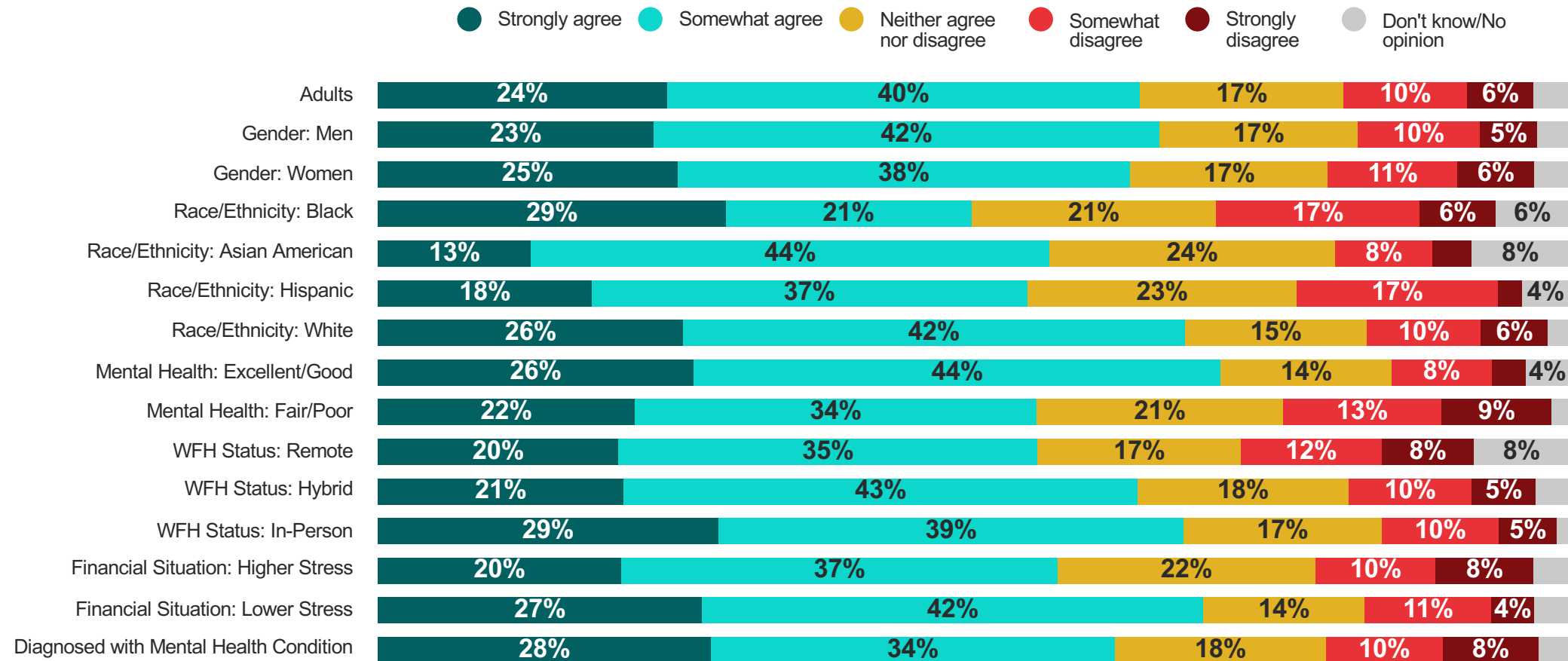


REBASED TO EXCLUDE 'MY WORK DOESN'T OFFER THIS' OPTION

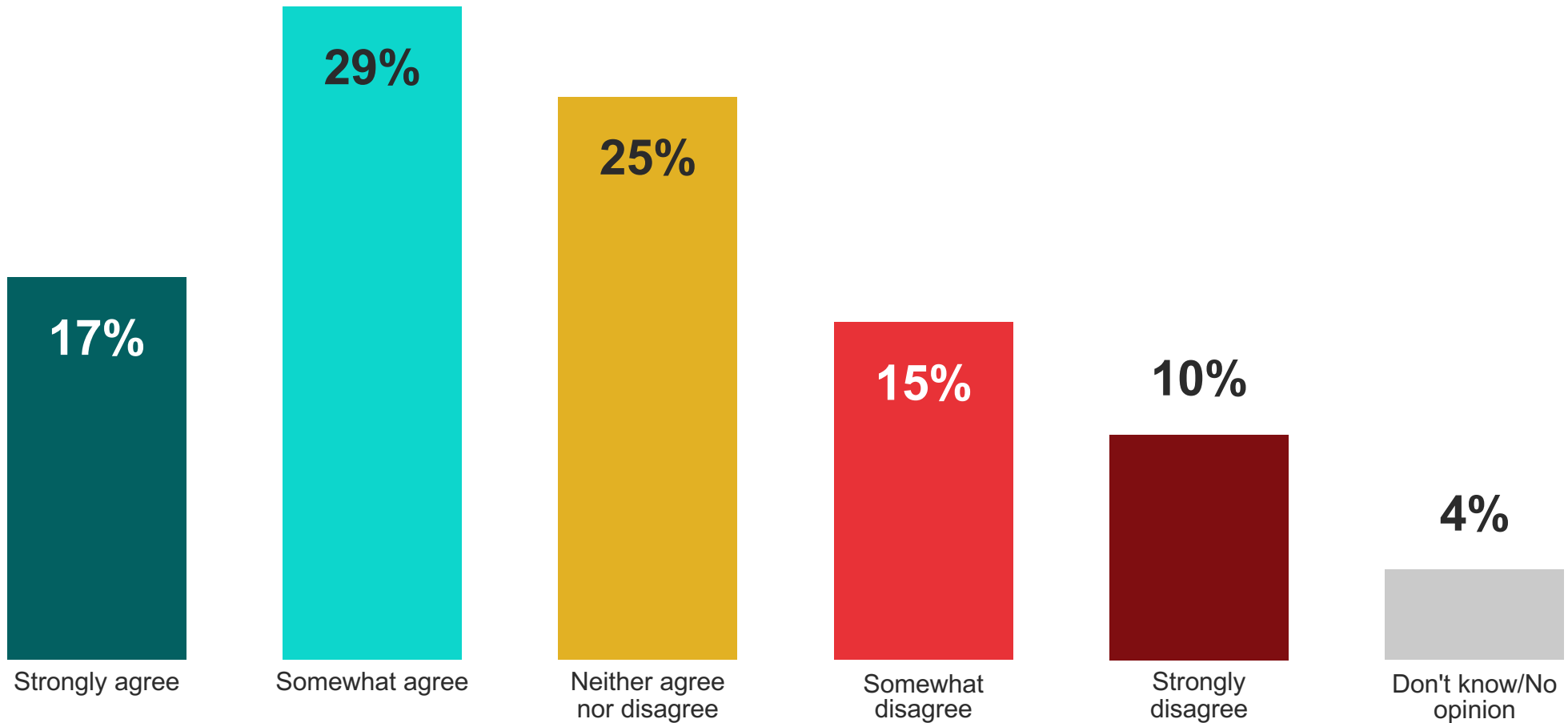
How much do you agree or disagree with the following statements? *I see myself as part of the community where I work.*



