

Mental health in the workplace

A joint initiative between Beaton Research & Consulting and beyondblue



Professional associations pro bono report

This report has been prepared for the professional associations who participated in the 2011 Annual Business and Professions Study (ABPS).

As a thank you for your time in contributing to the study, Beaton would like to share with you some key findings from the pro bono section of this years survey; a collaboration with *beyondblue: the national depression initiative* exploring mental health in the workplace.

The findings of the pro bono component of the study will be publically launched on 2 May 2011, a separate report on these findings will be available to download from both the Beaton and *beyondblue* websites shortly after the launch.

Contacts:

For further information about Beaton, the ABPS or other research needs, please contact Mel Chee, Director:
ABPS at Beaton Research & Consulting: +61 3 9829 0000 www.beatonglobal.com



2011 Annual Business and Professions Study

The 2011 Annual Business and Professions Study (ABPS) ran from 4 to 30 November 2010 and examined the views of over 26,000 members of the Australian business community.

The ABPS is an annual collaboration of over 25 professional associations, 100 professional service firms and a pro bono partner.

The 2011 ABPS asked respondents about their experiences from a number of different perspectives:

- Member satisfaction of professional associations
- Client perceptions of professional service firms
- Employee engagement of professional service firms
- Individual perceptions and experiences with mental illness and workplace support of such issues (a pro bono study conducted in conjunction with *beyondblue*).



Participating associations



Significance testing

- Significance testing in this report is used to indicate whether the differences between groups of interest are statistically valid.
- Significance tests are performed at a number of different confidence levels:
 - 95% confidence level is marked with three asterisks (***)
 - 90% confidence level is marked with two asterisks (**); and
 - 80% confidence level is marked with one asterisk (*).
- A 95% confidence level means that if the study was repeated again with the same sample size, we would be 95% confident that there would be the same significant differences (i.e. we are 95% confident that the difference is real and not due to chance).



Executive Summary

- 82% of respondents either 'disagree' or 'strongly disagree' that *'depression and stress are much the same thing'*
- Those aged between under 20 and 39 years were significantly more likely to agree that *'having a stressful job increases the likelihood of depression'*
- 49% of respondents either 'agree' or 'strongly agree' that those with depression *'should identify the cause of their depression and remove the cause'*
- 86% of respondents either 'disagreed' or 'strongly disagreed' that those with depression *'should keep the matter to themselves'*
- Females are significantly less likely to agree with negative statements about people with depression
- Males are significantly more likely to agree with negative statements about people with depression
- Respondents were most comfortable with *'having someone with depression move into their street'* and least comfortable with *'having them marry into their family'*
- Only 26% of respondents were uncomfortable with *'managing someone with depression's work performance'*
- On average, it was more likely that someone, to their knowledge, had worked with, managed or supervised someone with depression than it was that they had worked with, managed or supervised someone with an anxiety disorder (46% vs. 26%)
- Respondents on average felt it was most important to understand *'Common signs and symptoms of mental illness'* with regard to effectively managing mental health issues (88% of respondents)
- Respondents on average felt it was least important to understand *'Costs and business implications of mental health problems'* with regard to effectively managing mental health issues (61% of respondents)

Executive Summary

- 56% of respondents either 'agree' or 'strongly agree' that '*having a stressful job increases the likelihood of depression*'
- 54% of respondents expressed they had experienced symptoms of depression that have affected their ability to function either socially or at work; 14% had been diagnosed with depression
- Females were more likely to have experienced and to have been diagnosed with depression than males
- Lawyers were the most likely to have experienced symptoms of depression (49%), however not the most likely to be diagnosed with depression
- For those who had experienced symptoms of depression, Engineers were significantly less likely than the average to state they had been diagnosed with depression
- 36% of respondents expressed they had experienced symptoms of anxiety that have affected their ability to function either socially or at work
- Women were more likely to have been diagnosed with an anxiety disorder
- Lawyers were the most likely to have experienced symptoms of anxiety (34%), and one of the most likely to be diagnosed with an anxiety disorder
- While respondents felt it was most important to understand 'Common signs and symptoms of mental illness', only 32% of respondents felt they were confident in their knowledge / skills in relation to it
- For all scenarios related to the level of comfort with someone who has depression, Lawyers had significantly higher comfort scores than the average, with the exception of 'managing their work performance' where their level of comfort was comparable to the average

Executive Summary

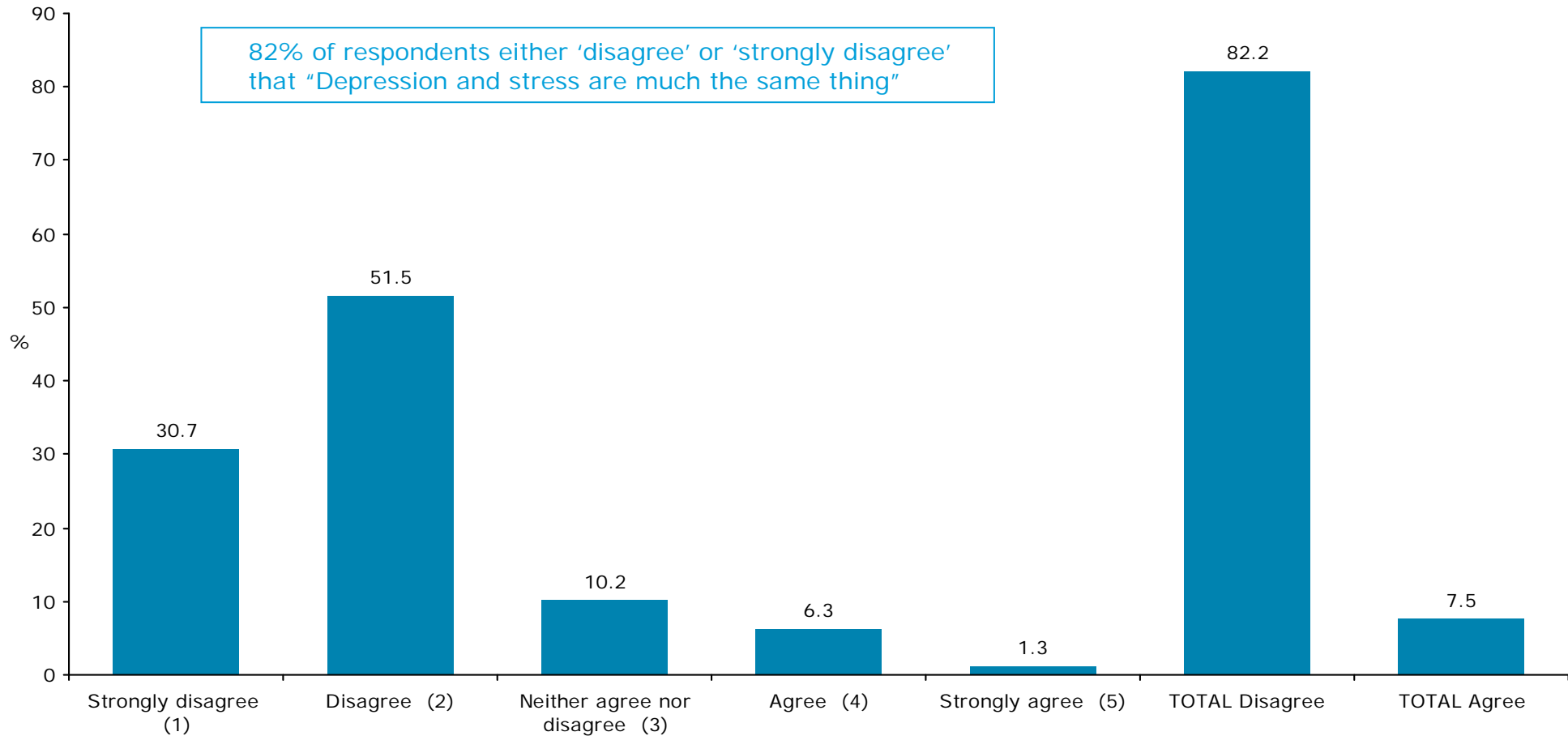
- Mental health training is infrequent amongst organisations, 83% of respondents stating they have not received any training with regard to dealing with mental illness in the work place
- Substantially more respondents felt their organisation was not well equipped to effectively manage mental health issues in the workplace than those who felt their organisation was well equipped (44% vs. 26%). The division becomes more pronounced with the older generations
- Respondents felt their organisation would most likely 'Provide flexible working arrangements if required' to someone experiencing mental health issues within their workplace (66% of respondents)
- Respondents felt their organisation was least likely to 'find ways to fire the individual' if someone was experiencing mental health issues within their workplace (76% of respondents stating their organisation would not try to fire the individual)
- Lawyers were significantly more likely to state their organisation would react negatively to someone experience depression or an anxiety disorder within the workplace



