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Mind Health Report 2025

Unlock global workplace
wellbeing insights

laya
healthcare

part of AXA



Mind health is making headlines

Mind health is now a pressing issue in society, and extensively covered by media outlets and social media influencers. This year's report explores the data, offering key insights and analysis on people's mind health in life and at work.

Mental health support for youth

Young people in the Macdon Ranges will be offered more mental health support through a new initiative partly funded by Heritage Bank's Southern and District Community Health (SCCH) was awarded almost \$300,000 part of the bank's community support program. The initiative will be delivered in partnership with Macdon Ranges Council and Macdon Ranges Health, in the aim to reduce and improve access to services and that provide support and connection.



4-29 You don't have to fight alone #mentalhealth... chillanxiety... ▷ 649.9K



2023-12-19 So many people struggle with their mental health @DEEPSTRONGQUOTES deepstrong... ▷ 4...



2023-9-12 "Overthinker" Mini animación que hice para... gatopan_m... ▷ 474.9K



9-17 MENTAL HEALTH AT WORK #mentalhealth... aaron...

Why mental health needs the workplace

U.S. surgeon general Vivek Murthy says that mental health is a public health crisis. He says that mental health is a public health crisis. He says that mental health is a public health crisis.



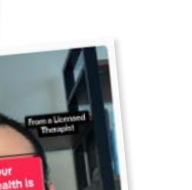
If Men Opened Up About Mental Health | Cut



5 Strategies for Improving Mental Health at Work by Morra Aarons-Mele April 18, 2024



2023-11-9 therapist will not ask you but so badly... pyjeff ▷ 2.5M



Welcome

Our Workplace Wellbeing Index has been helping HR leaders stay a beat ahead of the health and wellbeing trends shaping Irish workplace for more than five years.

As part of AXA, we're excited to bring you new research. The Mind Health report 2025 is packed with global insights on mental health trends from 16 countries around the world.

Mental health is priority in today's society, with nearly one-third of the global population currently living with mental health disorders. Young adults are particularly affected, with 44% of them experiencing difficulties. Worryingly, Ireland has seen an increase in the number of people experiencing poor mental health since 2022, with 1 in 5 people now struggling according to the latest research.

Employers play an important role in supporting good mental health. Early intervention is critical to reduce more serious impacts down the line. Equipping managers with Mental Health First Responder training, providing employee assistance programme (EAP) services, and emphasising the confidentiality of these support services are so important in creating a safe space for team members to ask for help.

Importantly, as a HR leader, you need to understand the issues and trends impacting mind health, so you can stay a beat ahead. As always, our Health & Wellbeing team are here to provide you with support and guidance, now with global insights as part of AXA, Europe's number one health insurance provider.

Sinéad Proos

Head of Health & Wellbeing,
laya healthcare



5 key takeaways

1. Mind health is still a top priority issue worldwide.



32%

The overall percentage of participants experiencing at least one mental health condition remains steady at one in three.

2. Young adults report higher rates of mental health problems compared to older generations.



57%

of 18-24-year-olds fall into the “languishing” or “struggling” categories. This rate is almost twice as high as for over 55-year-olds (29%).

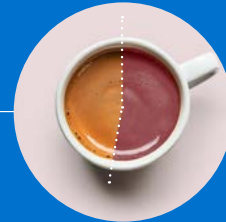
3. Digital apps and AI-powered services to support mind health are gaining momentum.



41%

of respondents turn to online sources such as websites, social media and forums for support with their mind health. However, there is a generational divide with younger people more likely to gravitate towards online sources (46% for under-35s vs 33% among 55 and older).

4. Work is impacting mind health: either as a source of support or a source of concern.



53%

of employees report above-average stress levels.

5. Companies have an opportunity to better protect their employees’ mind health.



only

47%

of workplaces have mental health policies.

About the Mind Health study

As part of AXA, we're excited to bring you global health and wellbeing insights for the first time. This is the fifth year of AXA's Mind Health study, charting the mental wellbeing of people worldwide. The results are shown in the Mind Health Index, which places the global population into one of four categories:

 Flourishing

 Getting by

 Languishing

 Struggling

The aim of the study is to amplify the conversation around mind health and uncover opportunities for individuals, healthcare professionals and policymakers to take action for a better global mind health.

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Global evolution of mind health

↑ 25%

Flourishing: Flourishing represents the pinnacle of good mind health. Classified by a Mind Health Index score greater than 75.

↑ 32%

Getting by: Getting by describes those who may have some areas of good wellbeing but not enough to reach the state of flourishing. Those getting by may experience a dampened sense of wellbeing compared to those who are flourishing.