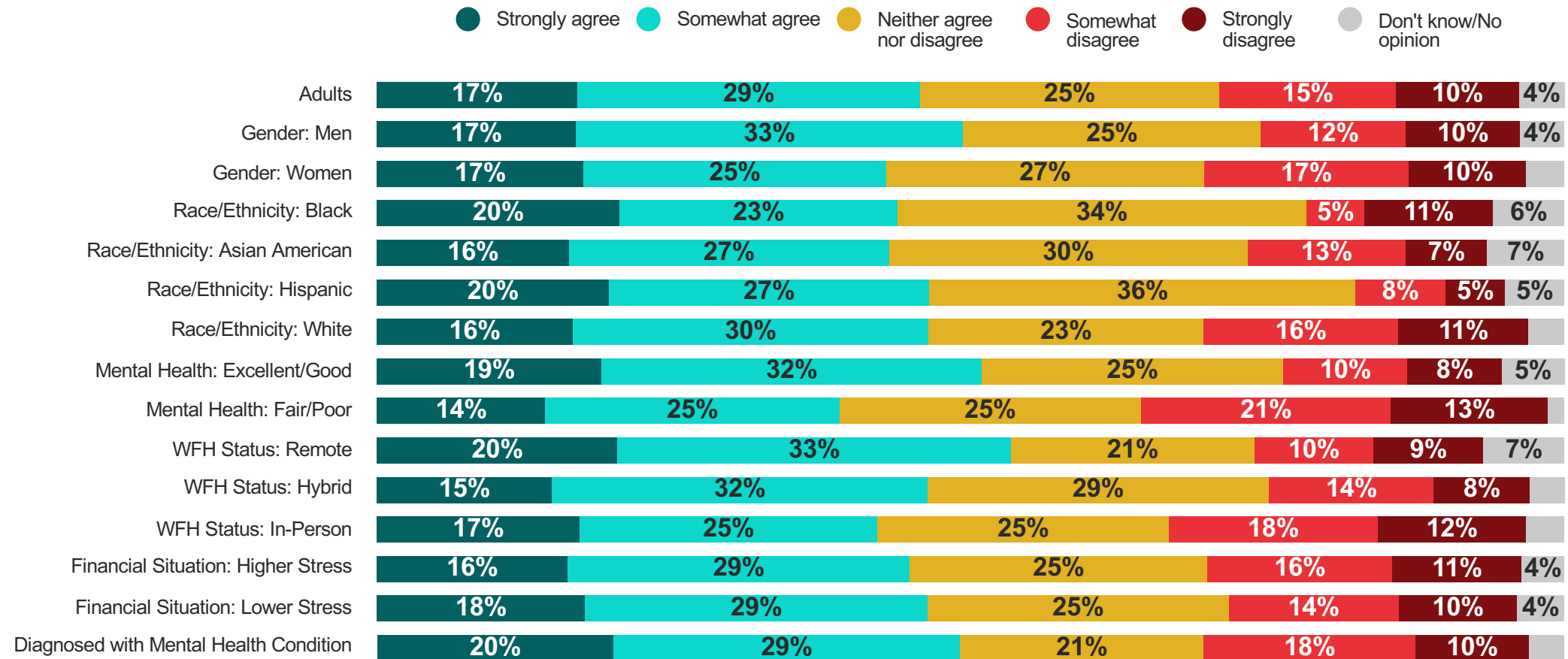
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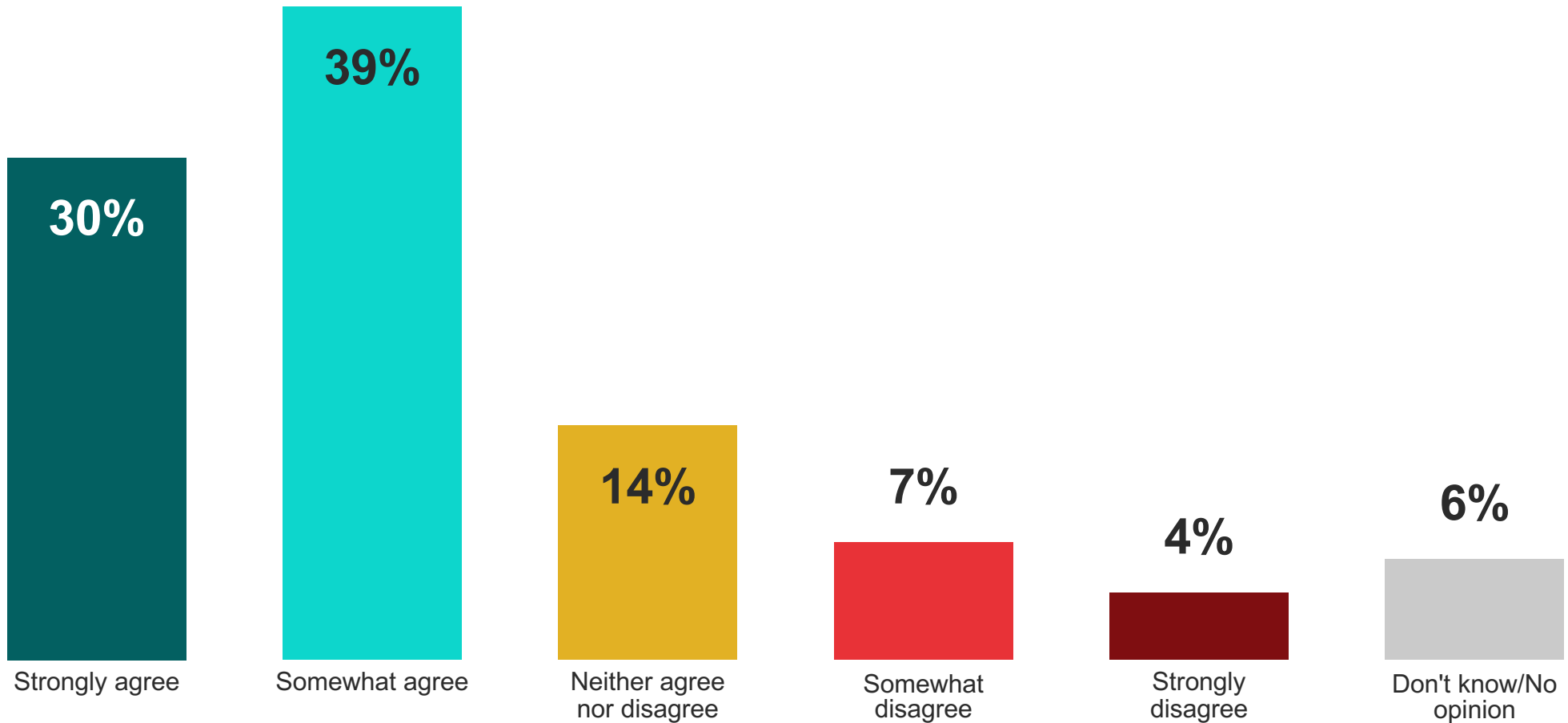
How much do you agree or disagree with the following statements? ***At my workplace, I feel that employee mental health and wellbeing is a priority.***



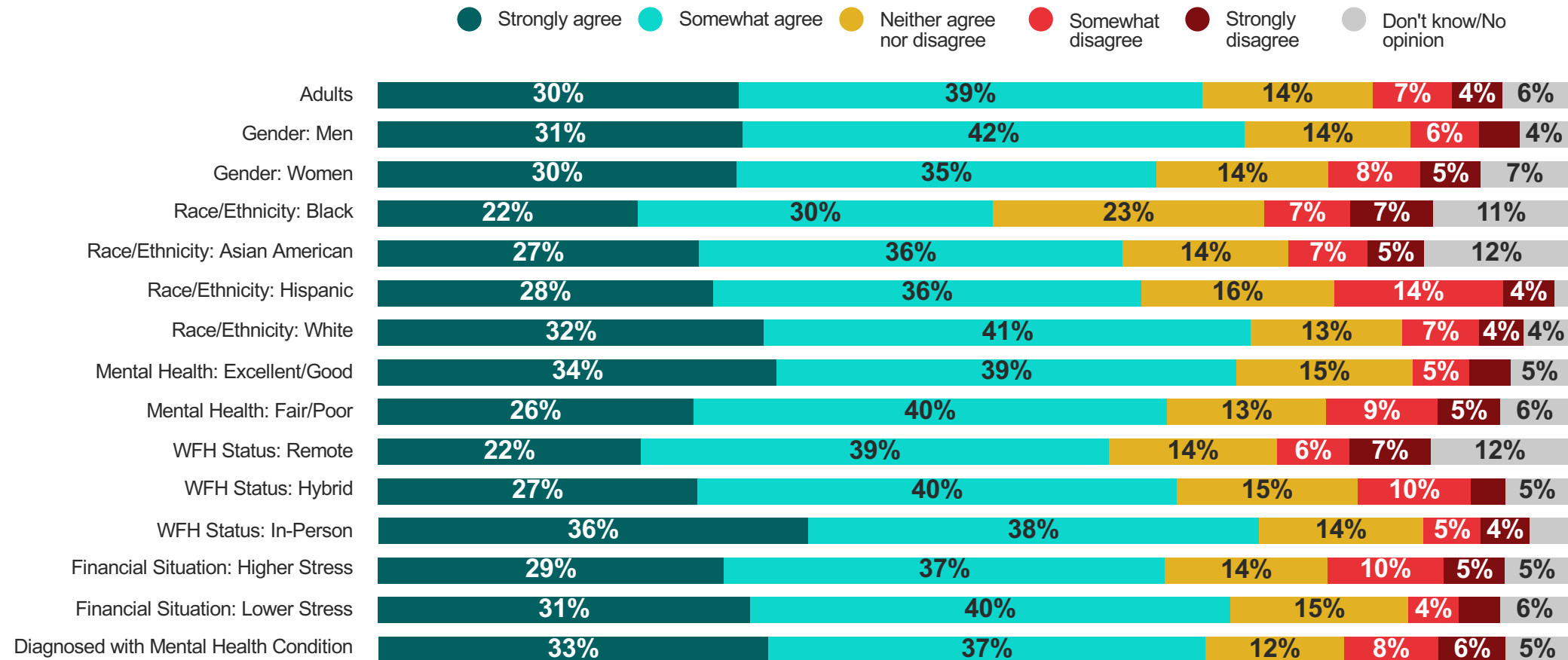
How much do you agree or disagree with the following statements? *At my workplace, I feel that employee mental health and wellbeing is a priority.*