Stigma surrounding anxiety and depression



Understanding of depression vs. stress

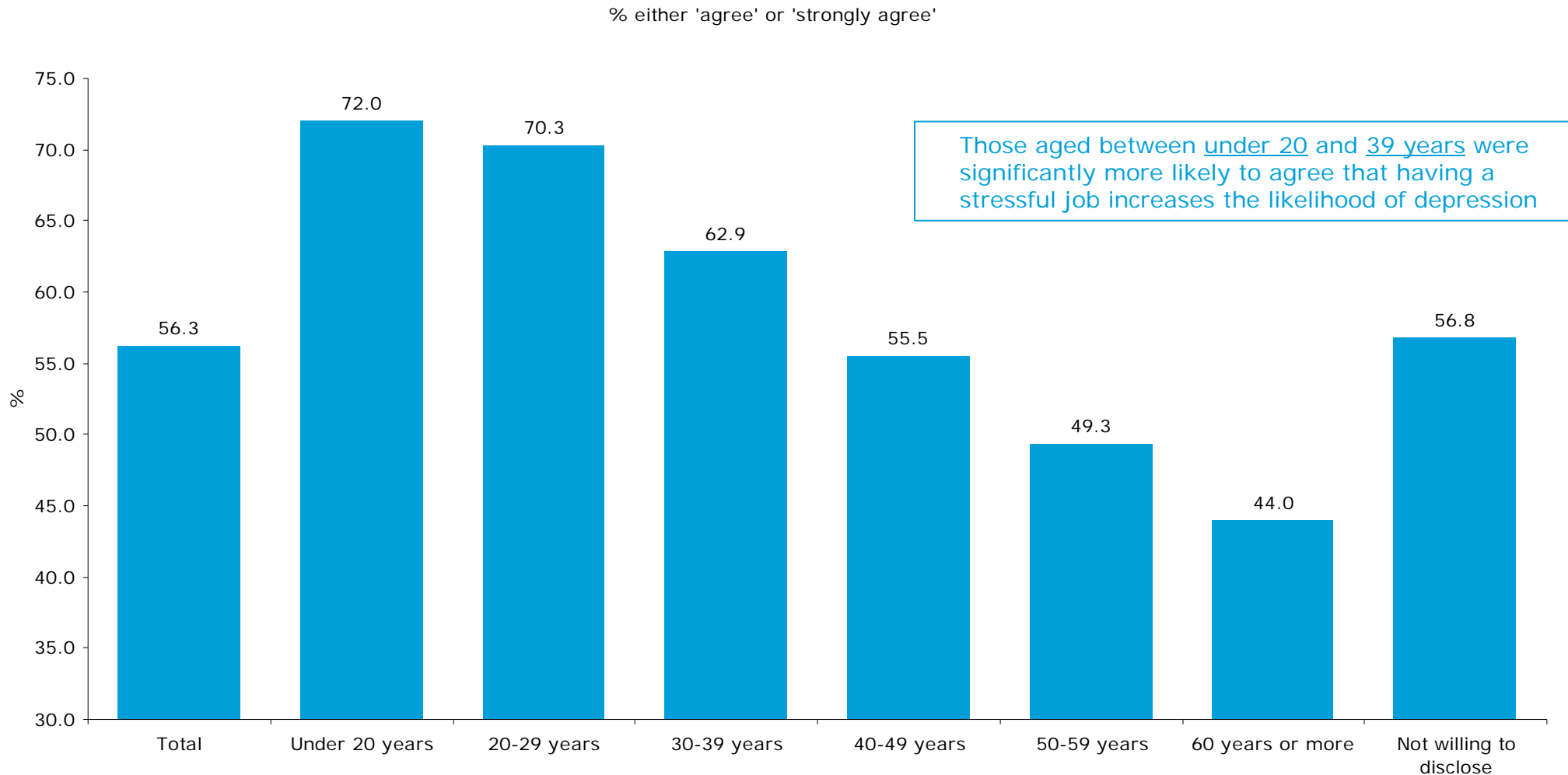


Question: Below is a series of statements that people have made about depression. Please indicate the extent to which you agree or disagree with the following.

Base: All Respondents



Depression vs. Anxiety by age



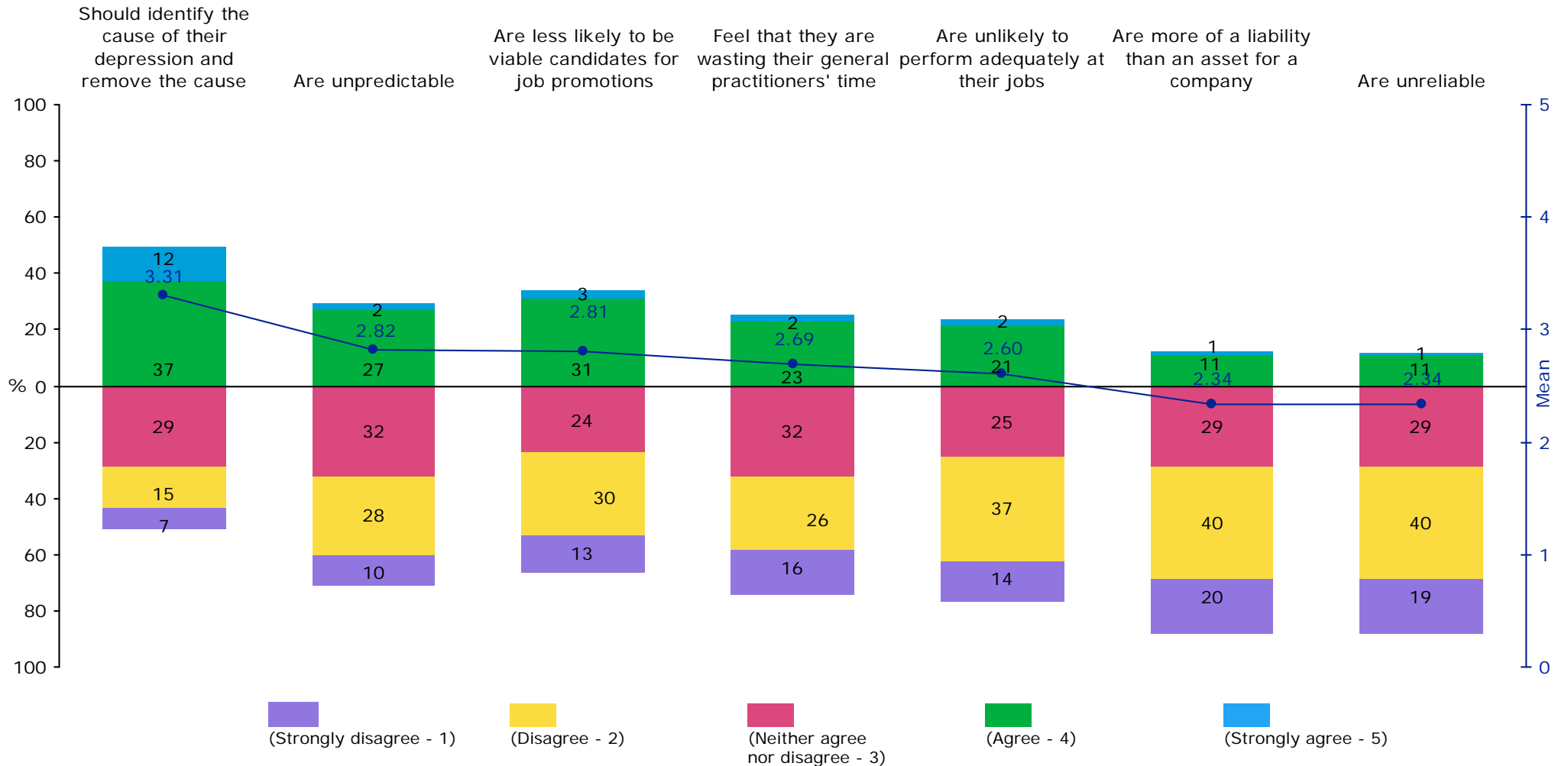
Question: Below is a series of statements that people have made about depression. Please indicate the extent to which you agree or disagree with the following.

Base: All Respondents



Perception of someone with depression

49% of respondents either 'agree' or 'strongly agree' that those with depression 'should identify the cause of their depression and remove the cause'

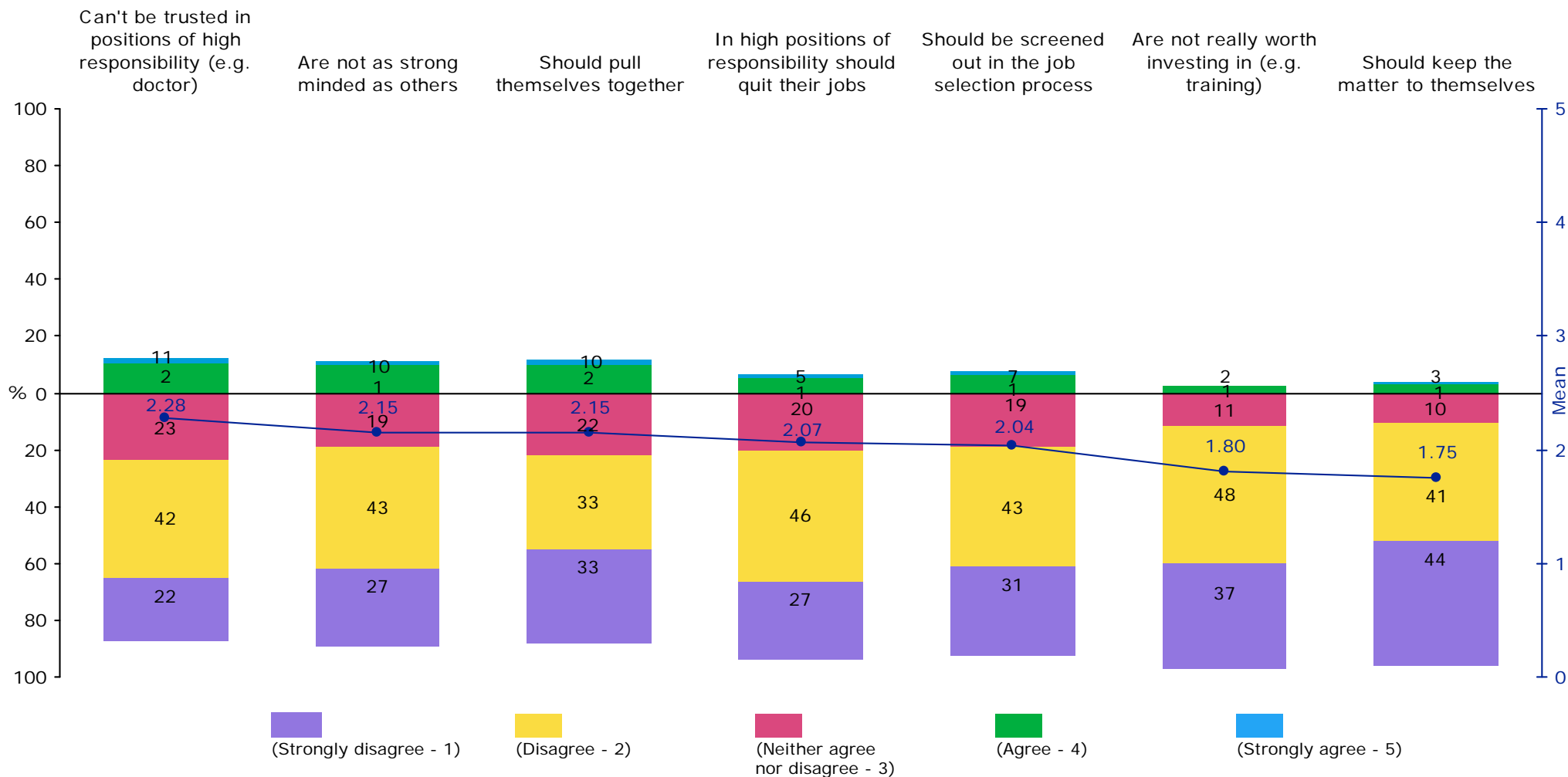


Question: Please indicate the extent to which you agree or disagree with the following statements regarding someone with depression.
 People with depression.
 Base: All Respondents