↑ 29%

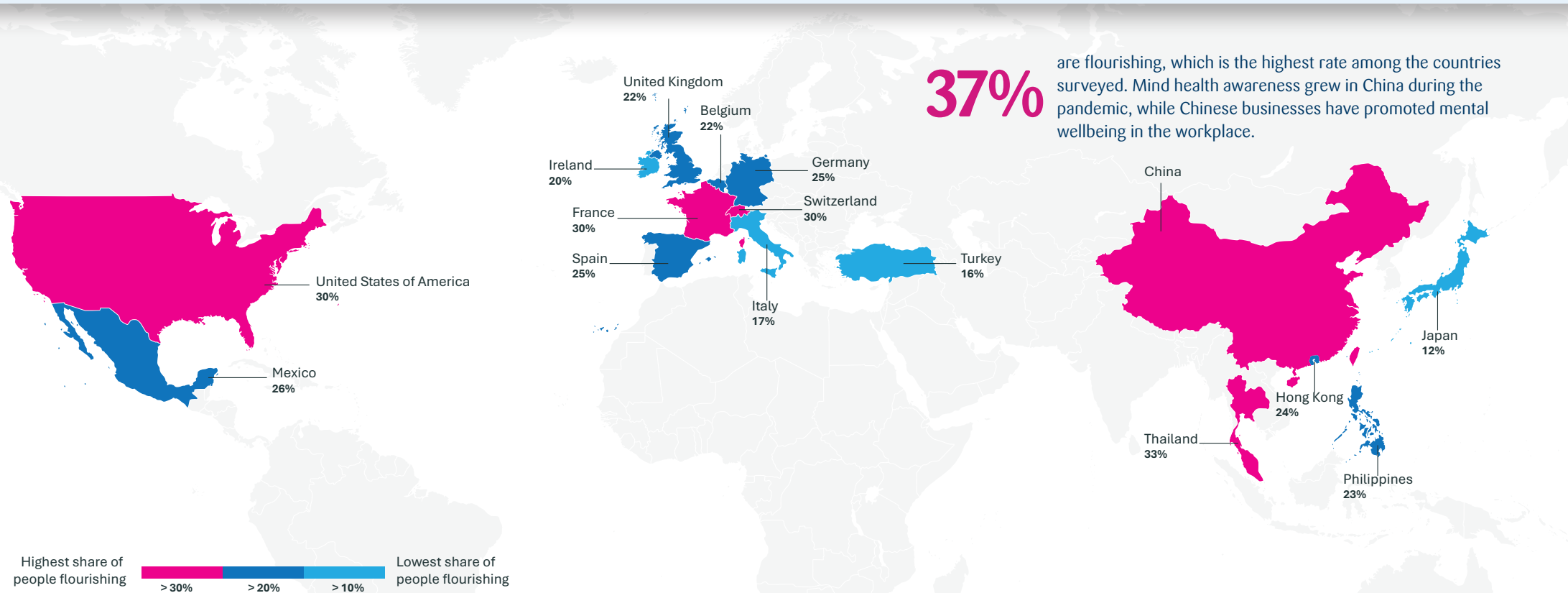
Languishing: Languishing represents the absence of positive wellbeing. If you are languishing you are not functioning at full capacity, you may feel unmotivated and struggle to focus. Those who are languishing are at an increased risk of developing mental illness.

↓ 14%

Struggling: The absence of wellbeing in most areas is likely to result in struggling and difficulty. Struggling is associated with emotional distress and psychosocial impairment.

Most flourishing countries

The Mind Health Index reveals stark contrasts in the levels of mental wellbeing across the globe, caused by localised influences. For example, China is the country with the highest percentage of flourishing people, closely followed by Thailand, France and the US. People in countries such as Ireland and Japan are most in need of support.



Delivering faster access to mental wellbeing services

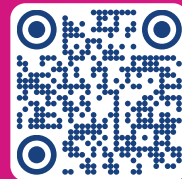


Dr. Olwyn McWeeney
Director of Medical
Services, laya healthcare

“At laya healthcare, our ambition is to deliver a seamless, holistic and sustainable healthcare experience, now and into the future. With a focus on access, superior clinical outcomes, digital integration and innovation, our promise is to deliver faster access to enhanced key services for all our members. Our digital health platforms and 24/7 Mental Wellbeing Support Programme help to ensure timely access to mental health supports for a range of needs.”



Find out more at
layahealthcare.ie



Mind Health in Ireland

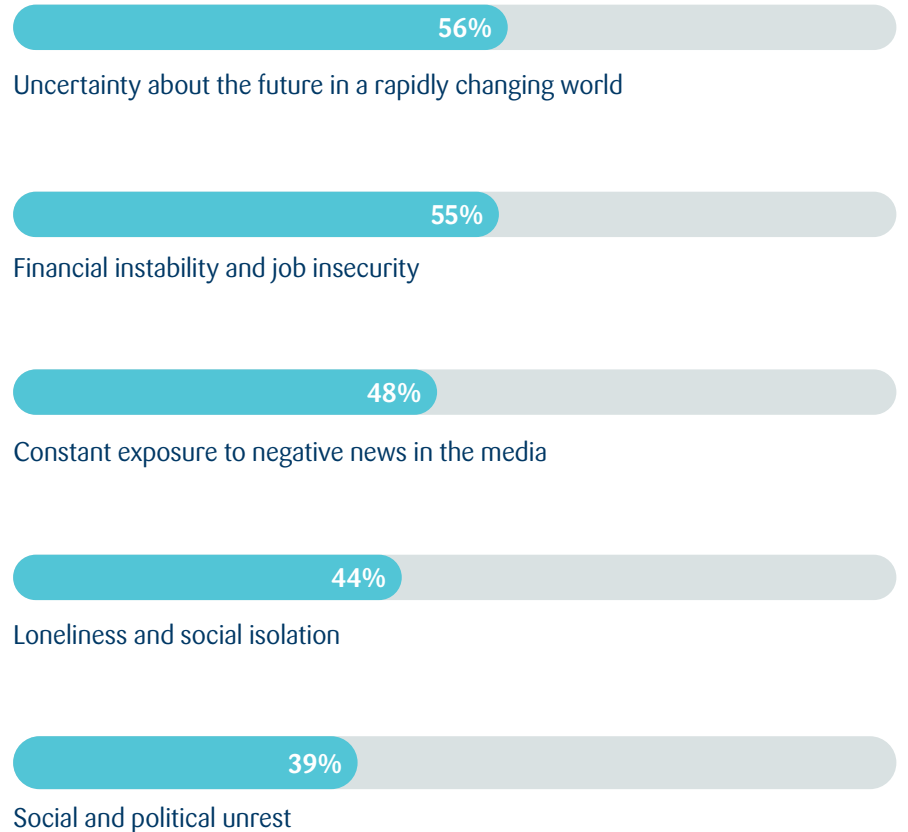
In Ireland, only 20% of people are flourishing, compared to the global average of 25%. Nearly half of Irish respondents are languishing or struggling.

The top five factors impacting mental health in Ireland mirror those seen globally. However, uncertainty about the future in a rapidly changing world, and loneliness and social isolation, both ranked higher among Irish respondents.