How much do you agree or disagree with the following statements? *I have colleagues who would support me if I were going through difficult times.*

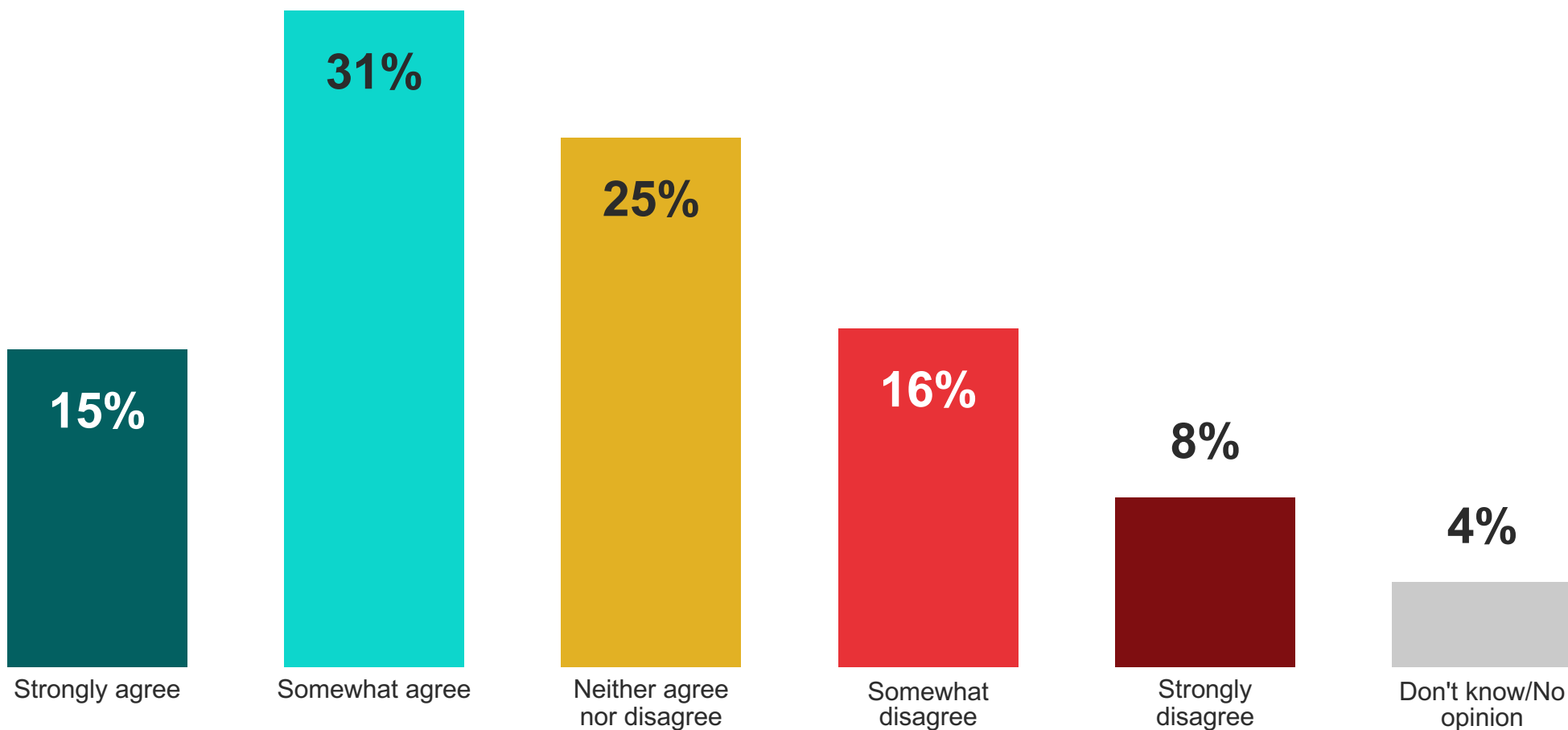


How much do you agree or disagree with the following statements? *I have colleagues who would support me if I were going through difficult times.*



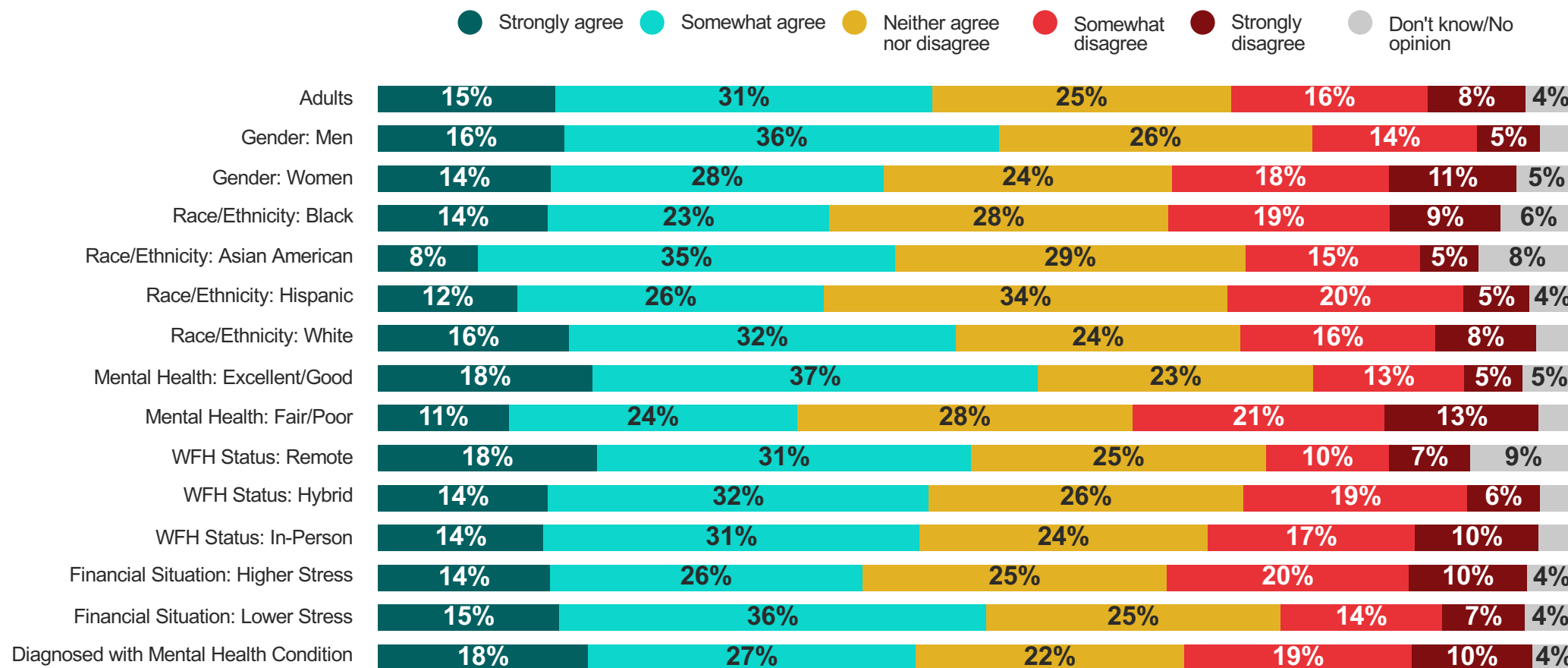
APPENDIX: WORKPLACE CLIMATE

How much do you agree or disagree with the following statements? ***At my place of employment, I feel that the climate encourages free and open discussion about mental health and wellbeing.***