Perception of someone with depression

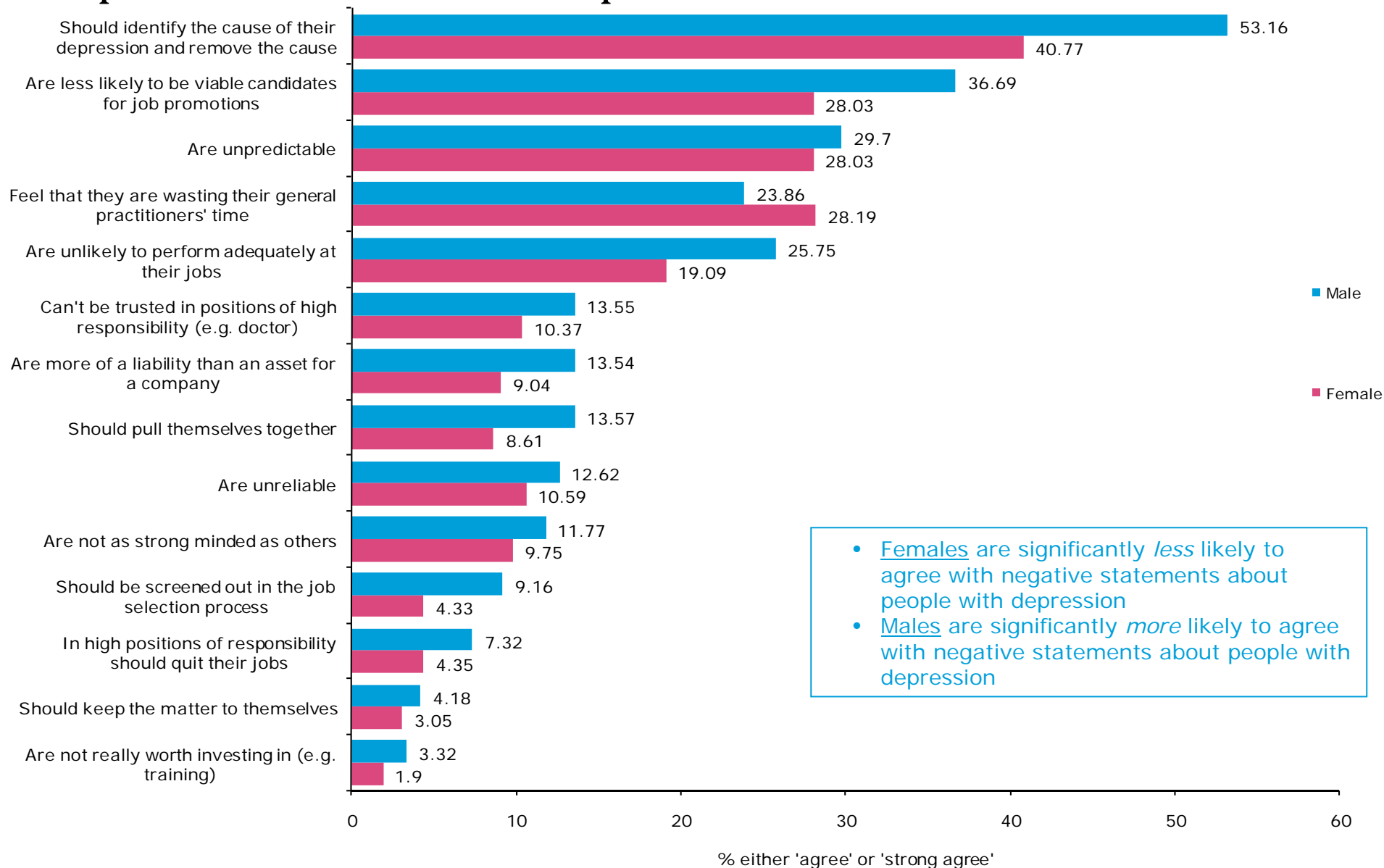
86% of respondents either 'disagreed' or 'strongly disagreed' that those with depression 'should keep the matter to themselves'



Question: Please indicate the extent to which you agree or disagree with the following statements regarding someone with depression.
 People with depression.
 Base: All Respondents



Perception of someone with depression

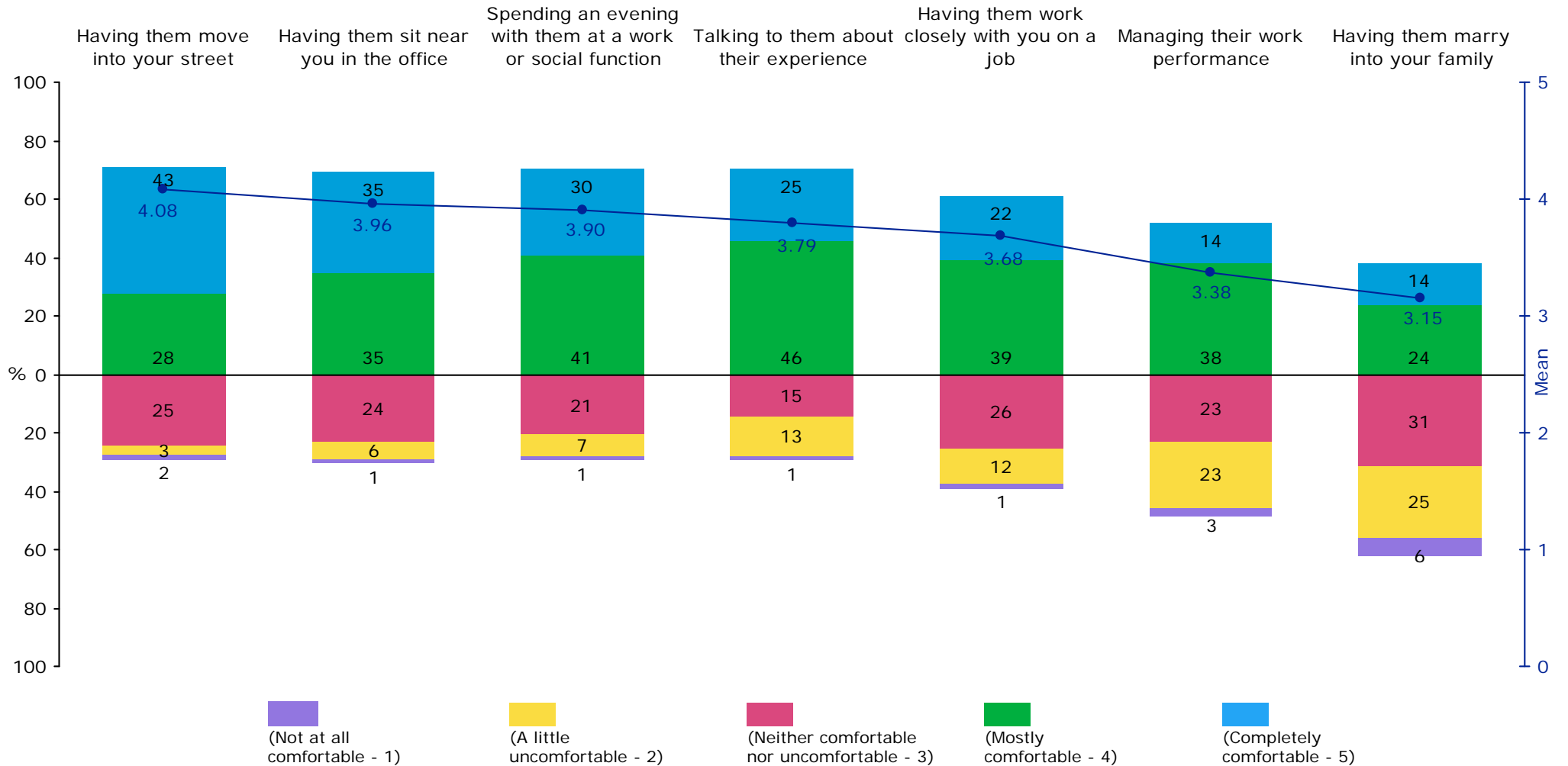


Question: Please indicate the extent to which you agree or disagree with the following statements regarding someone with depression. People with depression.
 Base: All Respondents



Level of comfort with someone who's depressed

- Respondents were most comfortable with 'having someone with depression move into their street' and least comfortable with 'having them marry into their family'
- Only 26% of respondents were uncomfortable with 'managing someone with depression's work performance'