Young adults report higher rates of mental health problems compared to older generations, with under 24s increasingly turning to digital tools. 57% reported having used a mental health AI app such as an AI therapist chatbot or meditation app.

Employers can play a crucial role in mental wellbeing by providing access to confidential, professional support services like laya healthcare's 24/7 Mental Wellbeing Support Programme.

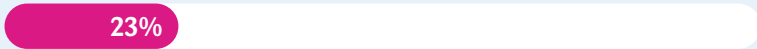
Main factors negatively impacting mental health



Leading external causes impacting mind health

The survey highlighted the leading external factors that impact mind health. By understanding the underlying sources of tension and anxiety, people can take steps to improve their mental wellbeing – e.g. with financial planning, reducing time spent on news apps or taking up new activities to grow in person social networks.

Disparity between genders



of women are flourishing vs 27% of men



of women worry about future uncertainty in a rapidly changing world vs 48% of men

Main factors negatively impacting mental health



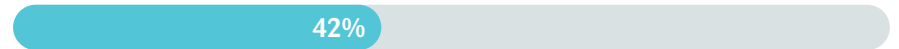
Financial instability and job insecurity



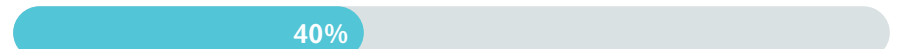
Uncertainty about the future in a rapidly changing world



Constant exposure to negative news in the media



Social and political unrest



Loneliness and social isolation

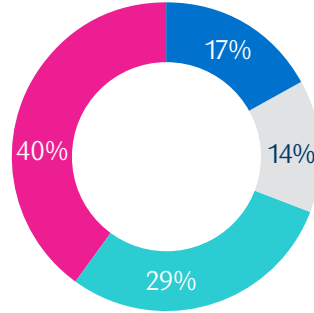
Generation gap: Why are young adults struggling?

Perhaps the biggest ‘work on’ from the Mind Health Index is the higher rates of mental health problems reported by young adults in comparison to older generations. The results suggest that young adults are disproportionately affected by severe or extreme levels of anxiety, stress or depression.

However, the Index also shows that young people are more likely to reach out for help. They are more inclined to share concerns with friends and seek peer support than older adults, who appear more reserved in both their trust and willingness to talk to others.

The generational divide also shows in methods of mind health assistance. Young people are increasingly drawn to digital platforms, social media and AI-powered apps to increase their awareness, access self-help tips and find a community.

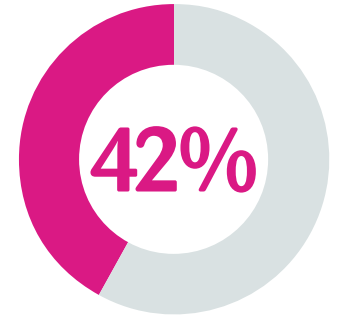
The under-24 are also more likely to try alternative medicine practices such as acupuncture or herbal remedies, and they are more disposed to self-managing their conditions without professional intervention. Conversely, their elders tend to put their faith in more traditional healthcare professionals and prescription medication.



How young adults are scoring on the index

- Struggling
- Getting by
- Languishing
- Flourishing

42% of young adults are potentially affected by depression, anxiety or stress at severe or more extreme levels, vs. 25% in the general population.



Youth specific mental health stressors



Loneliness and social isolation vs 40% across general population



Excessive use of social media & digital devices vs 36% across general population

Gen Z will be pioneers of improved mind health

Jasmine Manet, founder of Youth Forever gives a 20-something's perspective.



Jasmine Manet
Youth Forever founder

Are you surprised by the report's findings?

No, not at all. Stress has become the norm for many young people, with the majority of my age group saying they feel anxious most of the time. The new generation is typically the most affected by the global context. For example, the COVID-19 pandemic had an outsized effect on our mind health, education, finances, career progression... Yet, I am optimistic about Gen Z. We are not victims. I agree with experts who predicts my generation will be on average happier, richer and better educated than those before.

Are young people more aware of mind health's importance?

Absolutely. And ironically the generation most aware is the most affected. Many experts point the finger at social media for making Gen Z sick. Psychology professor Jean Twenge coined the phrase "iGen" referring to "Internet, No In-Person, Insecure, Irreligious, Insulated, Indefinite, Inclusive, and Independent." I think we should add Inspirational. Gen Z will be the pioneers who make mind health an open topic of conversation in society - for everyone's benefit.

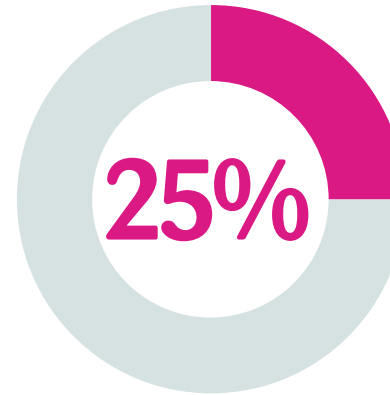
What support do young people need to manage their mental health?

The key words here are information and care. For me, information means growing awareness by providing verified content. It also means creating dialogue and ending taboos. Care is more holistic, involving access to healthcare professionals and support from friends, family and everyone that young people interact with offline and online. However, to succeed, both information and care need to transcend the personal sphere and infiltrate schools and the workplace. Parents, teachers, students and coworkers need to work together to create a safe space for mental health support

Rising rates of stress in society?

