

INTENT TO IMPACT

**INSIGHTS FROM  
YOUNG PROFESSIONALS  
ON MENTAL HEALTH  
IN THE WORKPLACE**

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Research Survey Results (April 2024)



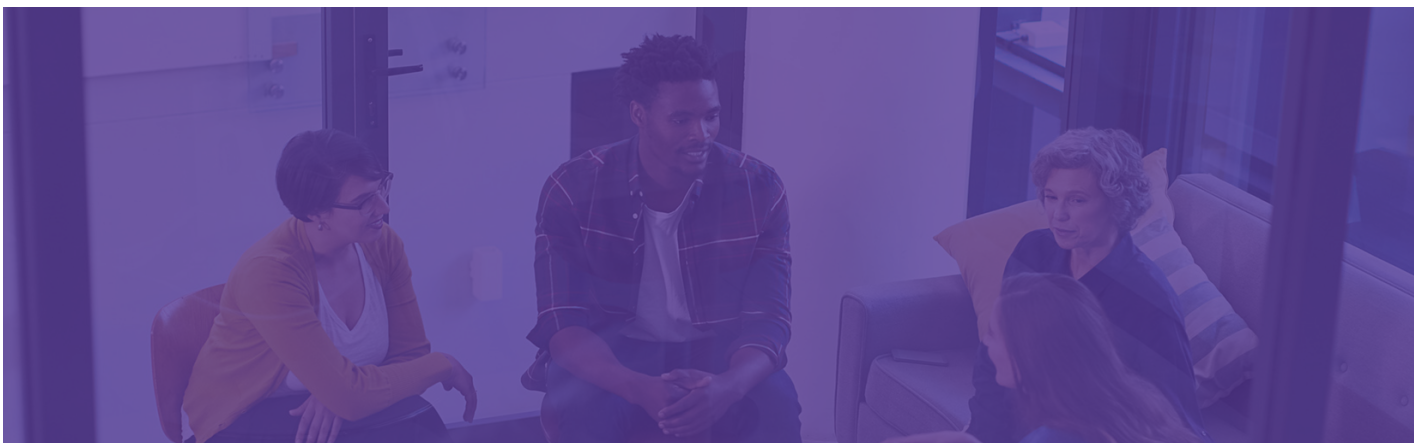
## Context

Young adults comprise the largest cohort of our current mental health crisis (Richard et al., 2022). One of the driving factors is that many young professionals feel out of balance biologically, psychologically, and socially. This demographic is experiencing deteriorating relationships at work, loss of identity cushions (Perna, 2022), financial challenges, stress and anxiety of the 24/7 news cycle and incessant social media pressure to live a perfectly curated life all the time (Millennial Mental Wellbeing, n.d.). This demographic wants a purpose at work, and they see and call out the misalignment between corporate promises and daily actions.

Revelios was founded by Catherine Harrison, M.A. (Psych), in 2023 after completing her master's thesis investigating the impact of