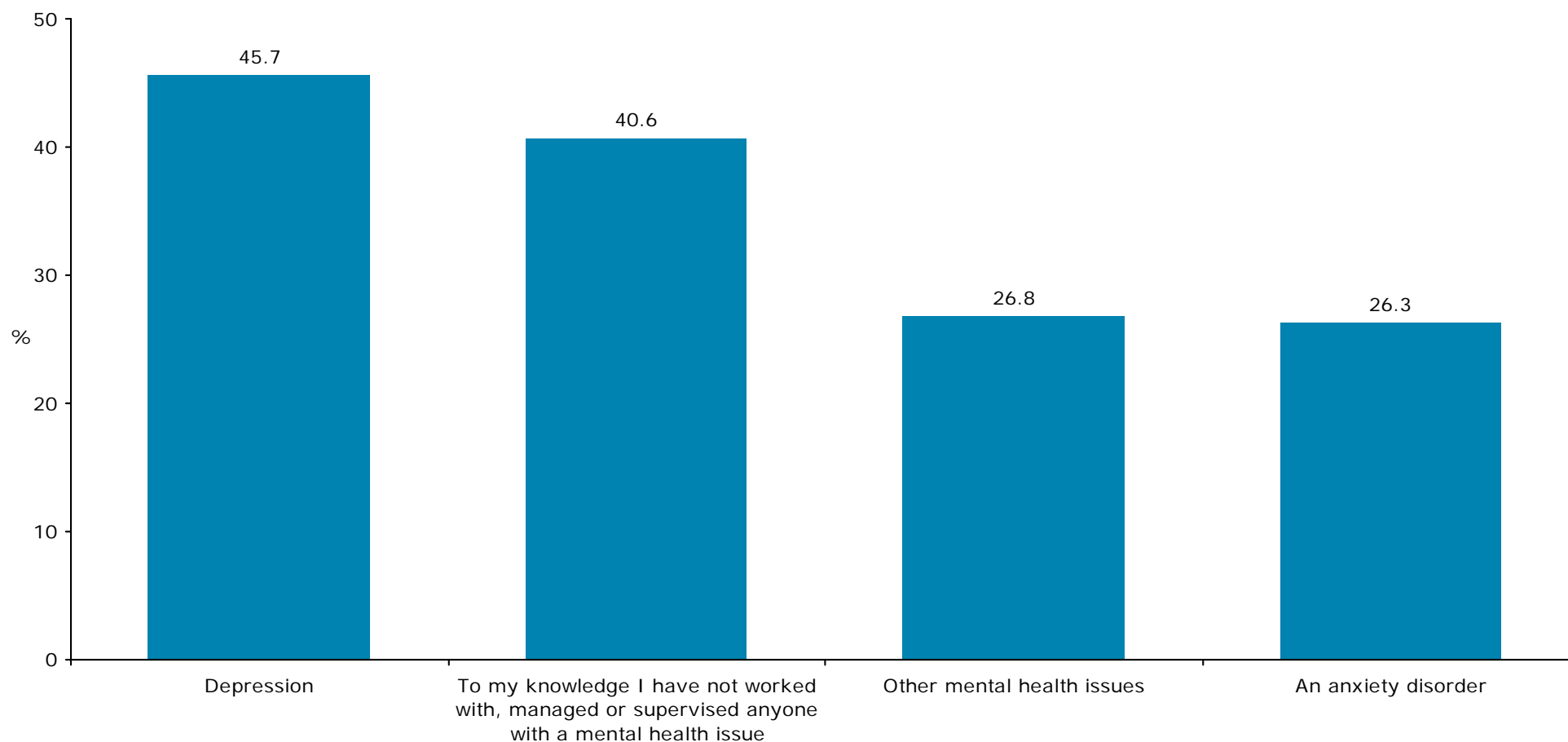
Question: If you knew someone was experiencing depression, please indicate how comfortable you would be in each of the following situations.

Base: All Respondents



Managing others with mental health issues

On average, it was more likely that someone, to their knowledge, had worked with, managed or supervised someone with depression than it was that they had worked with, managed or supervised someone with an anxiety disorder (46% vs. 26%)

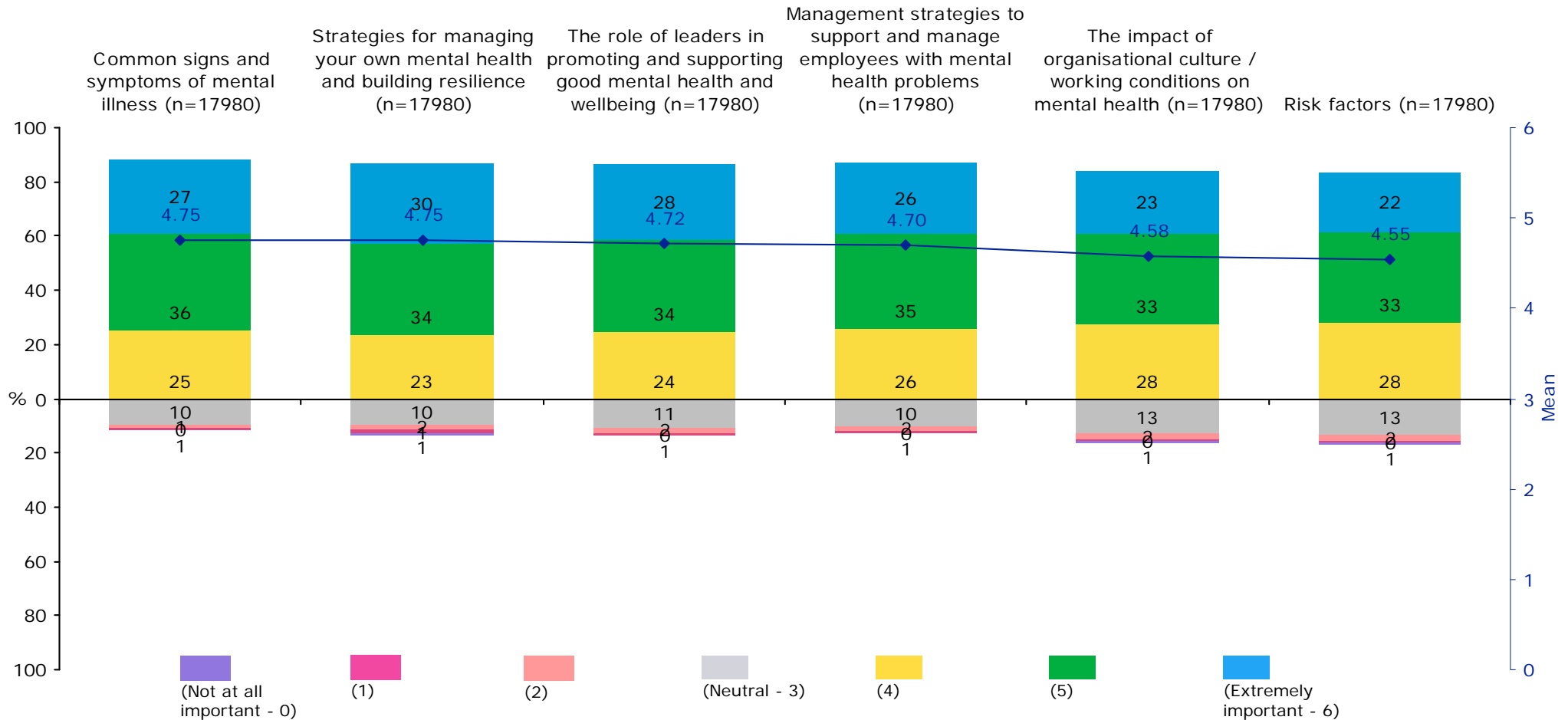


Question: To your knowledge, have you ever worked with, managed or supervised someone who was experiencing the following?
Base: All Respondents



Perceived importance of mitigation tactics

Respondents on average felt it was most important to understand 'Common signs and symptoms of mental illness' with regard to effectively managing mental health issues (88% of respondents)



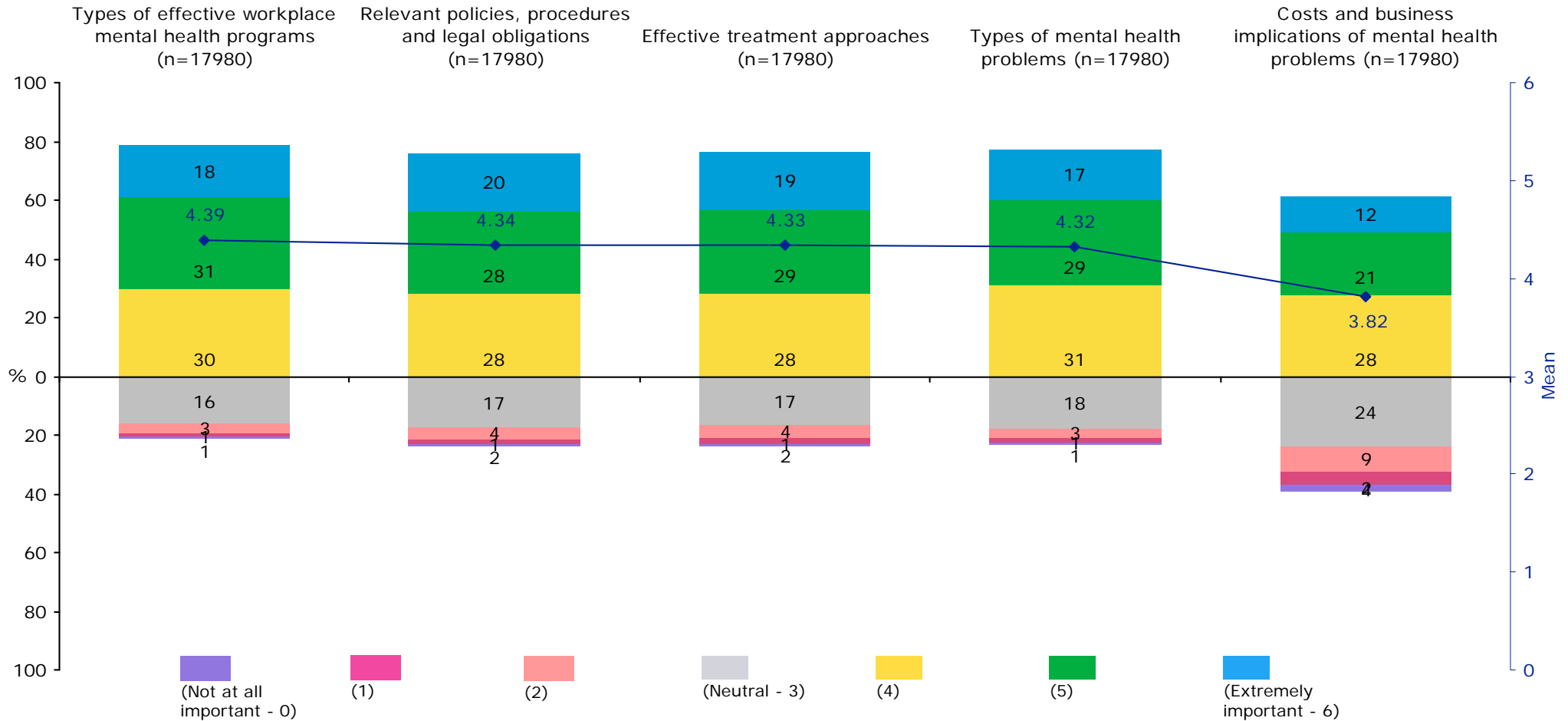
Question: How important is it to understand each of the following with regard to effectively managing mental health issues in the workplace?

Base: All Respondents



Perceived importance of mitigation tactics

Respondents on average felt it was least important to understand 'Costs and business implications of mental health problems' with regard to effectively managing mental health issues (61% of respondents)



Question: How important is it to understand each of the following with regard to effectively managing mental health issues in the workplace?