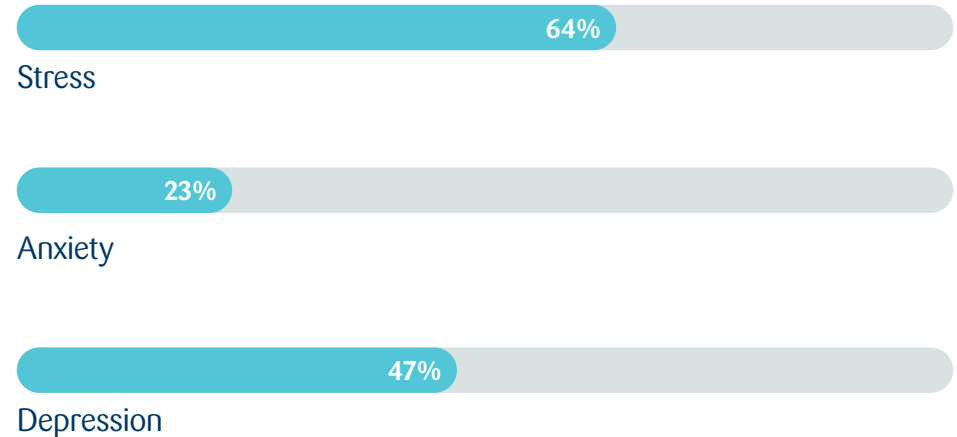
The findings show that a quarter of individuals are potentially affected by anxiety, stress or depression at severe or more extreme levels. Digging deeper into the numbers, it's interesting to note that people who show symptoms of severe stress often underestimate their condition. This imbalance would suggest that improved awareness around mind health could result in more people taking steps to either self-manage their stress or seek professional help.

Percentage based on responses to the question 'Please indicate the extent to which each statement applies to you in the past week' among the general population.



25% of people are potentially affected by anxiety, stress or depression at severe or more extreme levels, vs. 23% in 2023.

Top 3 symptoms affecting mind health





Nils Reich
CEO of AXA Health

We believe that employers can take a much bigger role in raising awareness on mental health and breaking down taboos.

“The survey reveals the workplace ranks last as a source of information, but this should be much higher as employees expect this support from the workplace. Just as workplace safety courses are mandatory, mental health literacy should be core to employee education. At AXA, we developed the Mind Health Odyssey online program with medical and HR experts to address this need.”

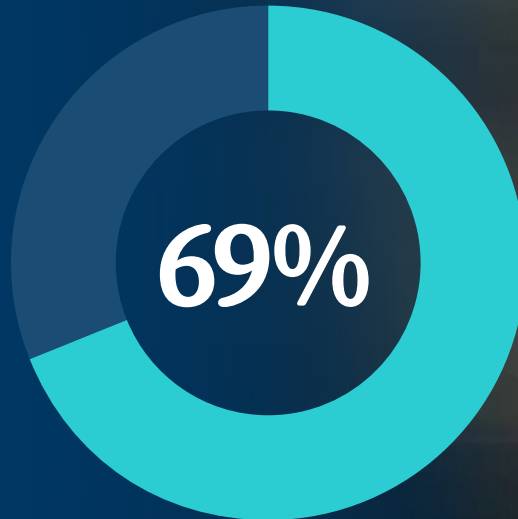
Raising awareness on the health benefits of knowledge

The Mind Health Index reveals a direct link between how well we understand mind health and how well we feel in our everyday lives. People who perceive themselves as well-informed about mental health matters are substantially more likely to experience flourishing mind health than those who do not consider themselves informed.

Among the flourishing population, 75% consider themselves well-informed, whereas only 59% of the struggling population perceive themselves as well-informed about mind health conditions. This is why increasing awareness around this topic is crucial.

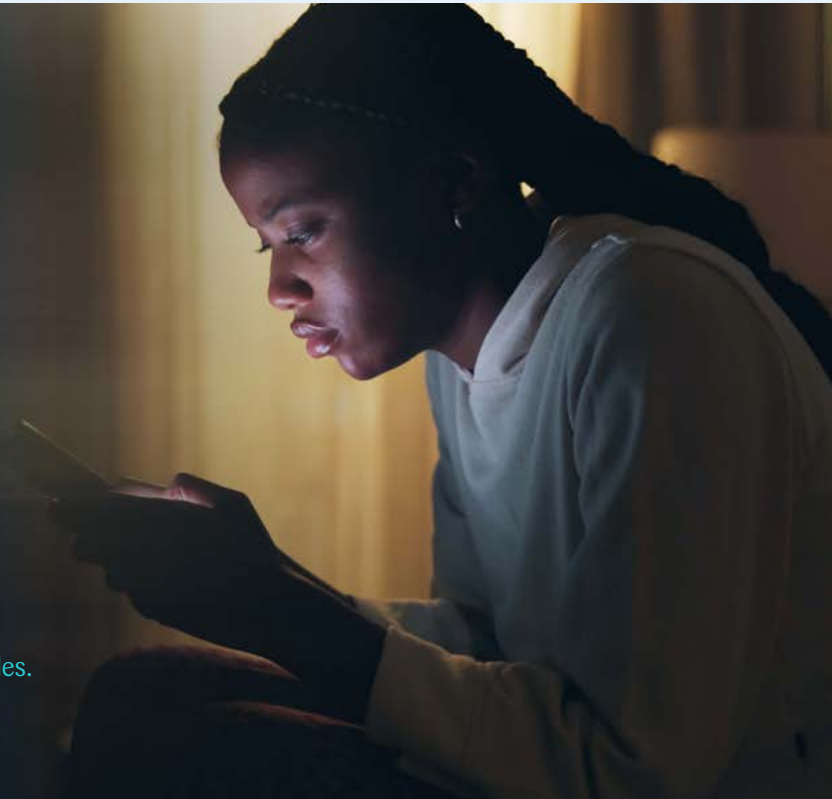
Strengthening this connection between awareness and wellbeing offers a pathway to improving mind health in the global population – or at least slowing its decline in low-scoring geographies.

The increasingly substantial role of digital platforms as a trusted source of information could translate into higher levels of mind health – especially among younger people, who tend to use them more. However, not all sources of information are equal – and the rise of awareness risks a surge in resources that are not reliable or scientifically validated.



69% feel well-informed

about factors contributing to mind health struggles.
Only 19% feel very well informed.