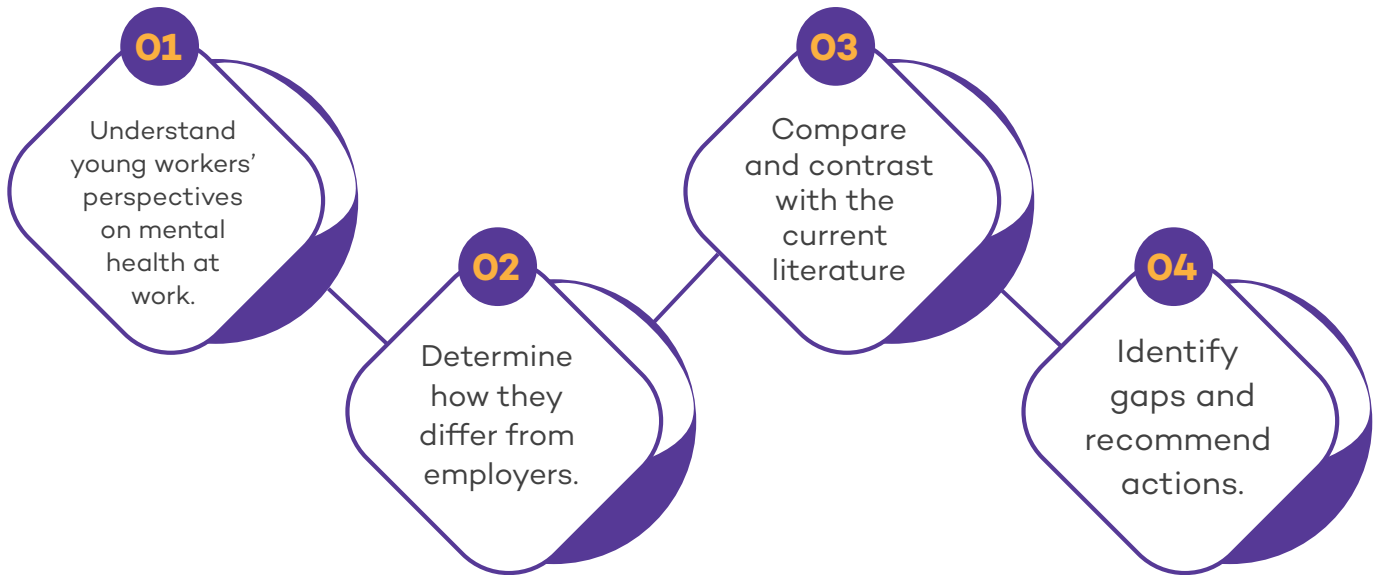
human-centred leadership on the biopsychosocial well-being of young professionals. The company aims to democratize mental health literacy, reduce stigma, and improve psychological safety, performance, and individual agency in cross-sector industries by integrating proven daily leadership practices.

This quantitative study completes the thesis research and was designed to get feedback at scale about the growing evidence that investing in human-centred leadership practices, psychological safety, and performance management leads to healthier communities at work and across society.





## Objectives



## Methods

**STEP 01** This survey was launched in February 2024 with a four-week pulse promotion. It was distributed virtually via emails and social media channels using snowball sample methodology to ensure a generalizable sample of the North American working population, ages 22-42.

Participants were asked to complete multiple choice questions and answer short open-text response questions to evaluate their perceptions of their workplaces' mental health practices, policies, services and supports and gather input on general well-being. An even-numbered (1-4) Likert-style scale was used to minimize neutrality.

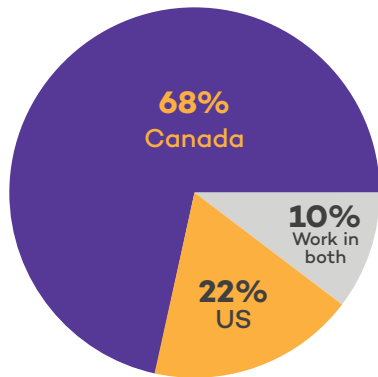
**STEP 02**

**STEP 03** The research used a causal-comparative or correlation analysis with a target sample size of 100 participants with a minimum sample size target of 64 (Hesse-Biber, 2014) to support validity.