Base: All Respondents



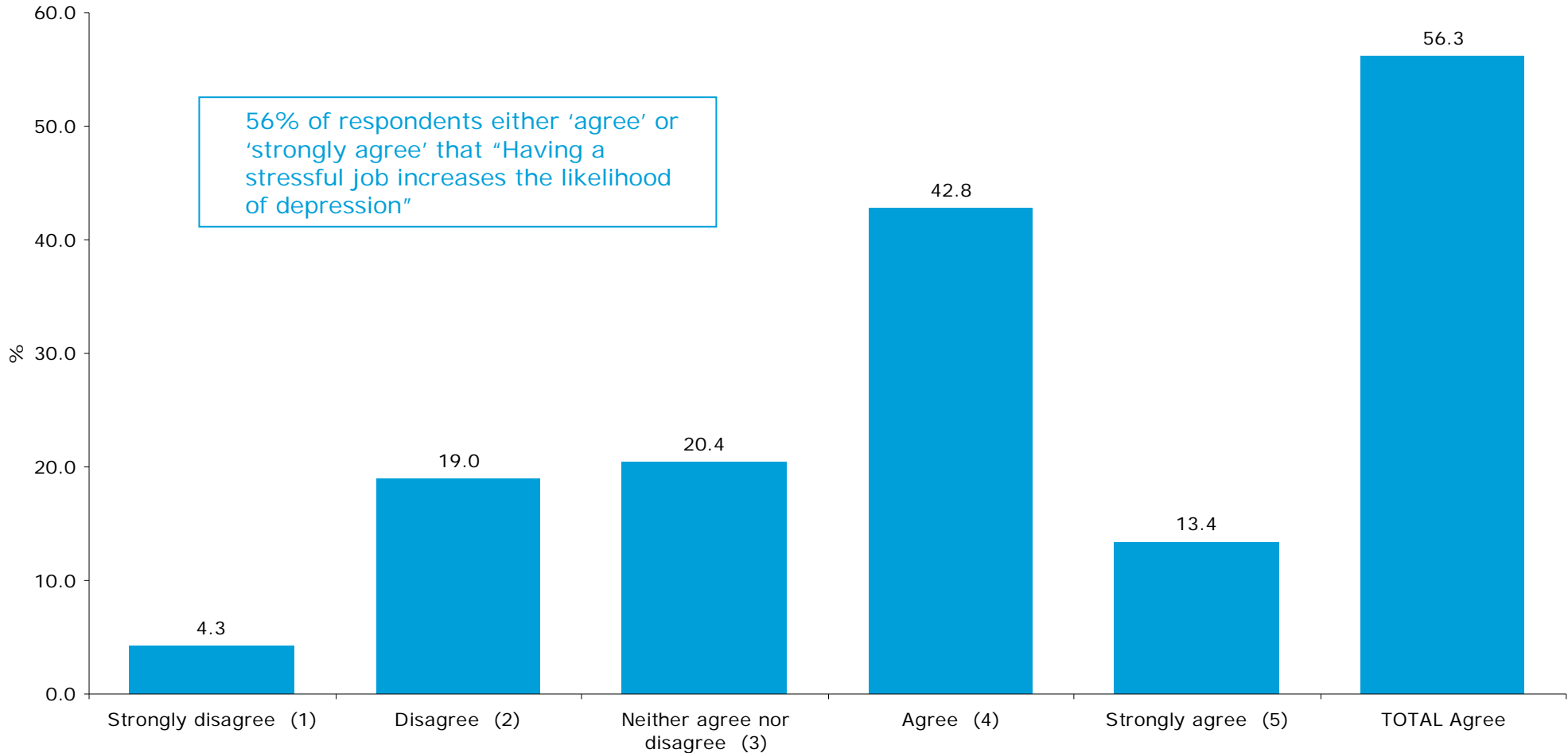


Respondent's experience with mental health



Depression vs. Anxiety by age

% Agreeing/Disagreeing with the statement "Having a stressful job increases the likelihood of depression"

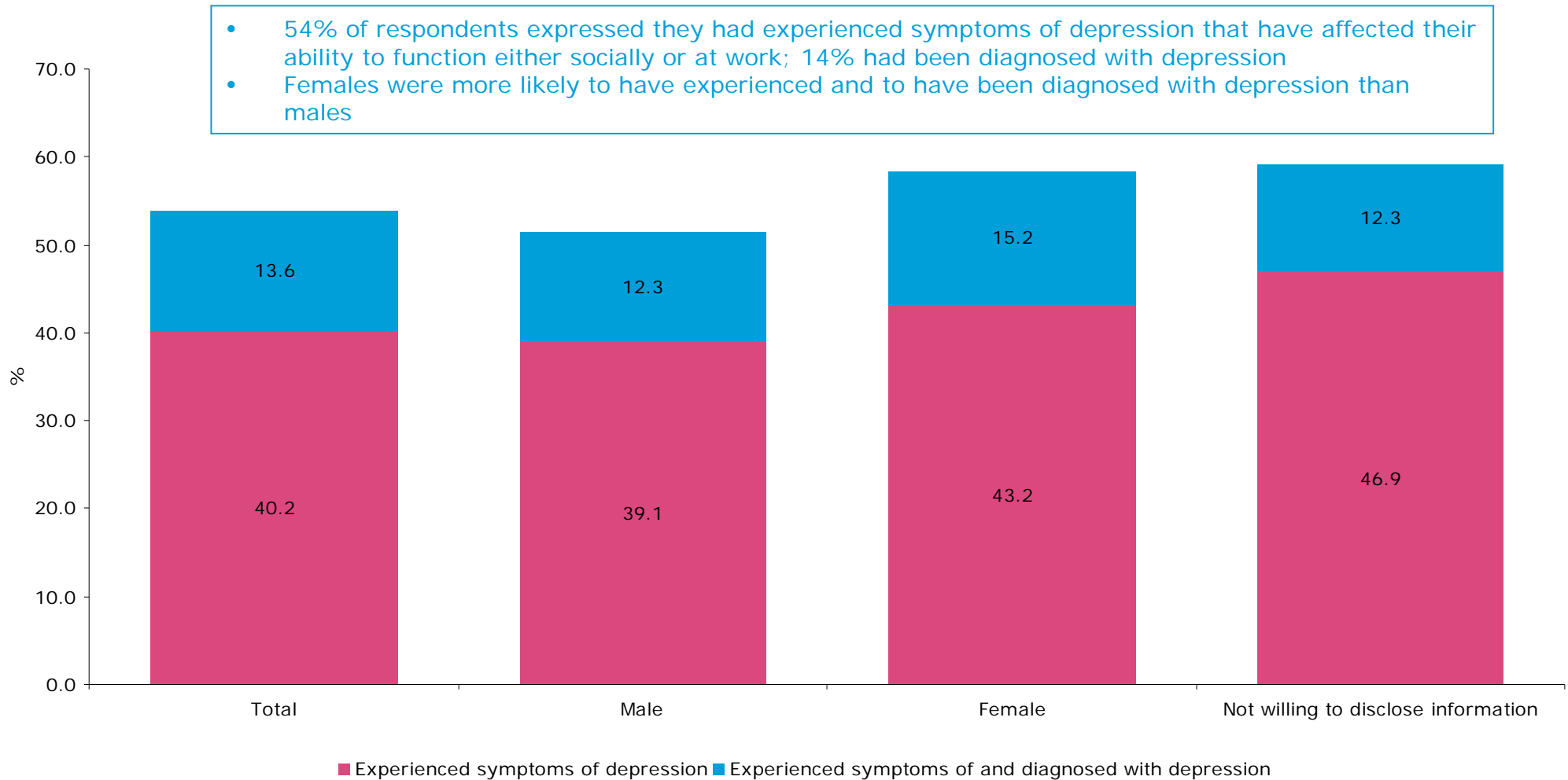


Question: Below is a series of statements that people have made about depression. Please indicate the extent to which you agree or disagree with the following.

Base: All Respondents



Experienced symptoms of vs. diagnosed with depression



- 54% of respondents expressed they had experienced symptoms of depression that have affected their ability to function either socially or at work; 14% had been diagnosed with depression
- Females were more likely to have experienced and to have been diagnosed with depression than males

Question: Have you ever experienced symptoms of depression that have interfered with your ability to function socially and / or at work (e.g. sleeping problems, loss of appetite or excessive eating, loss of interest / pleasure in things you would normally find enjoyable, tearfulness)?

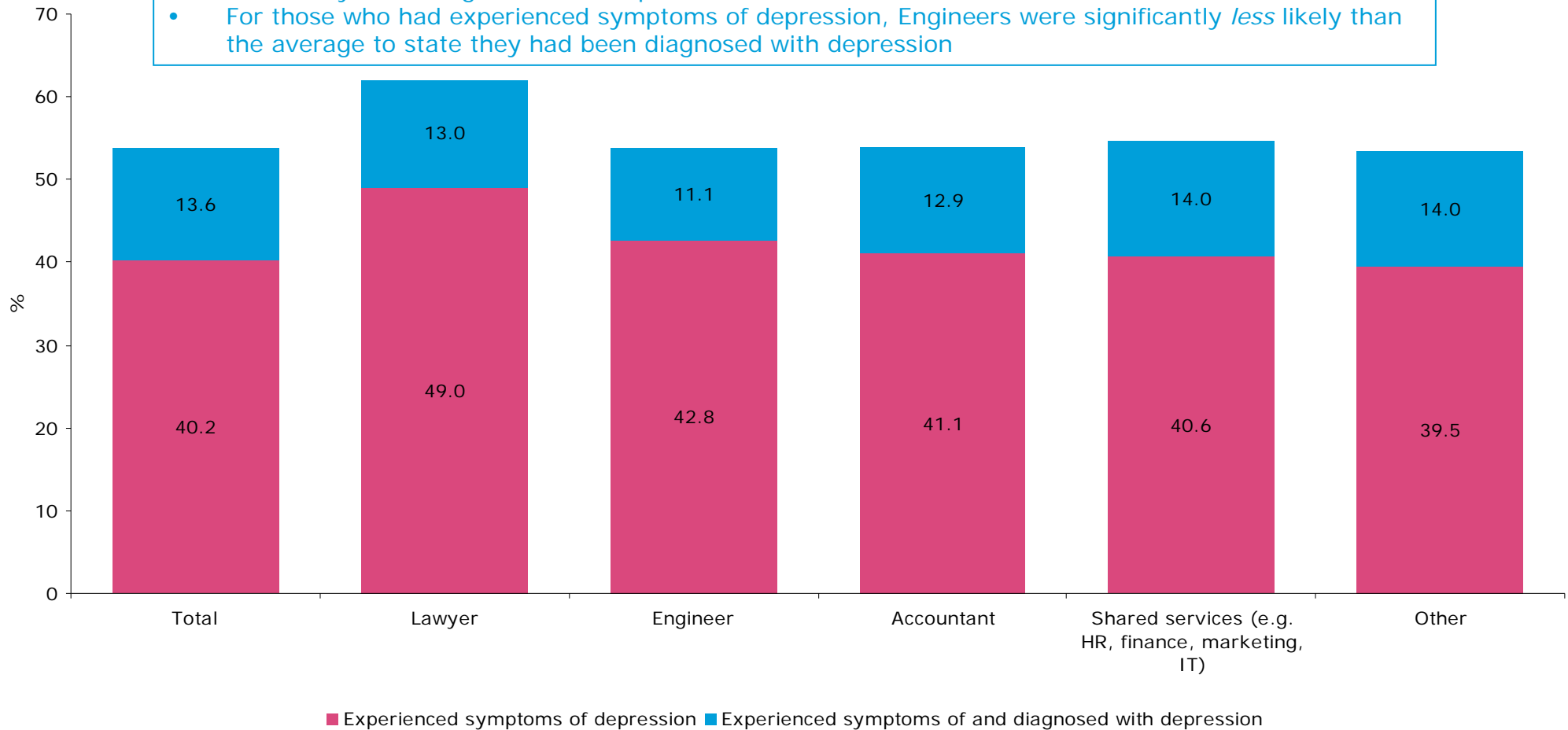
Question: Have you ever been diagnosed with depression?