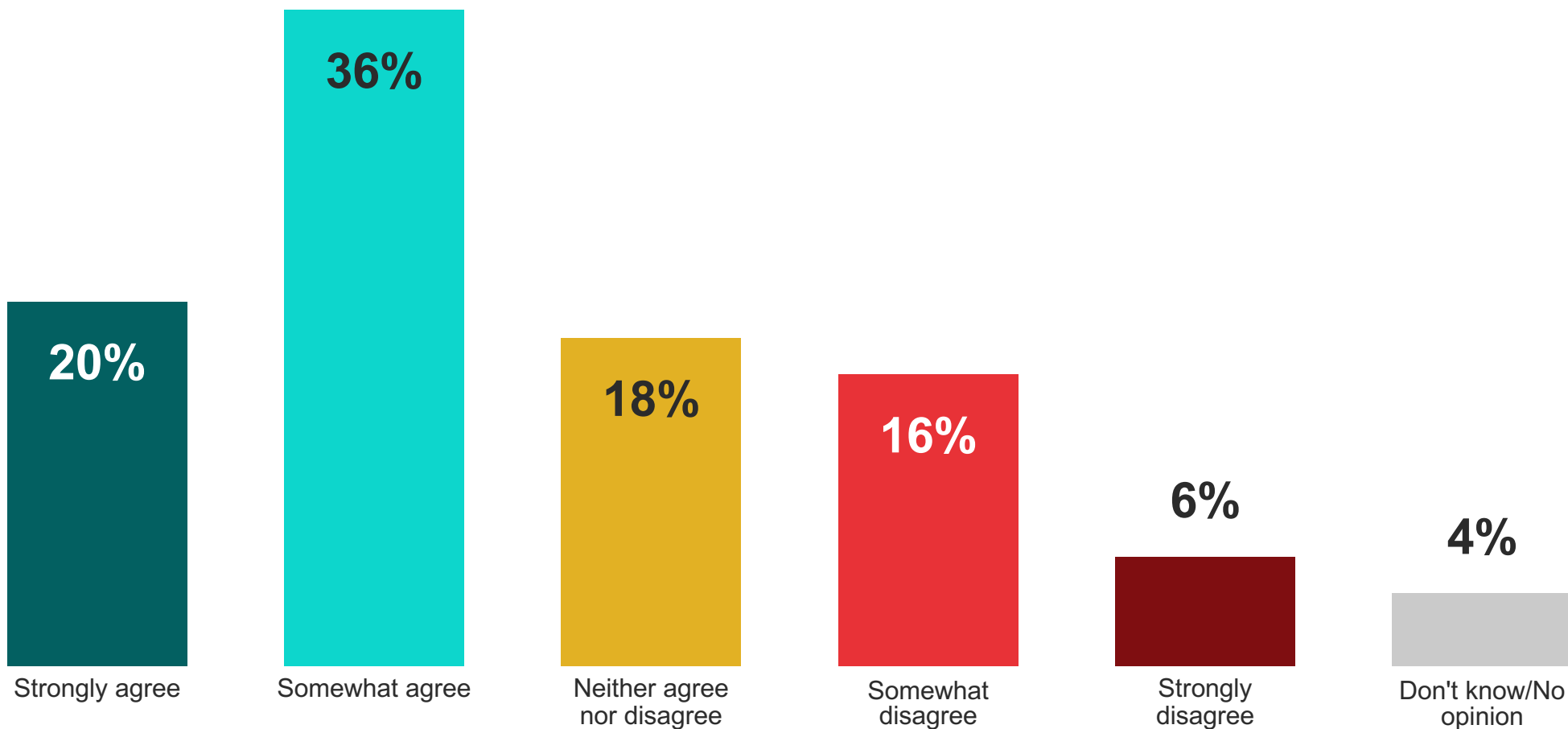
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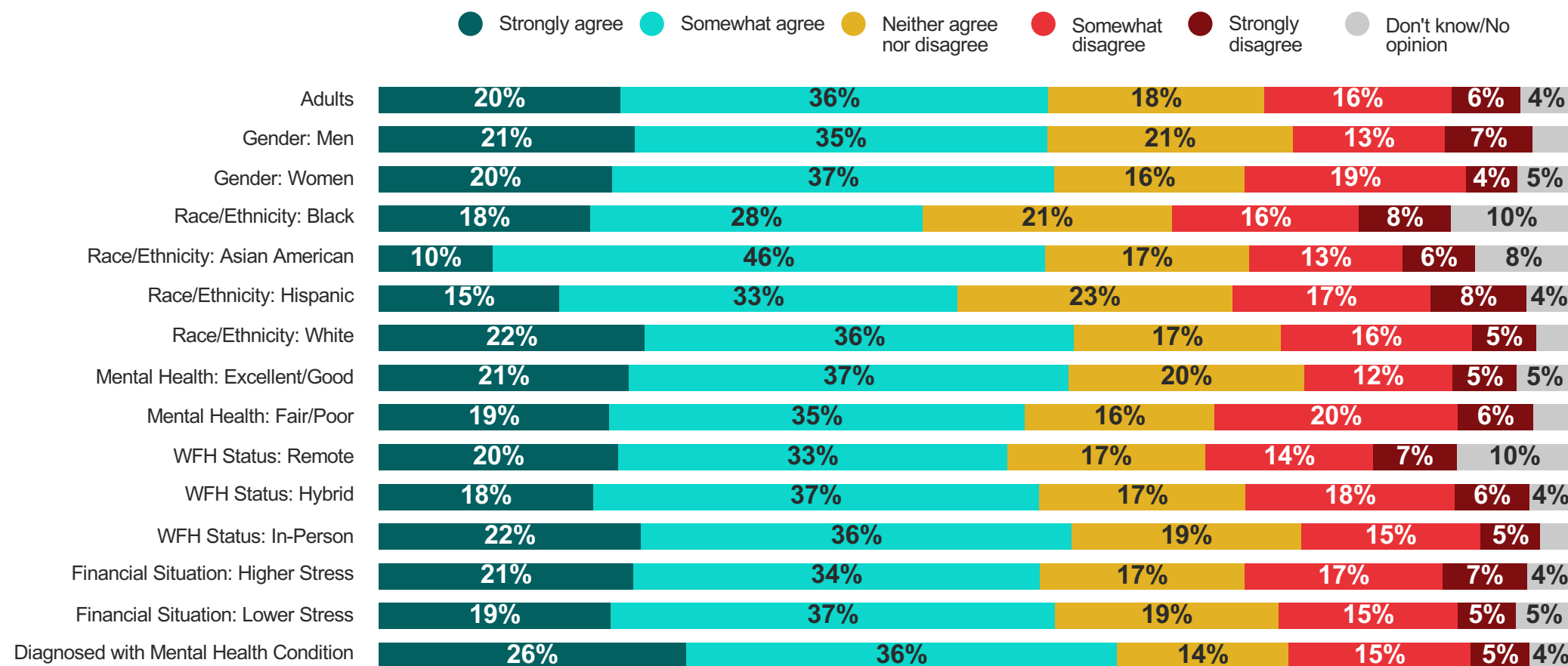
APPENDIX: WORKPLACE CLIMATE

How much do you agree or disagree with the following statements? ***I know the steps to take to help a colleague if they were struggling with their mental health.***