Proactive mental health supports in the workplace

“Chronic anxiety has both psychological and physiological consequences, affecting employees’ health and their ability to function at work. Employers can play a critical role in reducing workplace anxiety through proactive interventions. Workplaces that foster open discussions about mental health see lower anxiety levels. Providing regular check-ins, anonymous feedback channels, and a stigma-free environment can help.”

Dr Emelina Ellis

Chief Clinical Officer for laya healthcare’s 24/7 Mental Wellbeing Support Programme

Laya healthcare members can access our digital wellbeing series, guided meditation, and expert support in their member area.

Log in now



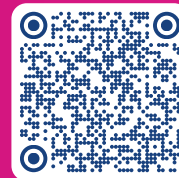
Raising awareness on the health benefits of knowledge

Top sources of information related to mental health



Find out more about how you can support your mind health with Iaya Healthcare's Mental Wellbeing guide.

View PDF →



Reduced stress at work? Take home the benefits

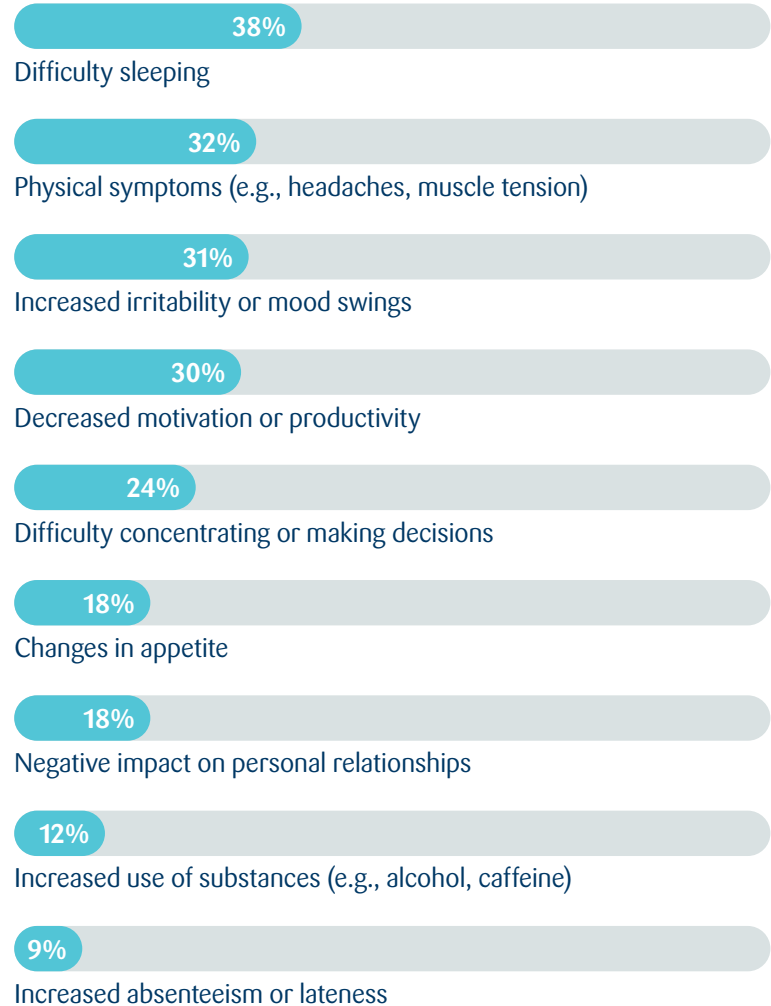
Work-related stress significantly impacts mind health and job performance, with over half of employees reporting above-average stress levels, particularly among younger workers.

Businesses seeking to support the mind health of their people have numerous entry points for reducing work-related stress. Salary concerns, workload and deadlines, and worries about work-life balance were top of the list among respondents.

The results of the survey show that work-related stress can have consequences beyond the office environment, with employees sharing difficulties in sleeping, alongside physical symptoms such as headaches and muscle tension. Irritability and mood swings may increase, while motivation and productivity wane. Additionally, two out of five employees (41%) reported that the lack of access to mental health resources as a factor negatively impacting their mind health, further emphasising the need for improved workplace mental health support.

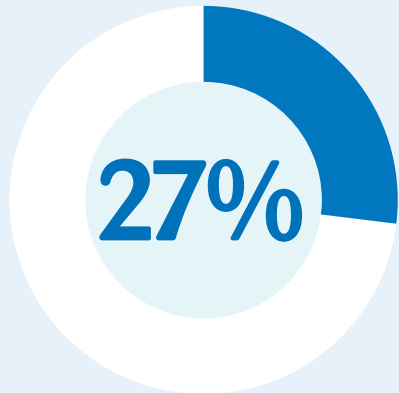
Percentage based on responses to the question “How has work-related stress impacted your daily life?” among the working population.

Work-related stress impacts in daily life



Reduced stress at work? Take home the benefits

Respondents shared a clear preference for lifestyle-oriented solutions to manage work-related stress – in particular physical activity or exercise, taking time off or using vacation days, and practicing stress-reduction techniques such as mindfulness or meditation.



27% of respondents have been on sick leave for problems related to mental/psychological health, vs. 23% in 2023.

Actions planned to manage work-related stress

Base : Working population with work-related stress (n = 10,517)



Increase physical activity or exercise



Take time off or use vacation days



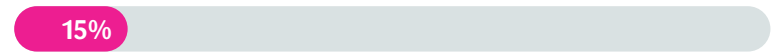
Practice stress-reduction techniques (e.g., mindfulness, meditation)



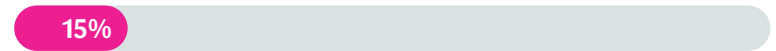
Improve time management and organisational skills



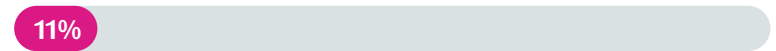
Seek professional mental health support (e.g., therapy, counselling)



Seek support from colleagues or peers



Consider changing job roles or seeking new employment



Speak to a manager or HR about my workload



Use workplace mental health resources (e.g., Employee Assistance Programs)

Workplace stress isn't just an individual challenge but a collective phenomenon

A headline finding from the Mind Health Index is that more than half of employees report above-average stress levels, while 12% experience severe stress levels due to their work. Professor Dr Lode Godderis, from the Centre for Environment and Health at the University of Leuven and recipient of an AXA grant from the AXA Research Fund, offers his response as an expert in the impact of work on employee health.