Base: All Respondents



Experienced symptoms of vs. diagnosed with depression

- Lawyers were the most likely to have experienced symptoms of depression (49%), however not the most likely to be diagnosed with depression
- For those who had experienced symptoms of depression, Engineers were significantly *less* likely than the average to state they had been diagnosed with depression



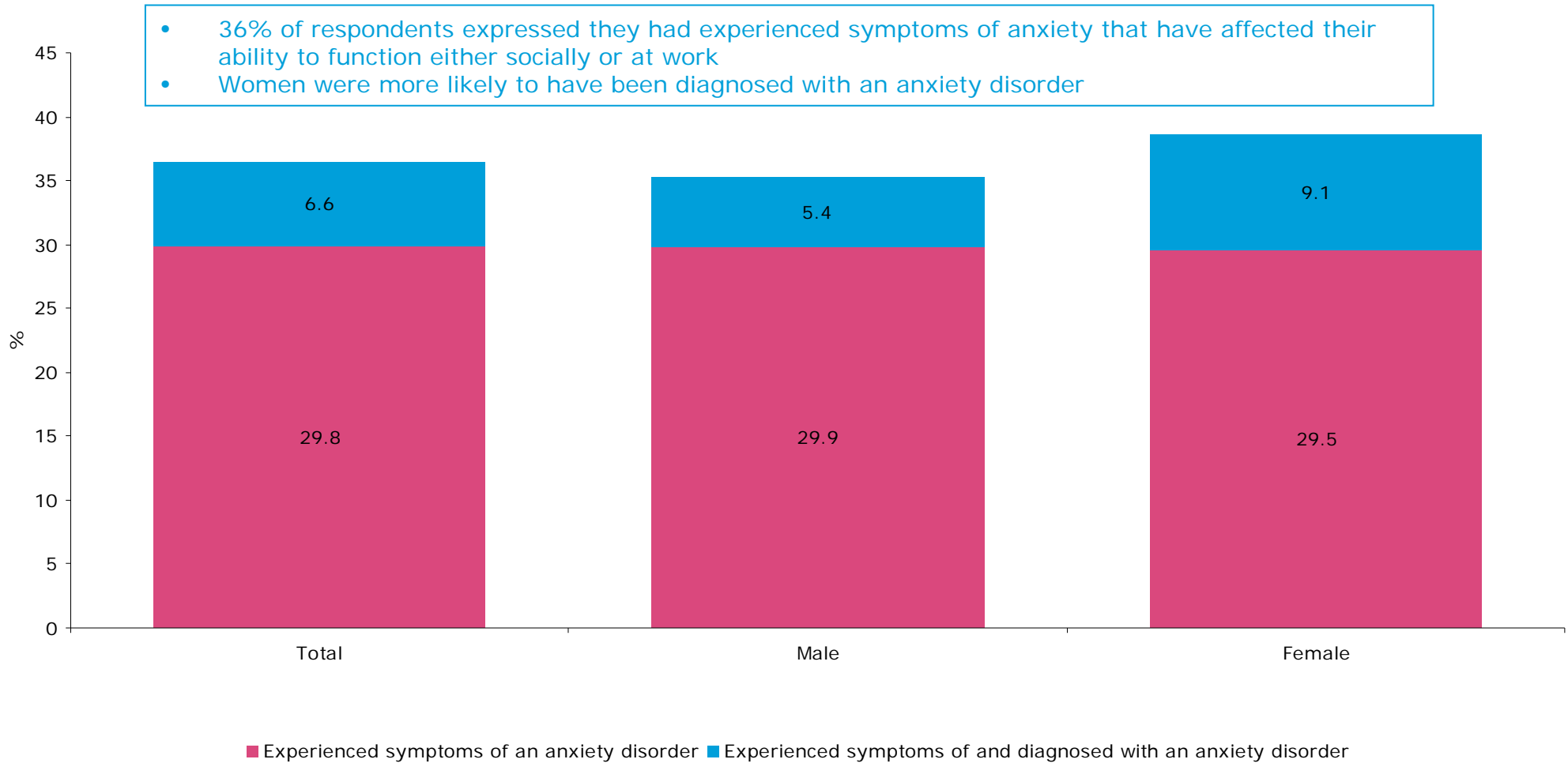
Question: Have you ever experienced symptoms of depression that have interfered with your ability to function socially and / or at work (e.g. sleeping problems, loss of appetite or excessive eating, loss of interest / pleasure in things you would normally find enjoyable, tearfulness)?

Question: Have you ever been diagnosed with depression?

Base: All Respondents



Experienced symptoms of vs. diagnosed with an anxiety disorder



Question: Have you ever experienced anxiety symptoms that have interfered with your ability to function socially and / or at work (e.g. excessive worrying, difficulties concentrating, headaches)?

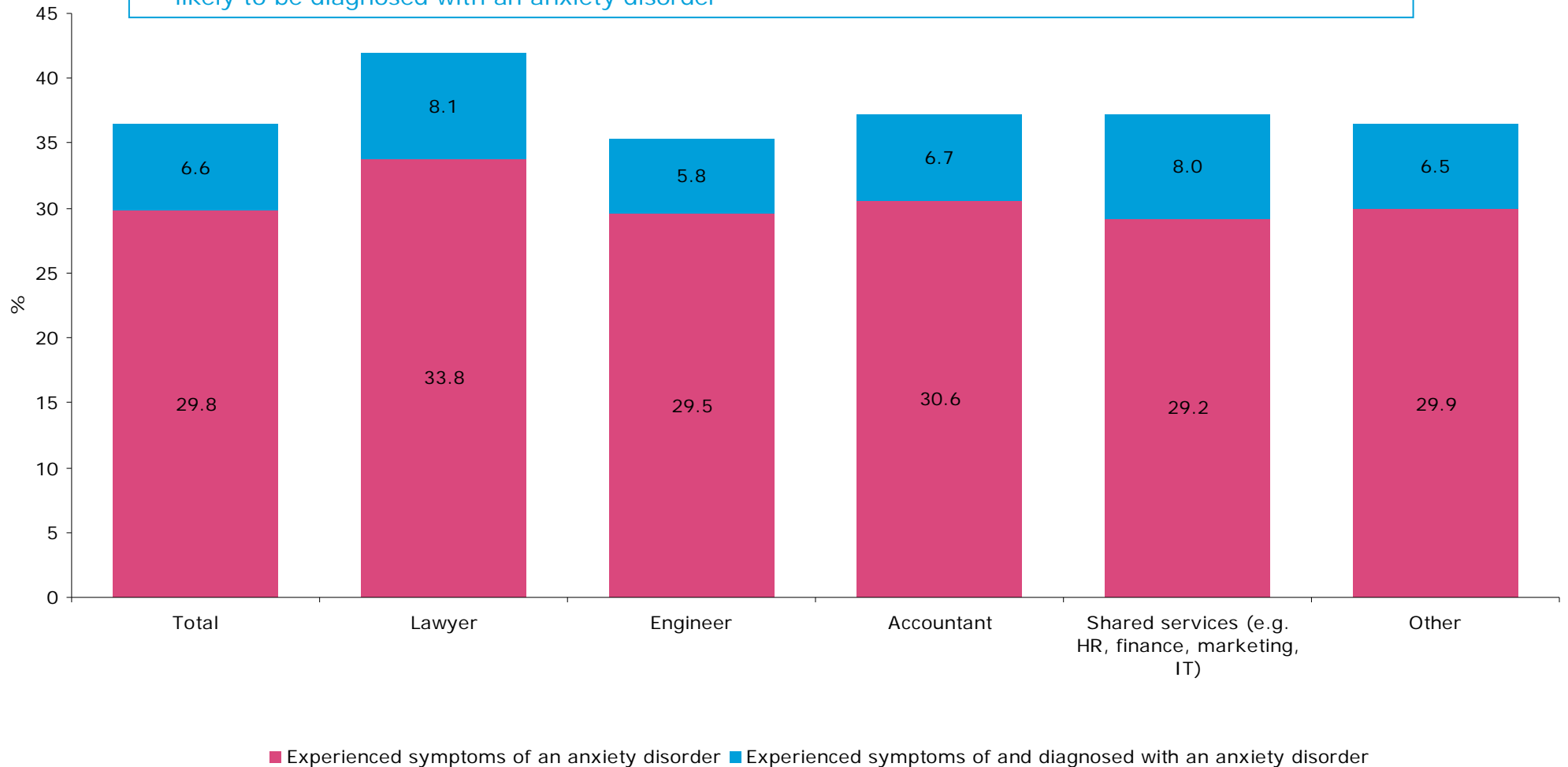
Question: Have you ever been diagnosed with an anxiety disorder?

Base: All Respondents



Experienced symptoms of vs. diagnosed with an anxiety disorder

Lawyers were the most likely to have experienced symptoms of anxiety (34%), and one of the most likely to be diagnosed with an anxiety disorder



Question: Have you ever experienced anxiety symptoms that have interfered with your ability to function socially and / or at work (e.g. excessive worrying, difficulties concentrating, headaches)?