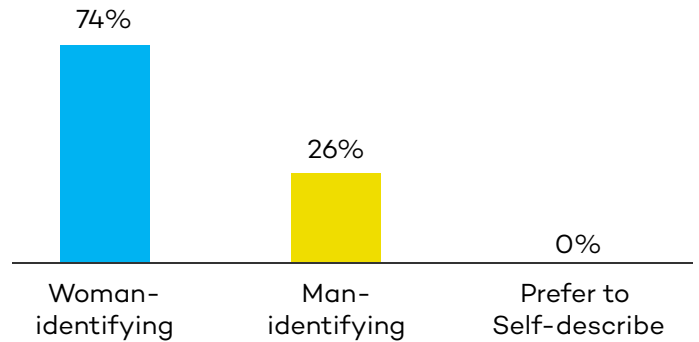


## Participant Demographics

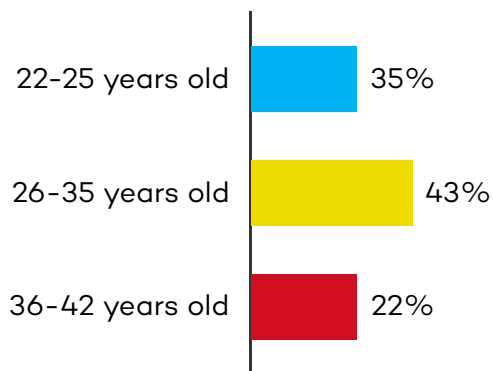
### Location Distribution



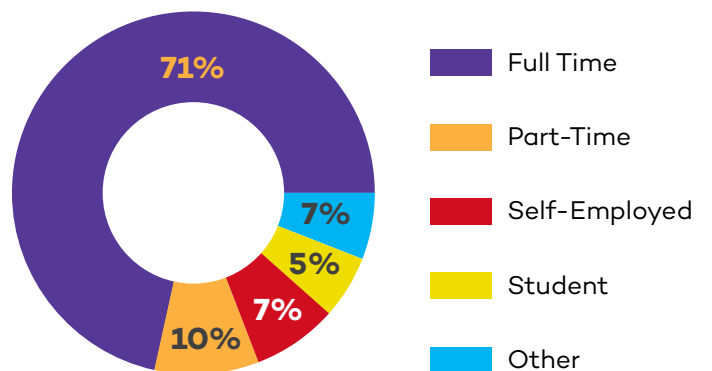
### Gender Identity



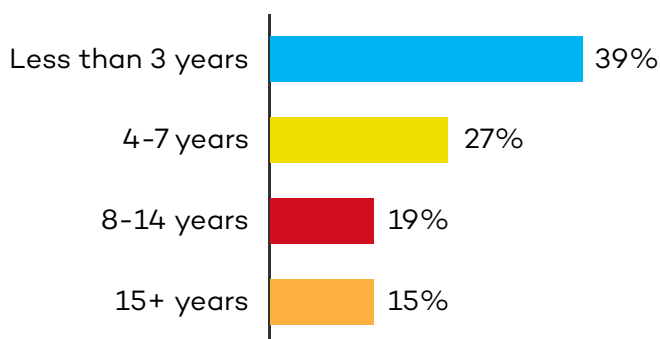
### Age Distribution



### Employment Status



### Years of Experience





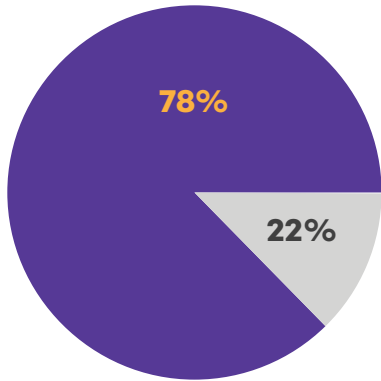
**A robust EAP does not equal psychological safety or good mental health at work.**

## Results

### Workplace Stress & Well-being

**78%**

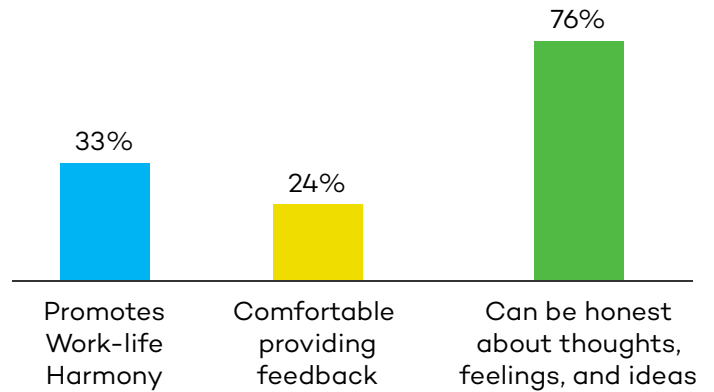
of respondents experienced negative effects from work-related stress in the past year