Should we consider mind health as a growing concern in workplace environments?

These statistics are deeply concerning. A considerable amount of the workforce is operating under conditions that could lead to burnout or other mental health conditions. We're seeing a clear pattern where workplace stress isn't just an individual challenge but a collective phenomenon that affects organisational health and productivity. This data should serve as a wake-up call for businesses to recognise mind health as a critical priority requiring systematic intervention and prevention strategies.

What more can companies do to prevent mind health challenges at work?

Companies need to adopt a proactive approach rather than rely on reactive solutions. Most importantly, there needs to be a fundamental shift in corporate culture – one that prioritises

psychological safety and openly acknowledges mental health challenges. Consider flexible working arrangements that accommodate different circumstances. Can performance metrics be modified so they take into account not just productivity but also sustainable work practices and employee wellbeing?

Should managers and colleagues play a bigger role in supporting employees' mental health?

Absolutely. They are often the first line of defense in identifying and addressing mental health challenges. Their crucial role must be carefully defined and backed with proper training and resources. Managers should be equipped to have meaningful conversations, recognise warning signs of stress and burnout, and know how to direct team members to professional support. Collaboration between colleagues should be fostered to promote mutual understanding, including peer support programs and ally networks.



Lode Godderis
Professor for the Centre for
Environment and Health at the
University of Leuven

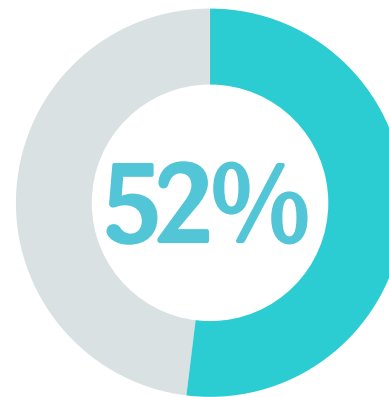
Companies hold a key to unlocking mind health

A significant divide exists in the workplace, with just under half of companies putting policies in place to the support mental wellbeing of their people, according to the Mind Health Index. Larger organisations are far more likely to offer support than smaller enterprises.

The survey shows that half of employees would appreciate mind health support from employers – a figure that rises among younger people, managers and those reporting high levels of work-related stress. This presents an opportunity for employers to establish comprehensive mind health training and awareness campaigns at every level of the organisation.

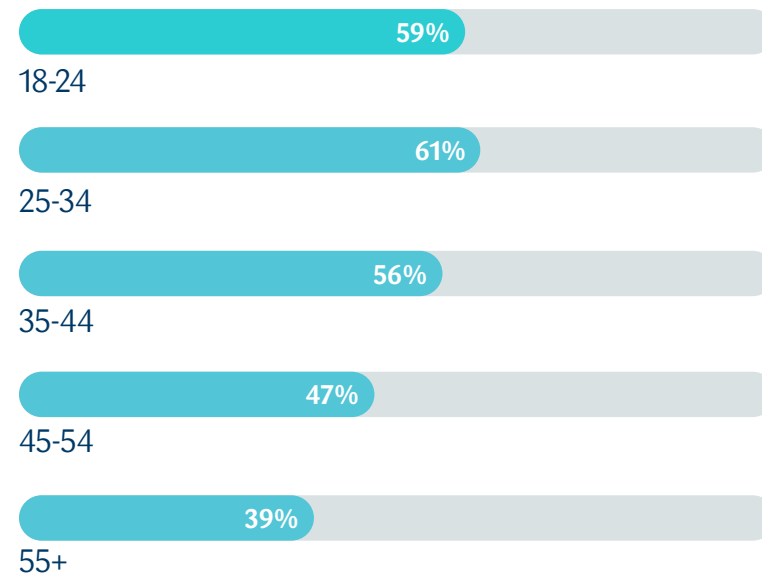
In companies with mental health policies in place, the proportion of people “struggling” is divided by two (8% vs. 16%), and they are more likely to flourish or getting by than those without (63% vs. 53%). At the same time, we should celebrate the positive impact of employment on the mind health of workers around the world. For many people, work is a valuable source of self-esteem, accomplishment, friendship and everyday structure, which make a discernible difference to their quality of life.

Percentage of respondents answering yes to the question “Do you expect mental health support from your employer?” among working population.



52% of employees expect mental health support from their employer.

Mind health policy expectation by age



Tech is opening doors to mind health management

The rise in adoption of digital apps and AI-powered services is an emerging trend from the Mind Health Index. There is a growing market of affordable, expert-led apps to improve emotional wellbeing and help overcome some of the traditional barriers to healthcare.