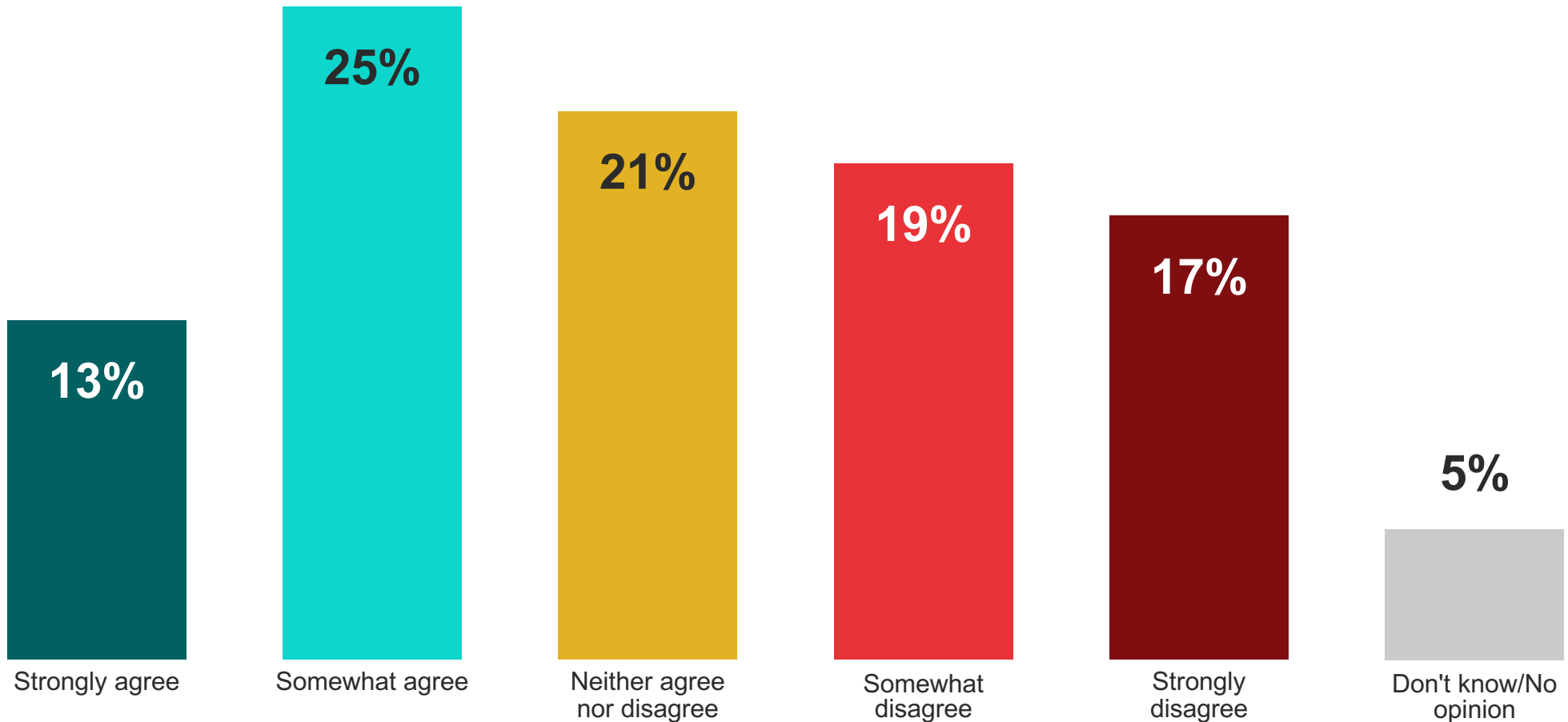


APPENDIX: WORKPLACE CLIMATE

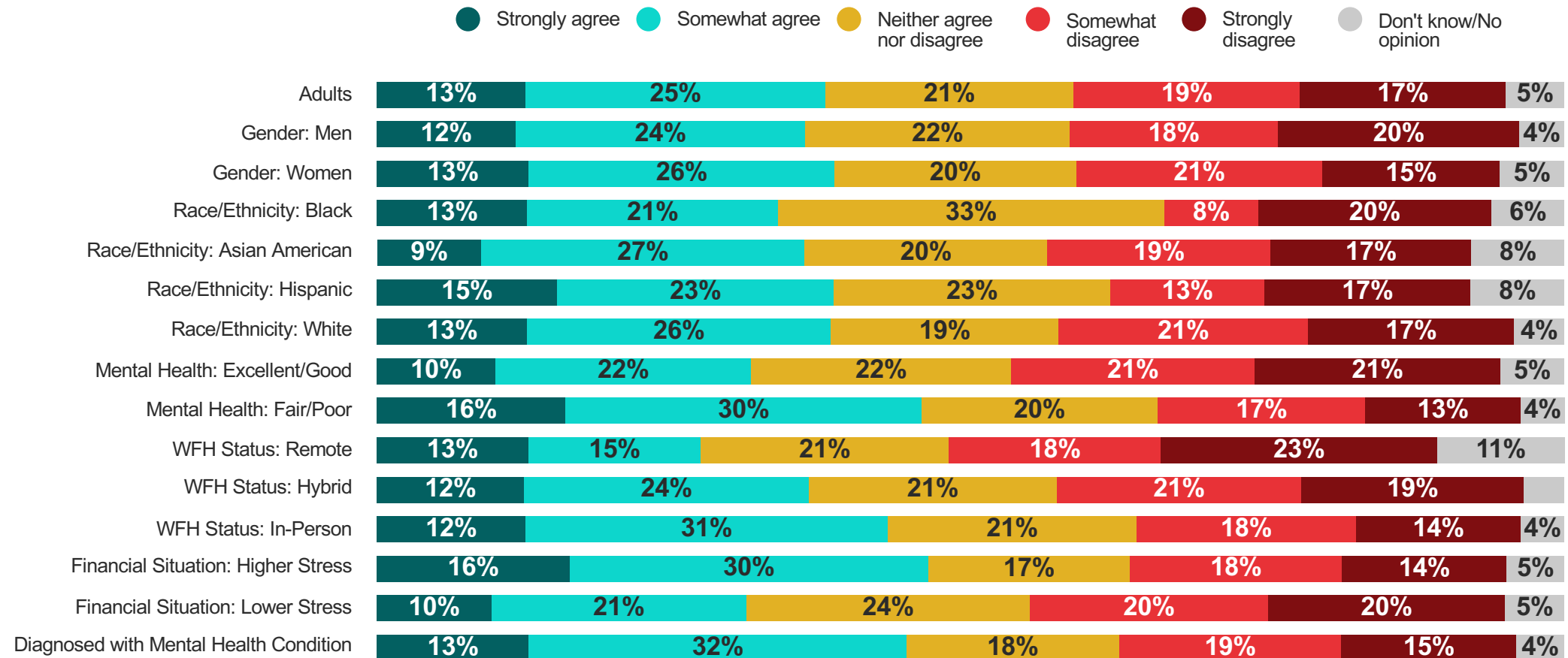
How much do you agree or disagree with the following statements? *I know the steps to take to help a colleague if they were struggling with their mental health.*



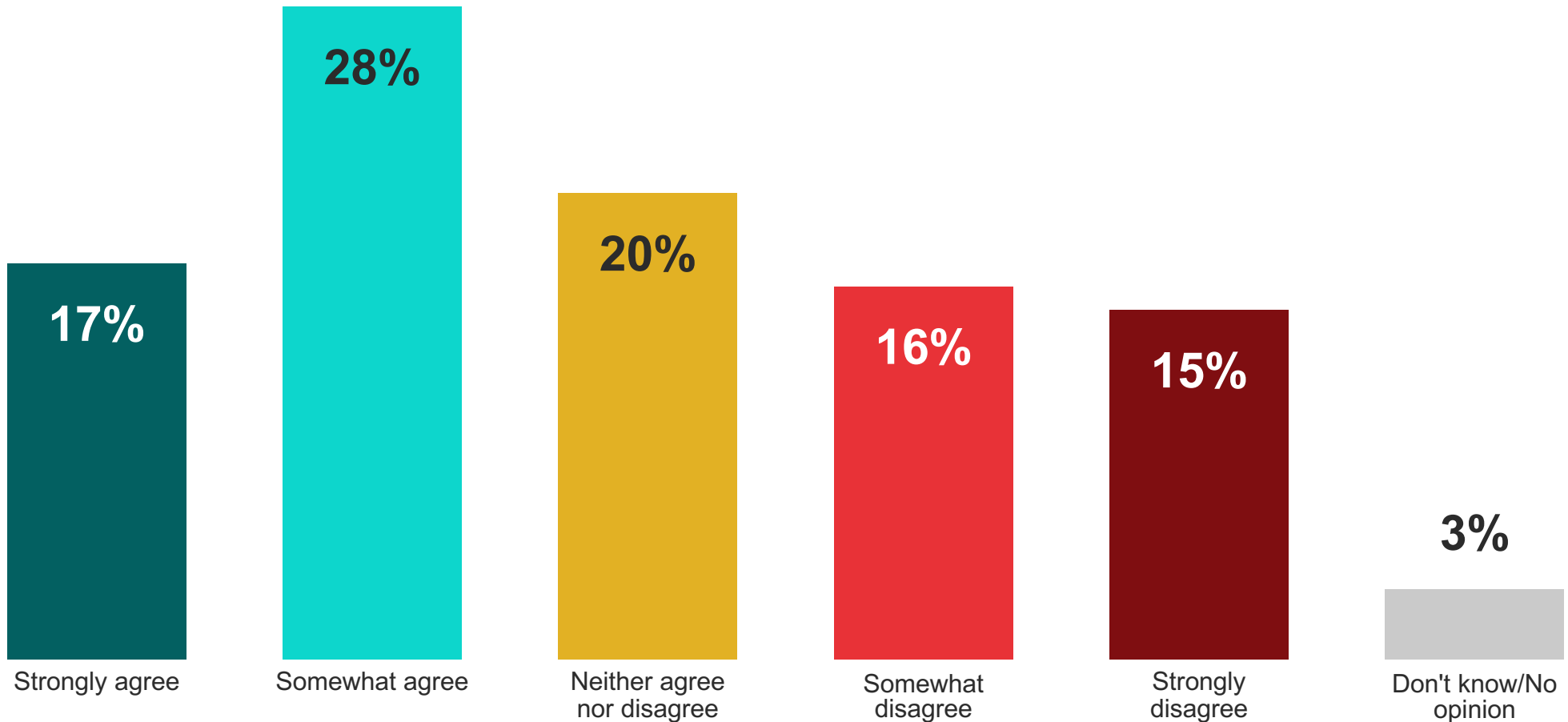
How much do you agree or disagree with the following statements? ***At my place of work, I feel that the environment has a negative impact on employees' mental health and wellbeing.***