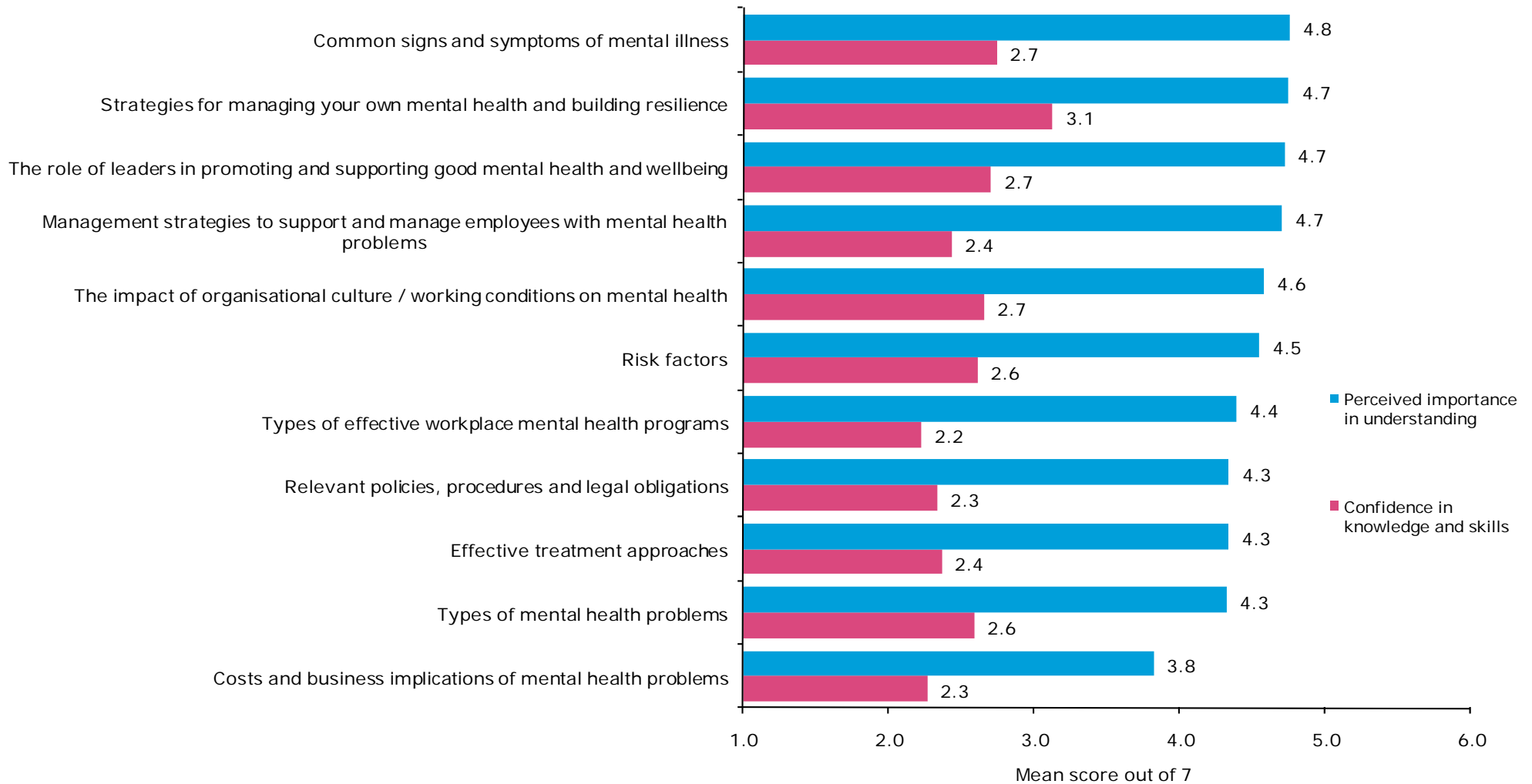
Question: Have you ever been diagnosed with an anxiety disorder?

Base: All Respondents



Confidence in knowledge of mitigation tactics

While respondents felt it was most important to understand 'Common signs and symptoms of mental illness', only 32% of respondents felt they were confident in their knowledge / skills in relation to it



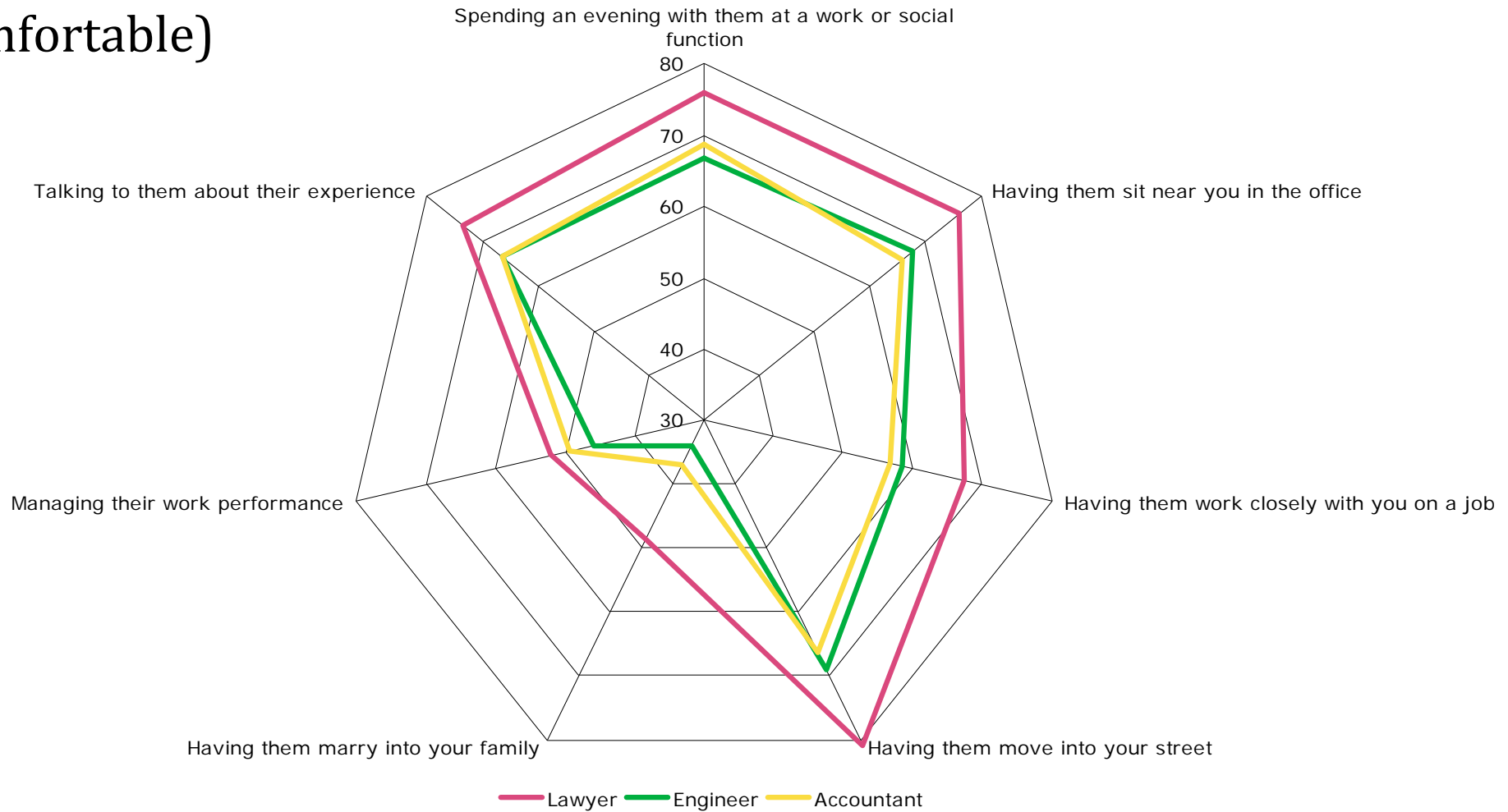
Question: How important is it to understand each of the following with regard to effectively managing mental health issues in the workplace?

Question: How confident are you in your knowledge / skills in relation to the same aspects of managing workplace mental health?

Base: All Respondents



Level of comfort with someone who's depressed by role (% comfortable)



For all scenarios related to the level of comfort with someone who has depression, Lawyers had significantly *higher* comfort scores than the average, with the exception of 'managing their work performance' where their level of comfort was comparable to the average

Question: If you knew someone was experiencing depression, please indicate how comfortable you would be in each of the following situations.