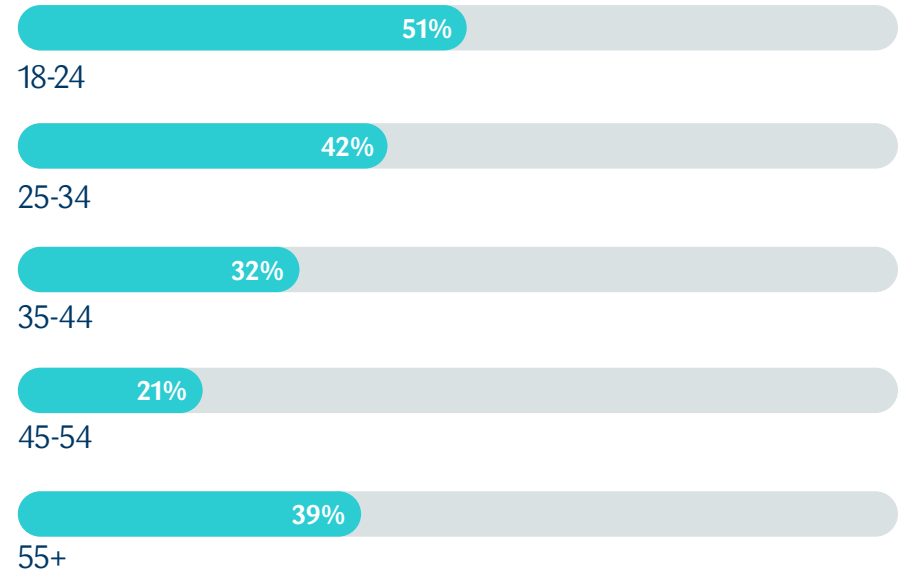
The use of technology in mind health management is especially evident among younger generations, with half of 18–24-year-olds having already turned to online therapy.

Conversely, adults over 55 years are more likely to use exercise, hobbies and spending time with friends and family to manage their mind health, rather than digital services.



28% of people have already used an AI app or platform to support their mind health.

Use of digital app according to respondent's age



What if you could better manage your mind health?

The Mind Health Index shows that people often overestimate their level of mental wellbeing. As many as seven out of ten people who might be suffering from mind health issues still perceive their mental health as good or average.

The Mind Health Self-Check helps individuals understand their mind health and identify areas for potential improvement. You simply need to answer a short series of questions about your state of mind, skills, beliefs, and lifestyle to gain clear insights into your emotional health.

It's free, anonymous, confidential, available in ten languages and based on research from 200 scientific studies. Shine a light on your mind health – in just five minutes.



**Check in on
your mental
wellbeing**



Building the resilience to deal with the unexpected is critical both for our organisation and for each individual



Karima Silvent
Global Head of HR at AXA

Are mental health policies the only tool companies can leverage to foster a healthy workplace?

The 2025 Mind Health Report confirms the worrying trends we have observed over recent years that work-related stress increasingly impacts mental health and job performance.

Mental health policies are a first step for employers committed to demonstrating their investment in the wellbeing of their employees. However the effectiveness of these policies requires a broader shift towards a workplace culture that recognises the need to support wellbeing by providing services, raising awareness of mental and physical wellbeing and investing in the critical relationship between managers and their team members. To support awareness and open discussions we have created a series of videos aimed at managers (but open to all) to raise awareness of common mental health challenges. Regular communication about mental wellbeing also raises awareness of the provisions we have for anyone struggling such as our 24/7 employee support line available to all of our employees. Maintaining a healthy, engaged workforce requires open discussions about workload, day

to day pressures, an awareness of mental health topics, flexibility and a commitment to continuous improvement. I am convinced that this challenged should be openly discussed and addressed by the top management.

How can organisations integrate self-care activities like exercise and mindfulness into their workplace and corporate culture to improve employee well-being ?

Mental health is held in balance by an intricate mix of physical, mental, and social well-being and I believe that as employers we are obliged to consider our impact on, and contribution to, this balance. Starting with awareness and training we show our commitment to well-being, and give our employees the tools to preserve and improve their physical and mental health. One of our key flagship actions at AXA are our ‘Healthy You Days’ where we encourage employees to actively participate in learning and to take advantage of the medical check ups we offer to all employees, last year ‘Sleep’ was a key focus for training and awareness raising as a key element of maintaining good overall health. Another example: our “Invest in You” Days where we educate employees on financial topic and we help them better managing their finances

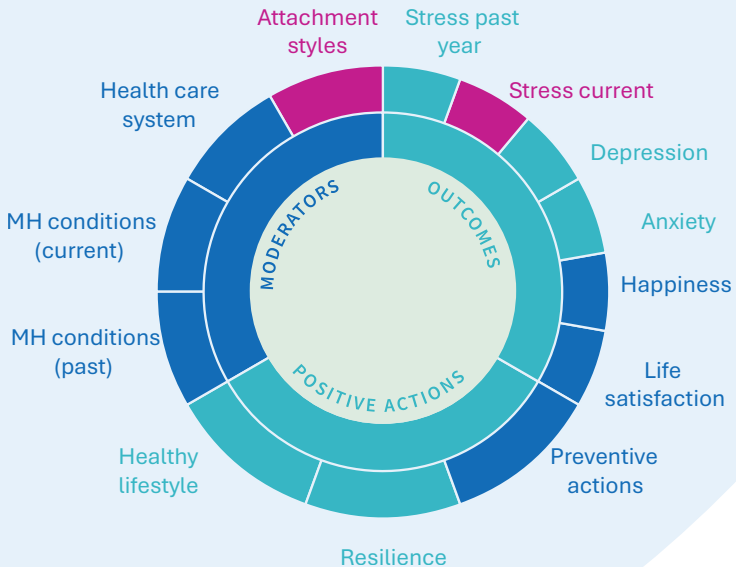
in order to contribute to their financial health and overall well-being in the long term.

By demonstrating our investment in health and wellbeing we encourage our employees and leaders to ensure their personal attention and investment in these topics. Beyond raising awareness and knowledge we offer time and flexibility to our employees who are facing difficult situations (including those that are not work related) so that our leaders and our people see our commitment and understand that support is available. For example we recently launched the global benefit of paid leave for our employees with caring responsibilities, as we are mindful of the extra mental load that caregivers carry. Building the resilience to deal with the unexpected is critical both for our organisation and for each individual, and our goal is to ensure that our employees are equipped with the tools and time required for self-care.