### Workplace Culture & Communication

**33%**

believe their workplace actively promotes work-life harmony



#### Leadership Empathy

**81%** strongly agree that their leader demonstrates empathy

#### Support Services

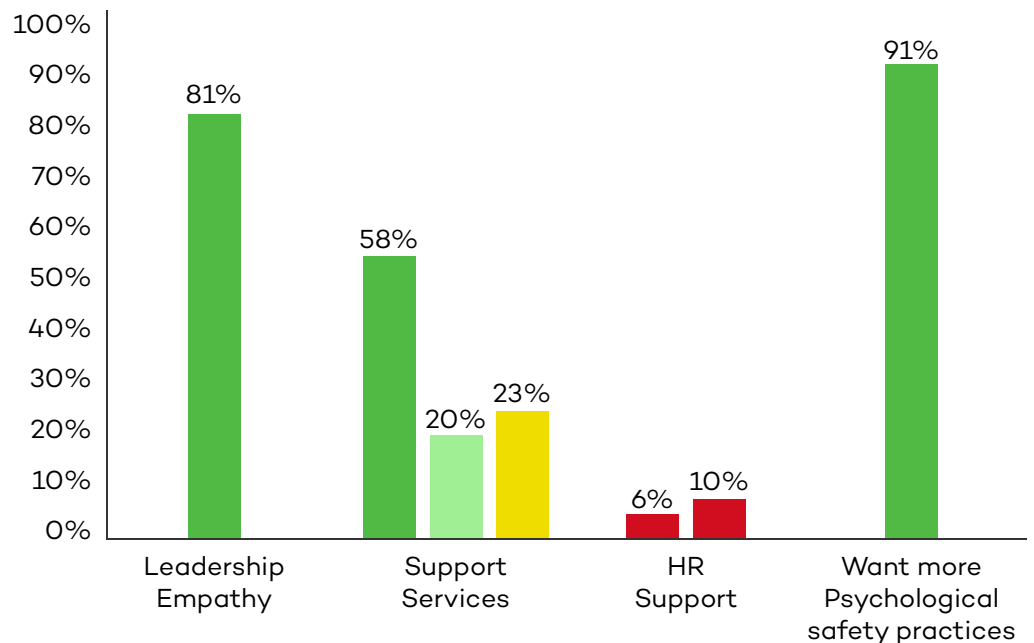
**58%** report that support services are available  
**20%** of employees use these services  
**23%** believe the services are effective