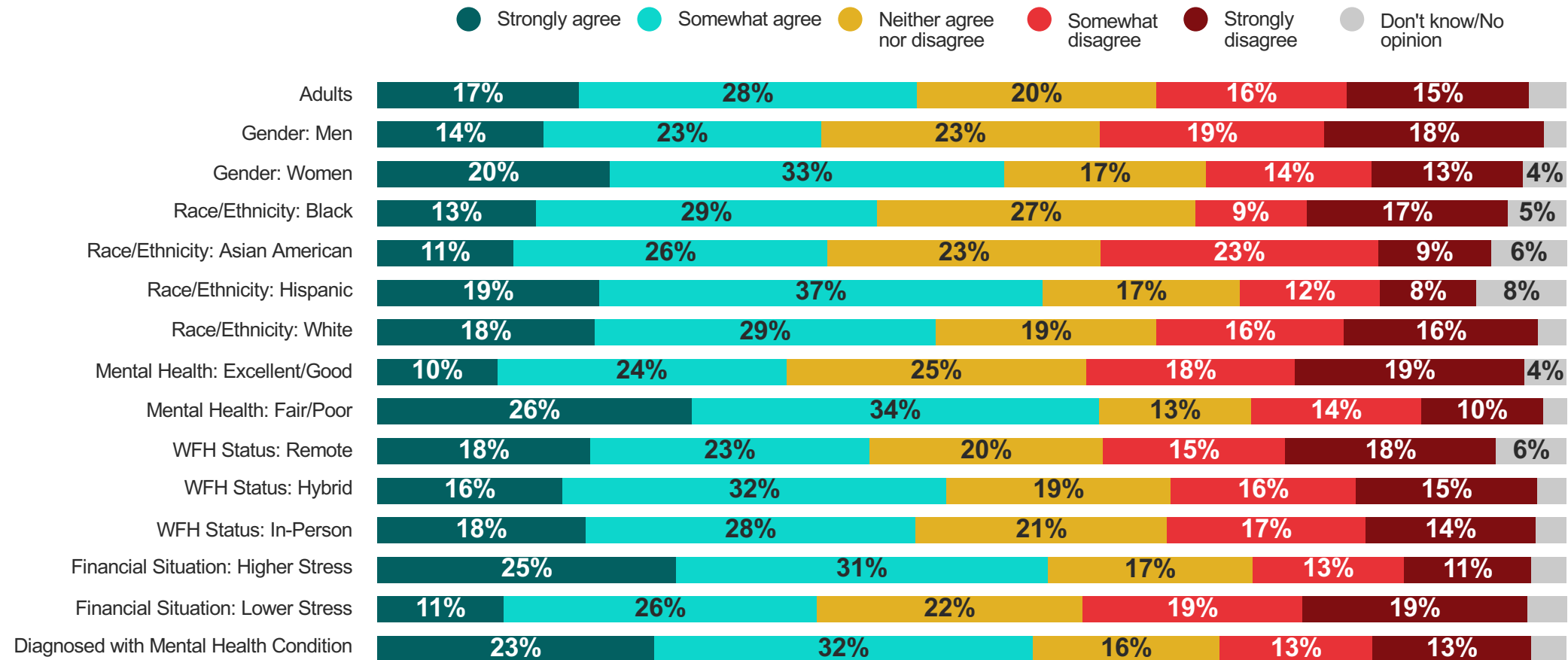
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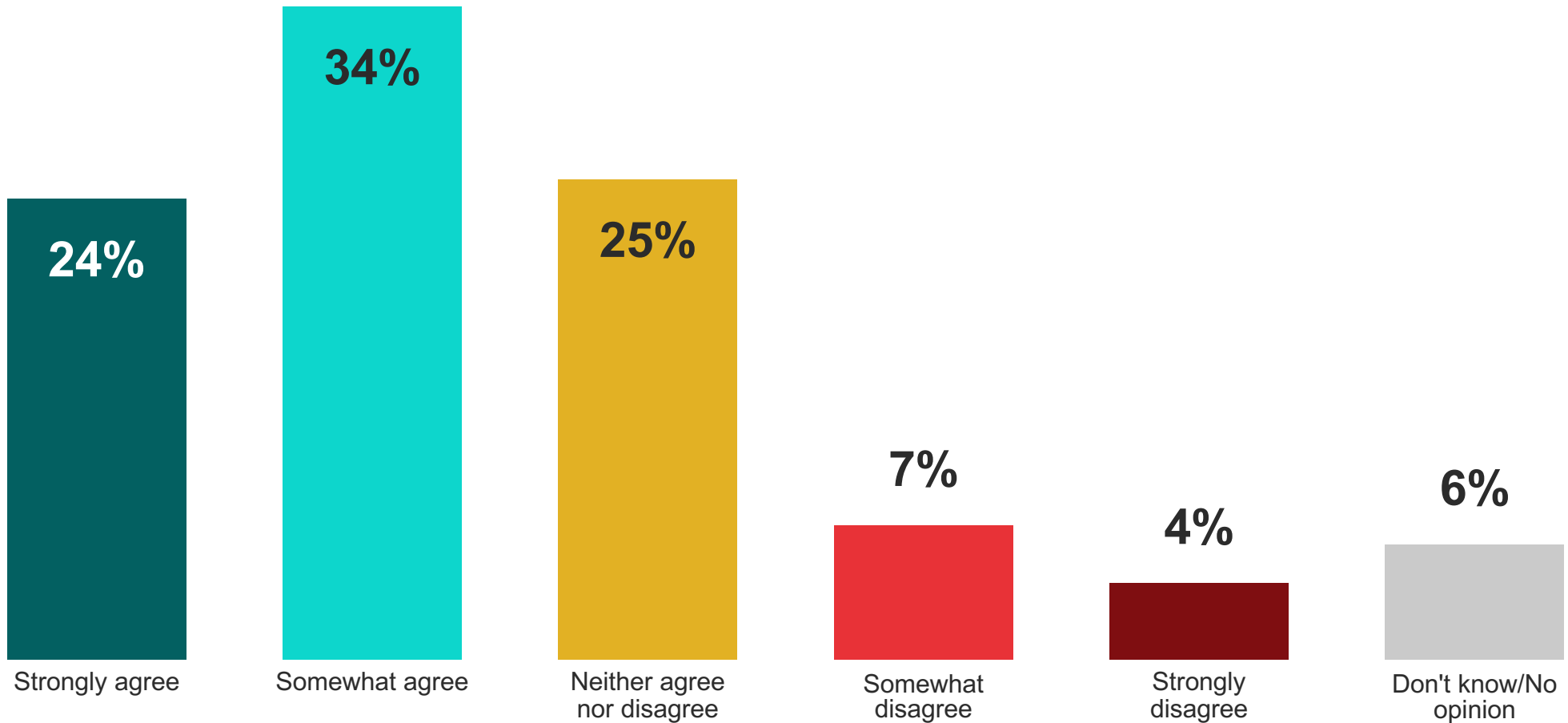
How much do you agree or disagree with the following statements? ***In the past 12 months, my job has taken a negative toll on my mental health and wellbeing.***