The Mind Health Index (MHI)

As part of AXA, laya healthcare is proud to bring you global research insights. The Mind Health Index (MHI) is a proactive tool for assessing and promoting mental wellbeing. As an integral part of the Study of Mind Health and Wellbeing, it provides a way of gauging people’s current mental state.

Index Composition



How the Index is built

The Mind Health Index is based on 50 questions related to thirteen separate factors affecting mind health. These factors appear in the outer circle of the MHI wheel (chart on the left) and fall into three categories:

- **Moderators:** These are generally areas where people have little control – the quality of their local healthcare system, for example, or current and past mental health condition.
- **Positive actions:** These are actions that people can take to improve their mental wellbeing – developing the skills needed to promote self-acceptance and self-efficacy, for example.
- **Outcomes:** These are the results of positive actions plus moderators – they may be positive (life satisfaction, happiness) or negative (anxiety, stress, depression). In the chart to the left, segments marked in red indicate where overall mind health has declined since the 2022 study, light blue where results are unchanged and aqua where mind health has improved over the past year.

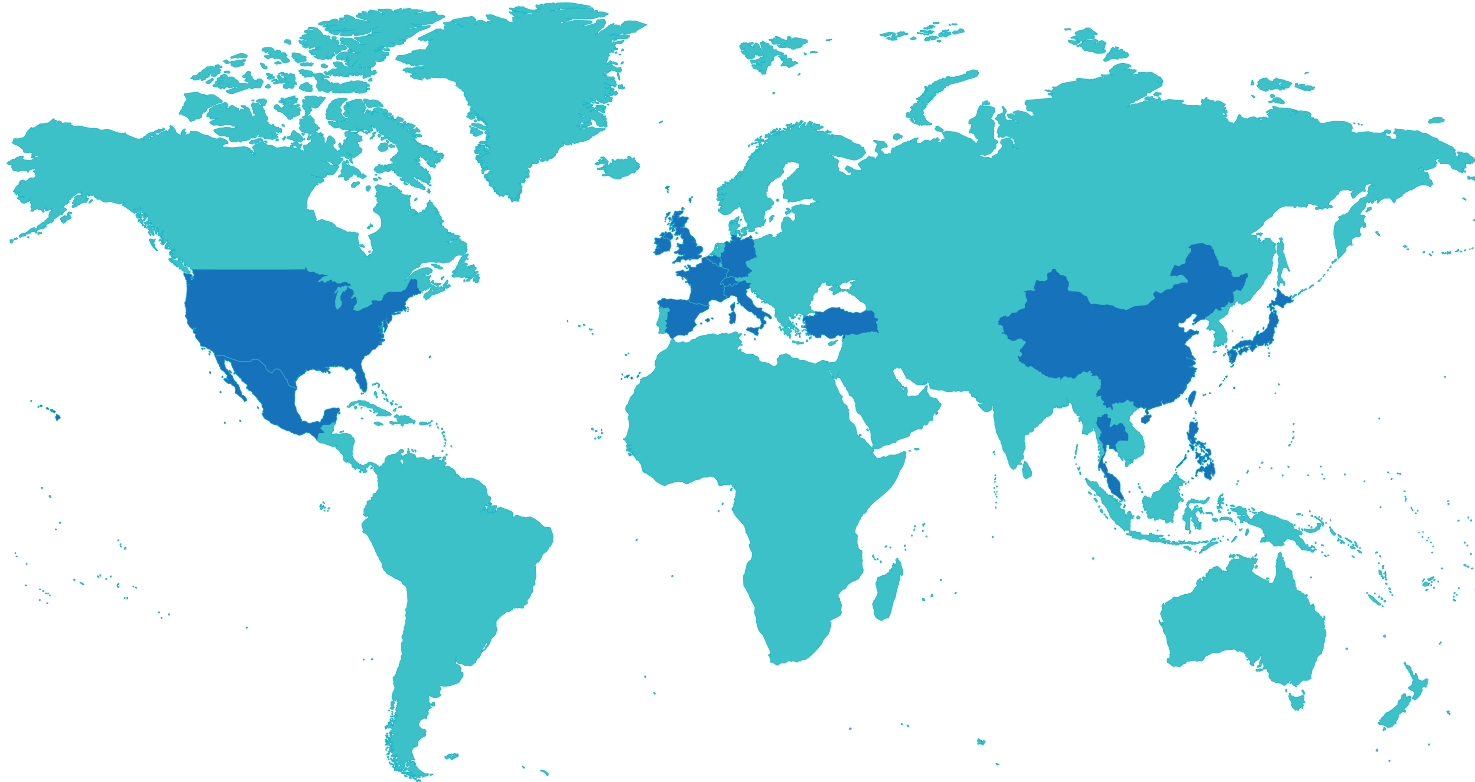
From struggling to flourishing

The index then places people in one of four categories – from struggling mentally on one end to flourishing at the top.

- **Struggling:** The absence of wellbeing in most areas is likely to result in struggling and difficulty. Struggling is associated with emotional distress and psychosocial impairment.
- **Languishing:** Languishing represents the absence of positive wellbeing. If you are languishing you are not functioning at full capacity, you may feel unmotivated and struggle to focus. Those who are languishing are at an increased risk of developing mental illness.
- **Getting by:** Getting by describes those who may have some areas of good wellbeing but not enough to reach the state of flourishing. Those getting by may experience a dampened sense of wellbeing compared to those who are flourishing.
- **Flourishing:** Flourishing represents the pinnacle of good mind health. Classified by a Mind Health Index score greater than 75. Flourishing individuals do well across a range of mental wellbeing determinants and outcomes.

Study methodology

The Mind Health Index survey is carried out jointly by AXA and Ipsos France. Online interviews were conducted between October 8th to November 11th 2024 and in 16 countries. A quota method was applied to gender, age, occupation and region. Furthermore, the data is weighted so that each country's sample composition best reflects the demographic profile of the adult population (18-75yo) according to the most recent census data.



16
countries

17,000
interviews

18-75
years old

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