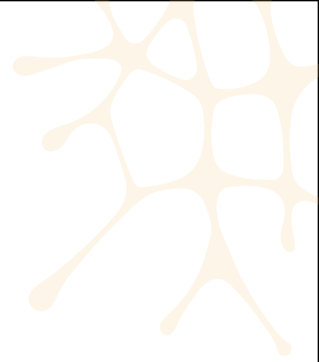
#### HR Support

**6%** believe they would go to HR for support  
**10%** believe HR is effective in leading a mental health strategy

#### Psychological Safety

**91%** believe leadership should focus on practices supporting psychological safety



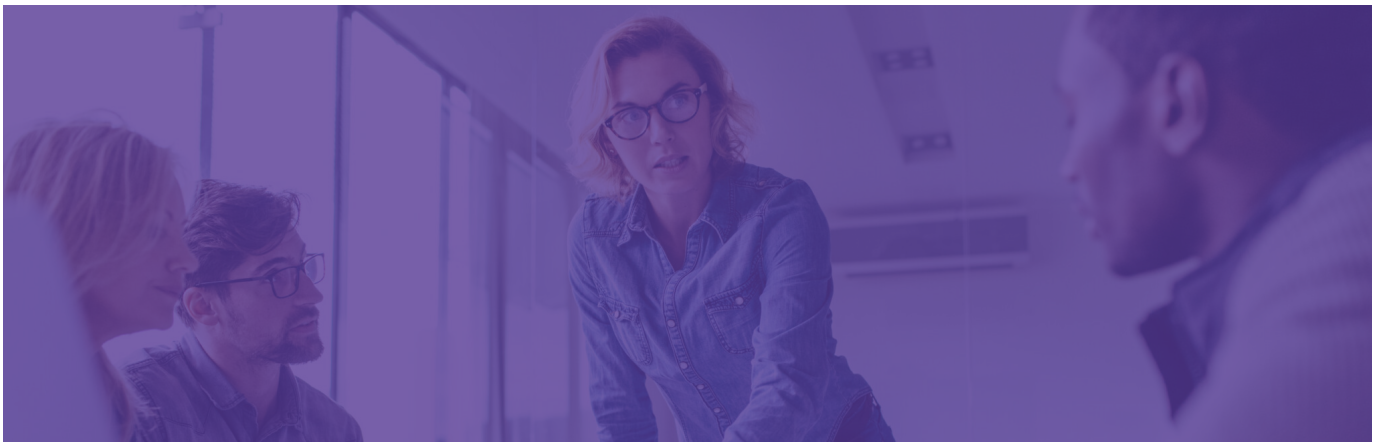


“

There is a tough balance for leaders who whole-heartedly support the well-being of their direct reports...and meeting business needs. Sometimes this pressure leads to actions not aligning with words.

”

- Survey respondent



## Limitations and Considerations

The self-reported nature of data introduces biases such as social desirability, recall bias, and incomplete or distorted memories, limiting the ability to capture objective reality fully. These factors affect reliability and generalizability, as individual interpretations and incomplete responses compromise the data's validity and consistency. The results of this study are signals to be added to the existing and emerging literature.

## Discussion

Revelios' preliminary data findings support the need to shift organizational and leadership mindsets in the approach toward mental health strategies that :

- Move beyond traditional **Employee Assistance Programs (EAP)** and invest in daily culture and behavioural practices that foster psychological safety.
- Cultivate a work environment **where employees feel safe to speak up** about mental health and performance concerns and get support from colleagues and leaders.
- Develop, measure, and sustain a **culture of psychological safety, agency, and performance.**



## Next Steps

Follow-up qualitative interviews will be conducted to explore further. The lead author's fieldwork continues to contribute insights to the conclusions of this and other research. Relevant findings will be utilized in knowledge dissemination, educational sessions/workshops, workplace ambassador programs, and a plain language summary for this research's media coverage. Continue to compare and contrast these in sights with emerging larger scale research study findings.

## References

- **Harrison, C. (2023).** Leveraging Human-Centred Leadership Practices to Support the Biopsychosocial Wellbeing of Young Professionals. Adler University.
- **Hesse-Biber, S. N. (2014).** Mixed methods research : merging theory with practice. Guilford Publications.
- **Millennial Mental Wellbeing (2020).** <https://www.millennialmentalwellbeing.org/millennials>
- **Perna, M. (2022).** Why It's Getting Harder for Young Professionals to Stay Mentally Healthy. Forbes Magazine.
- **Richard, J., Rebinsky, R., Suresh, R., Kubic, S., Carter, A., Cunningham, J. E., ... & Sorin, M. (2022).** Scoping review to evaluate the effects of peer support on the mental health of young adults. *BMJ open*, 12(8), e061336.

## The Full Research Paper is Available Upon Request

### Lead Author

- Catherine Harrison, M.A. Psychology, P.C.C.
- Contact : [catherine@revelios.com](mailto:catherine@revelios.com)

### Research Assistants

- Karen Hidalgo, M. Ed., Health Professions Education
- Kayleigh Truman, M.A. Labor Studies



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