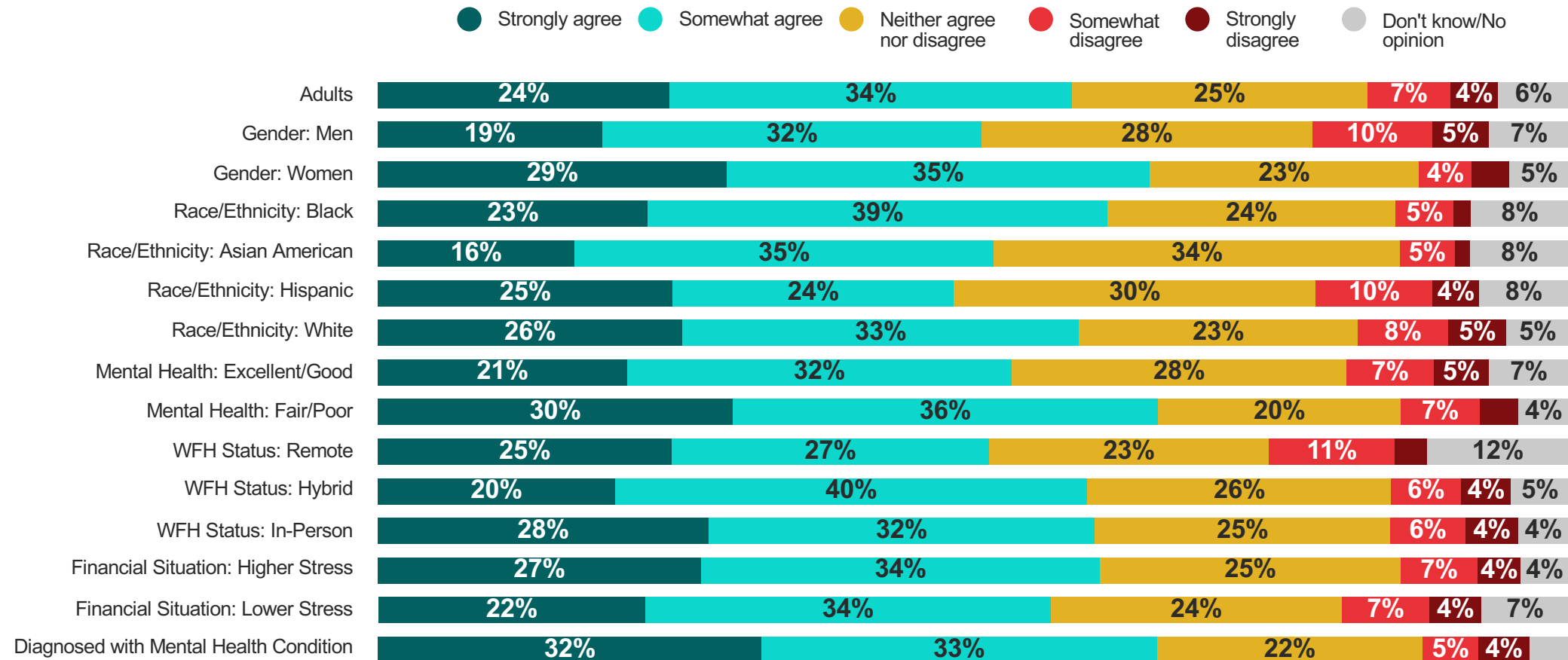
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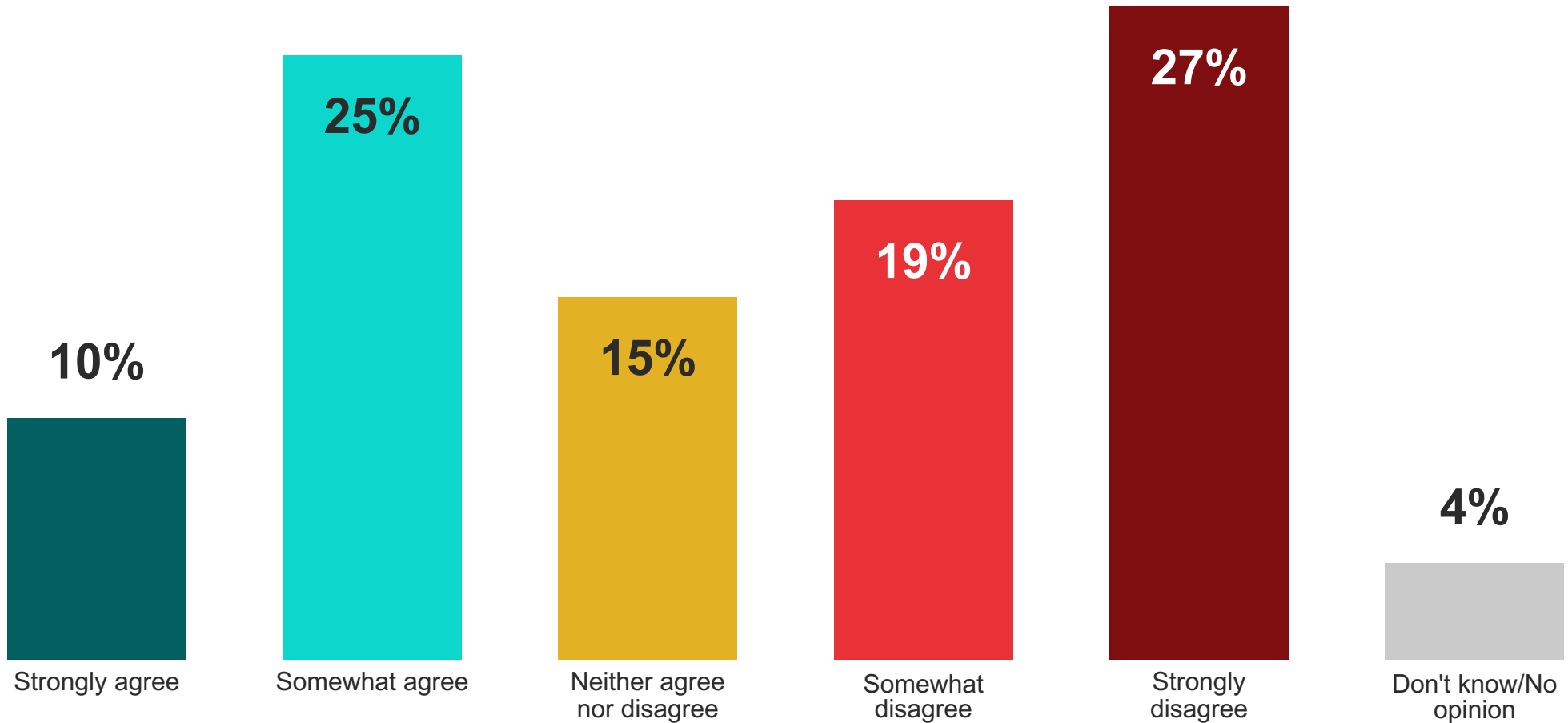
How much do you agree or disagree with the following statements? ***My workplace should be investing more resources to support employee mental health and wellbeing.***



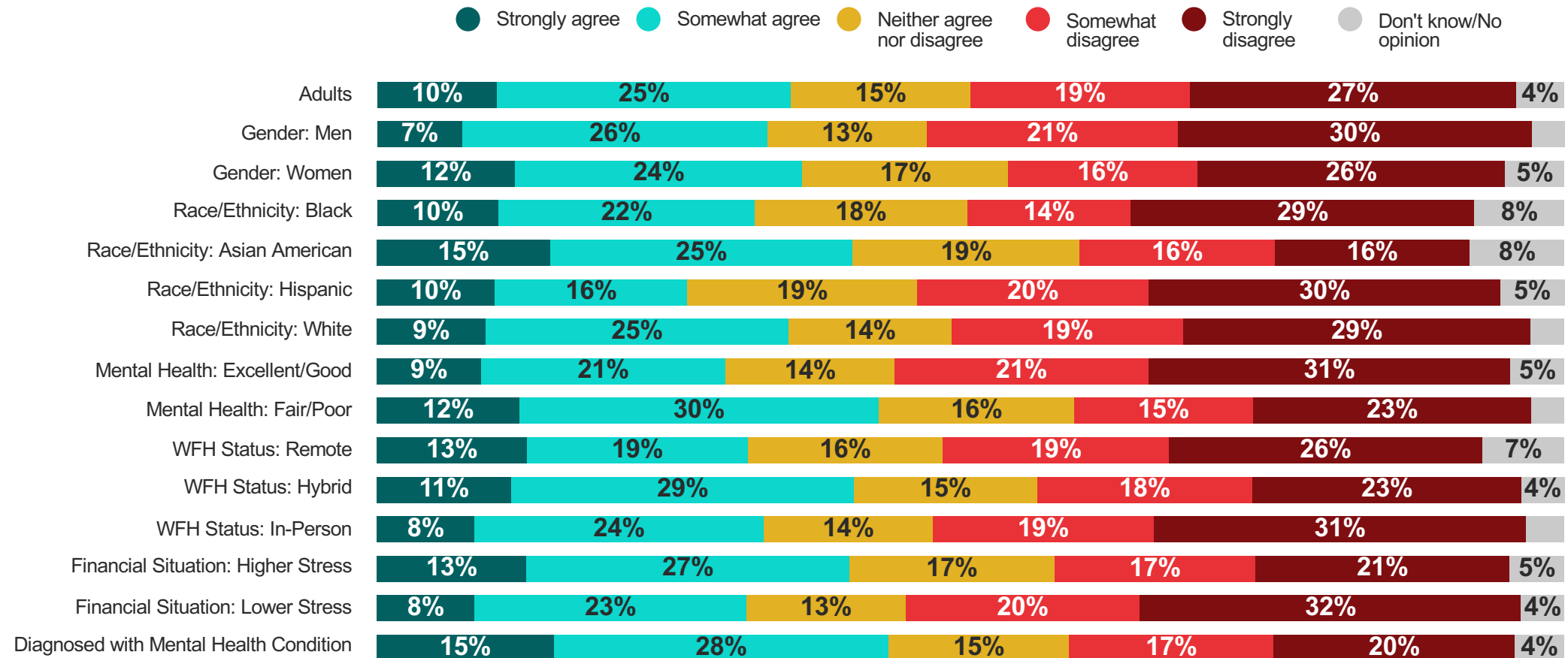
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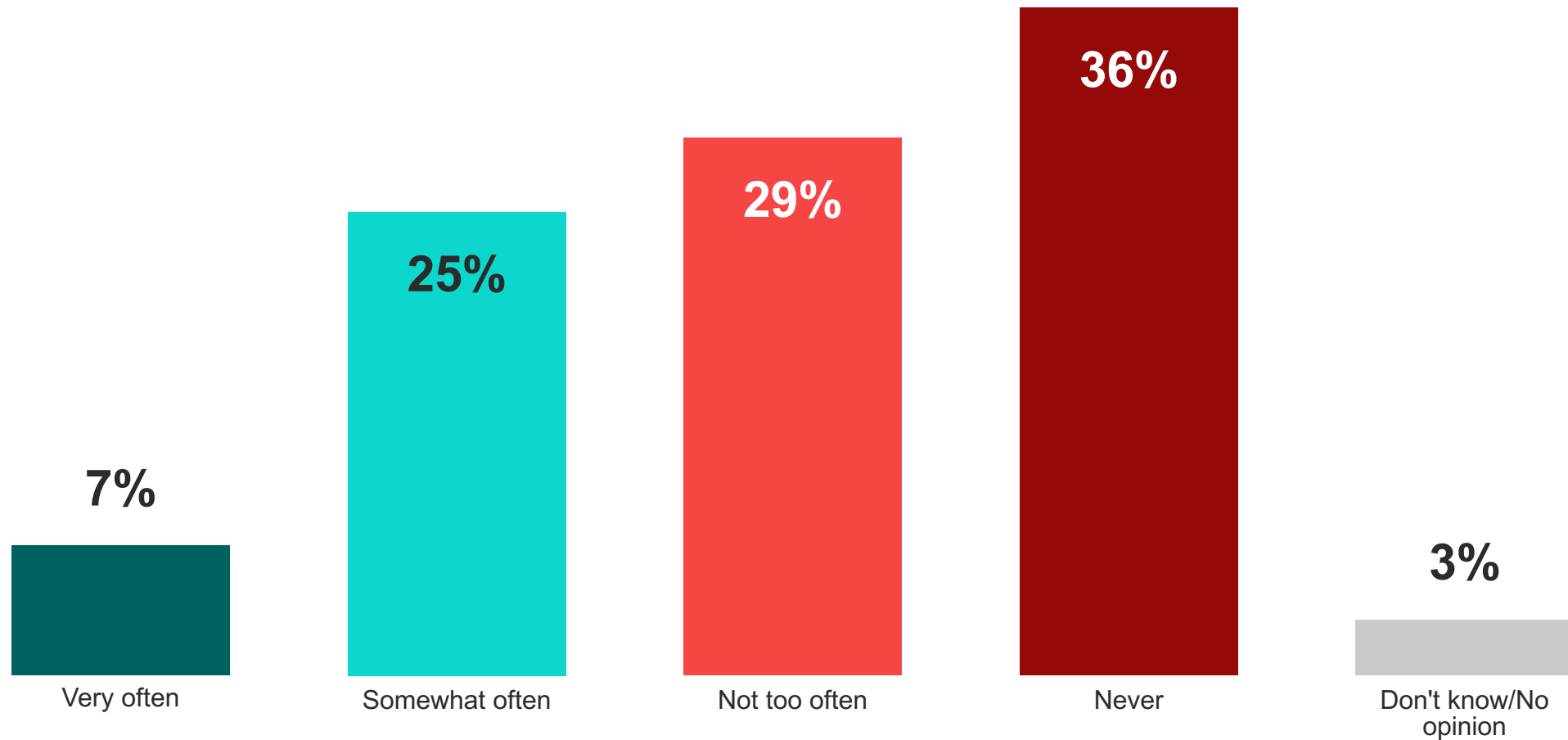
How much do you agree or disagree with the following statements? *I feel like a fraud in my job despite my knowledge and accomplishments.*



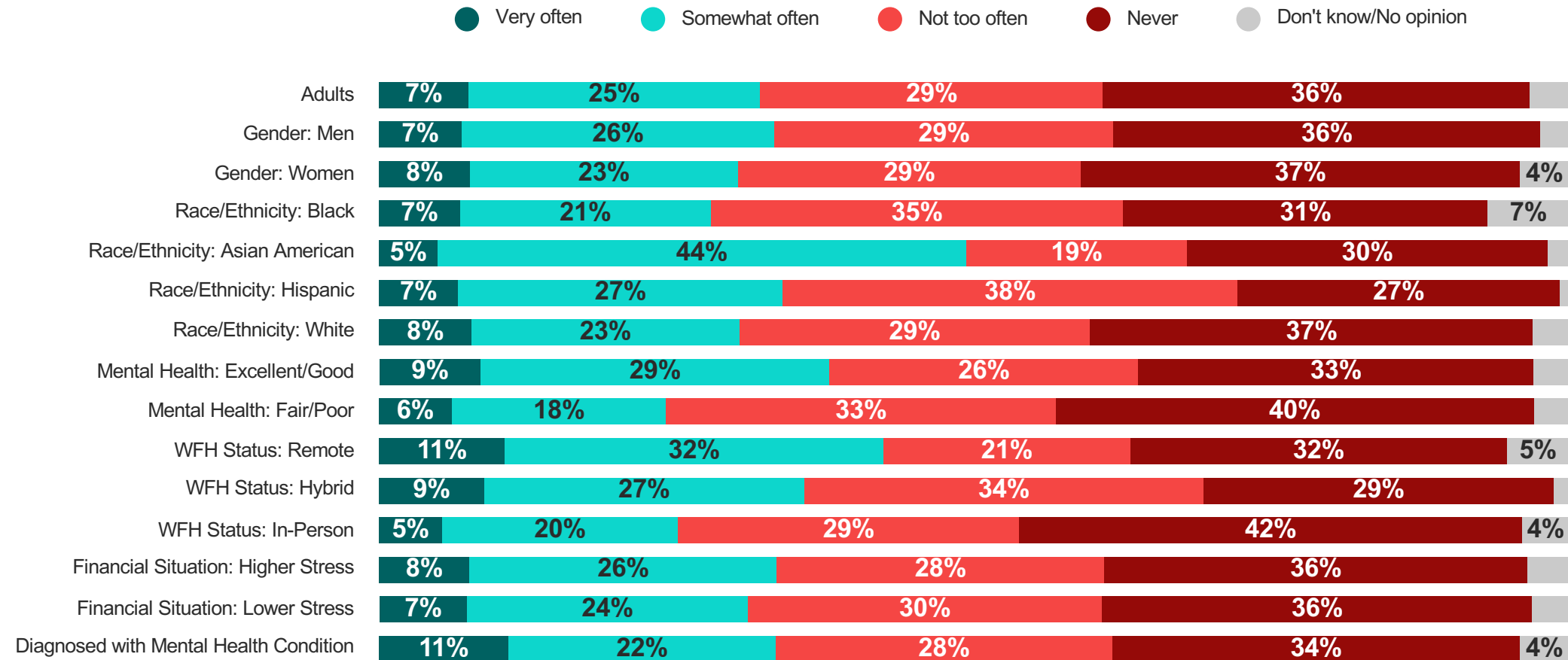
How much do you agree or disagree with the following statements? *I feel like a fraud in my job despite my knowledge and accomplishments.*



How often, if ever, has your current supervisor reached out to you about your mental health and wellbeing?



How often, if ever, has your current supervisor reached out to you about your mental health and wellbeing?



In the past 12 months, have you been treated unfairly at your job because of any of the following?