Base: All Respondents

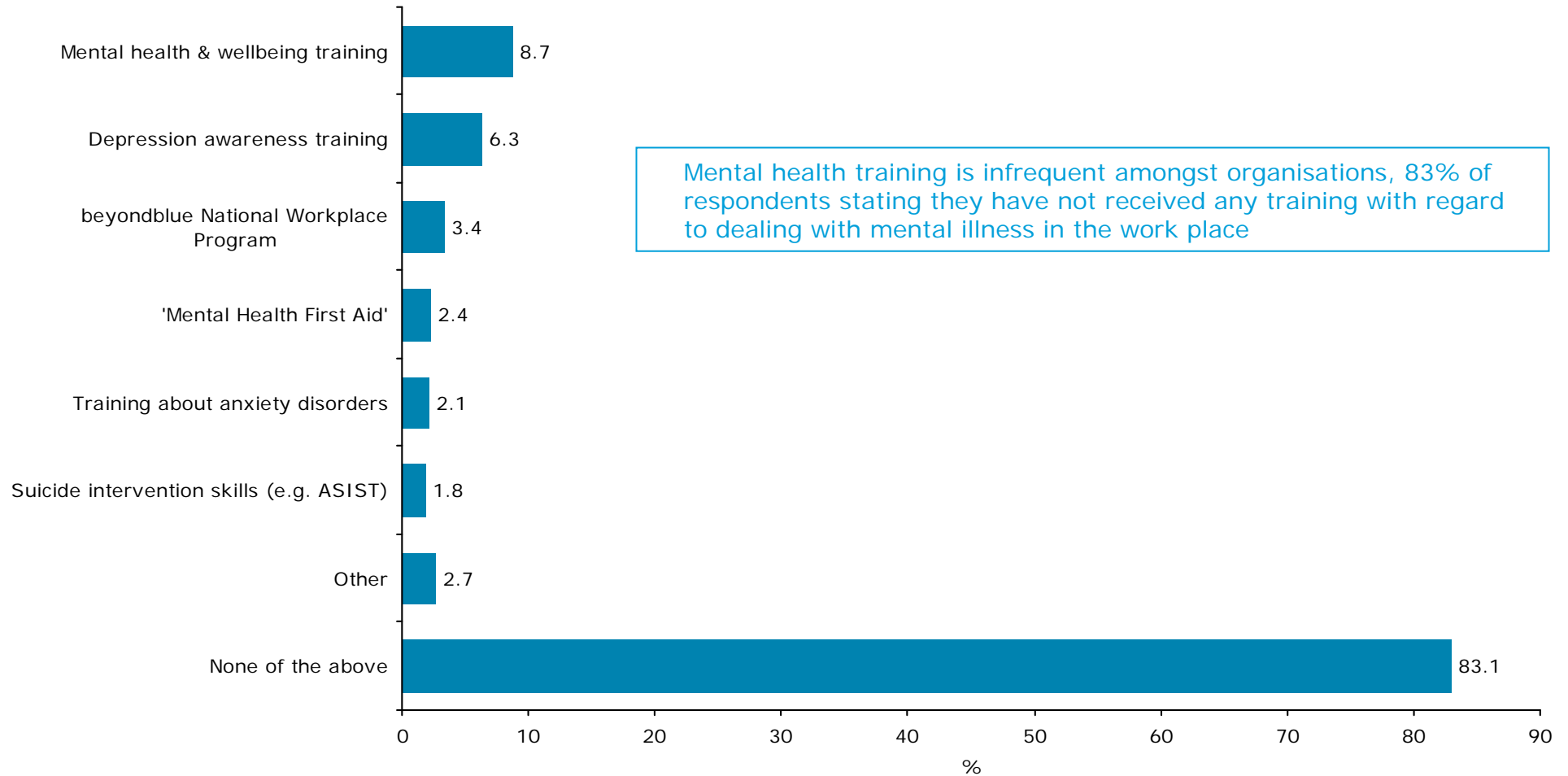




Perceived organisational support for mental health issues



Mental health training received



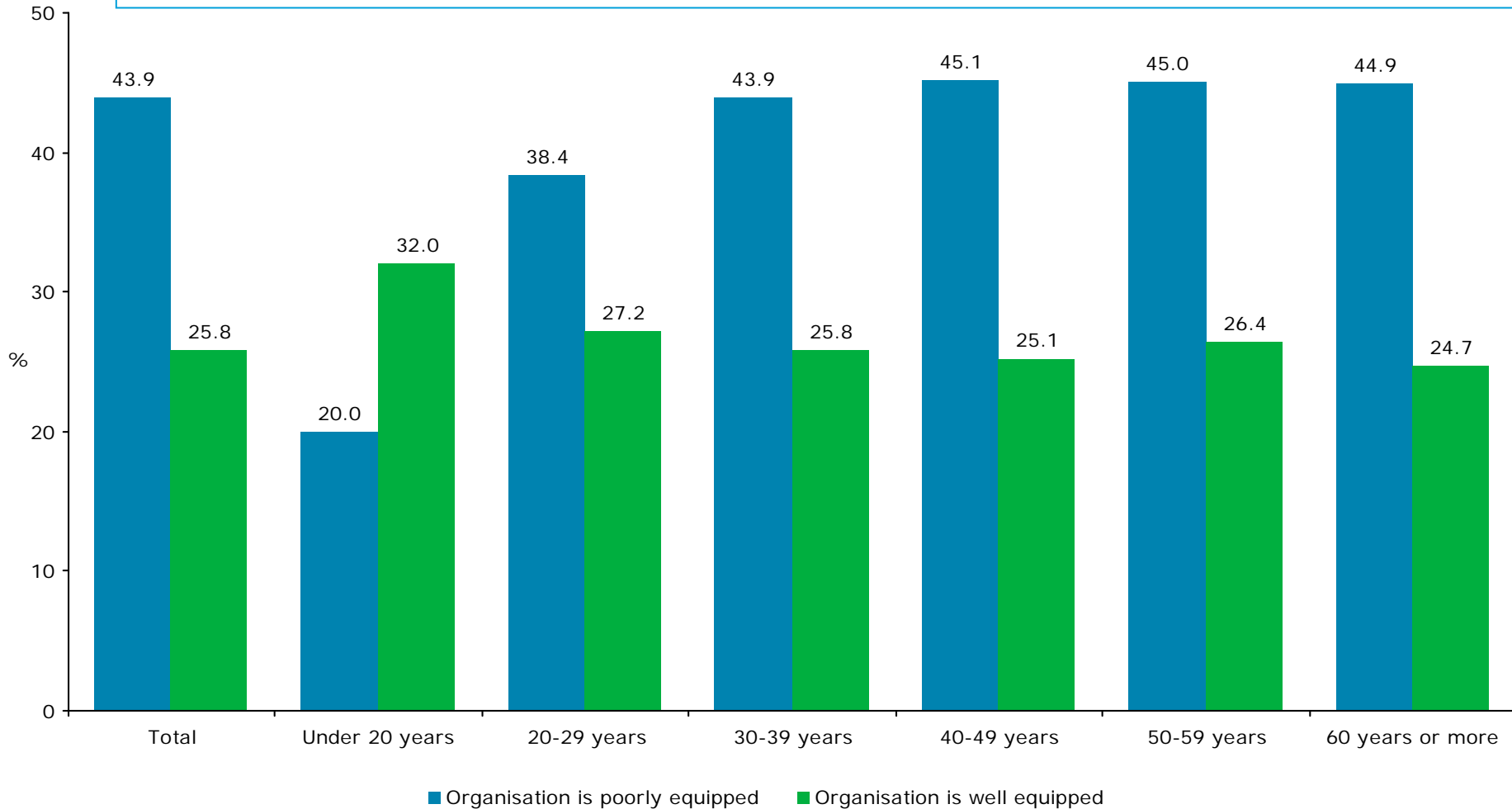
Question: Which of the following forms of training have you received from your organisation relevant to dealing with mental illness in the workplace?

Base: All Respondents



My organisation's ability to manage mental health

- Substantially more respondents felt their organisation *was not well equipped* to effectively manage mental health issues in the workplace than those who felt their organisation *was well equipped* (44% vs. 26%). The division becomes more pronounced with the older generations

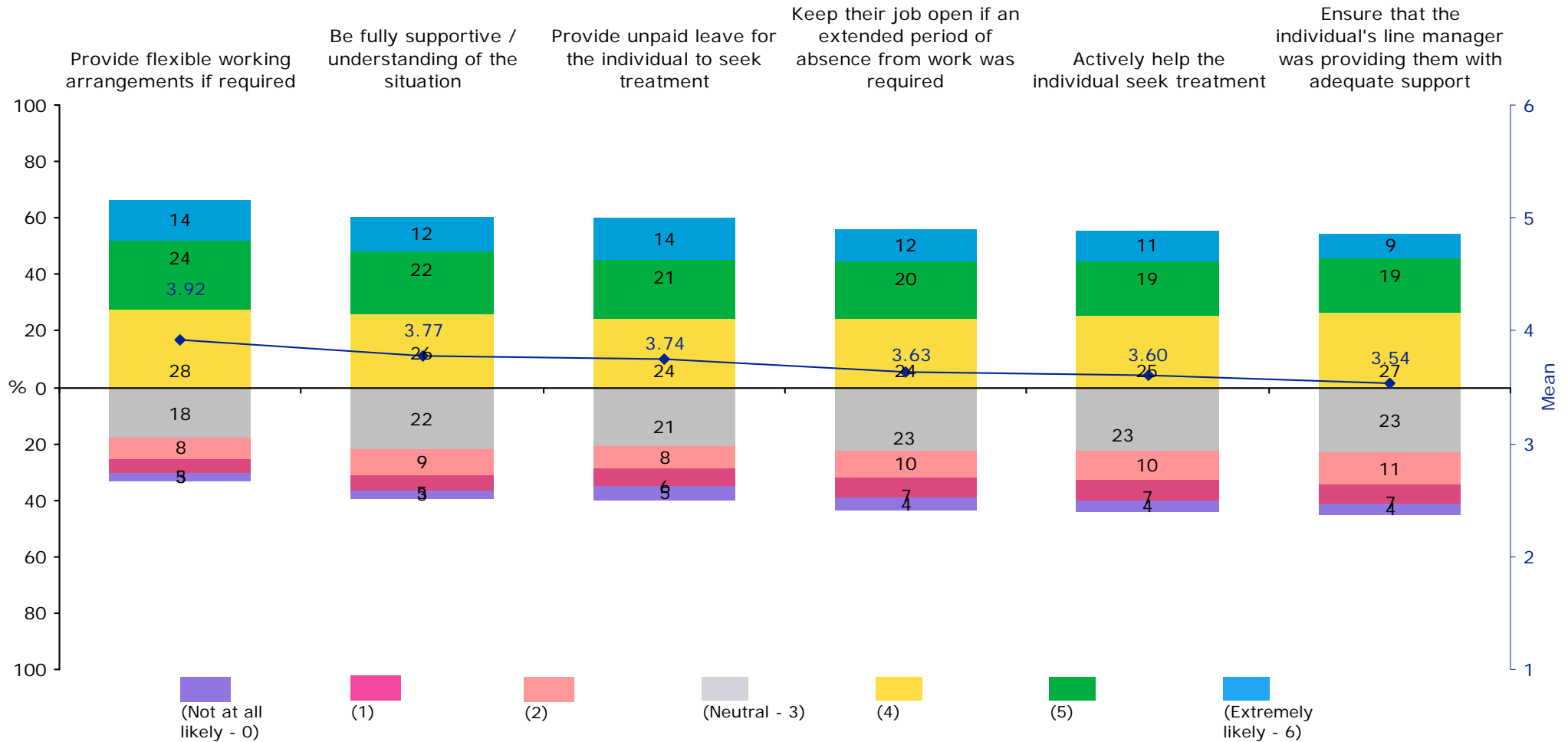


Question: How well is your organisation equipped to effectively manage mental health issues in the workplace?
Base: All Respondents



Predicted organisation response to mental health issue

Respondents felt their organisation would most likely 'Provide flexible working arrangements if required' to someone experiencing mental health issues within their workplace (66% of respondents)



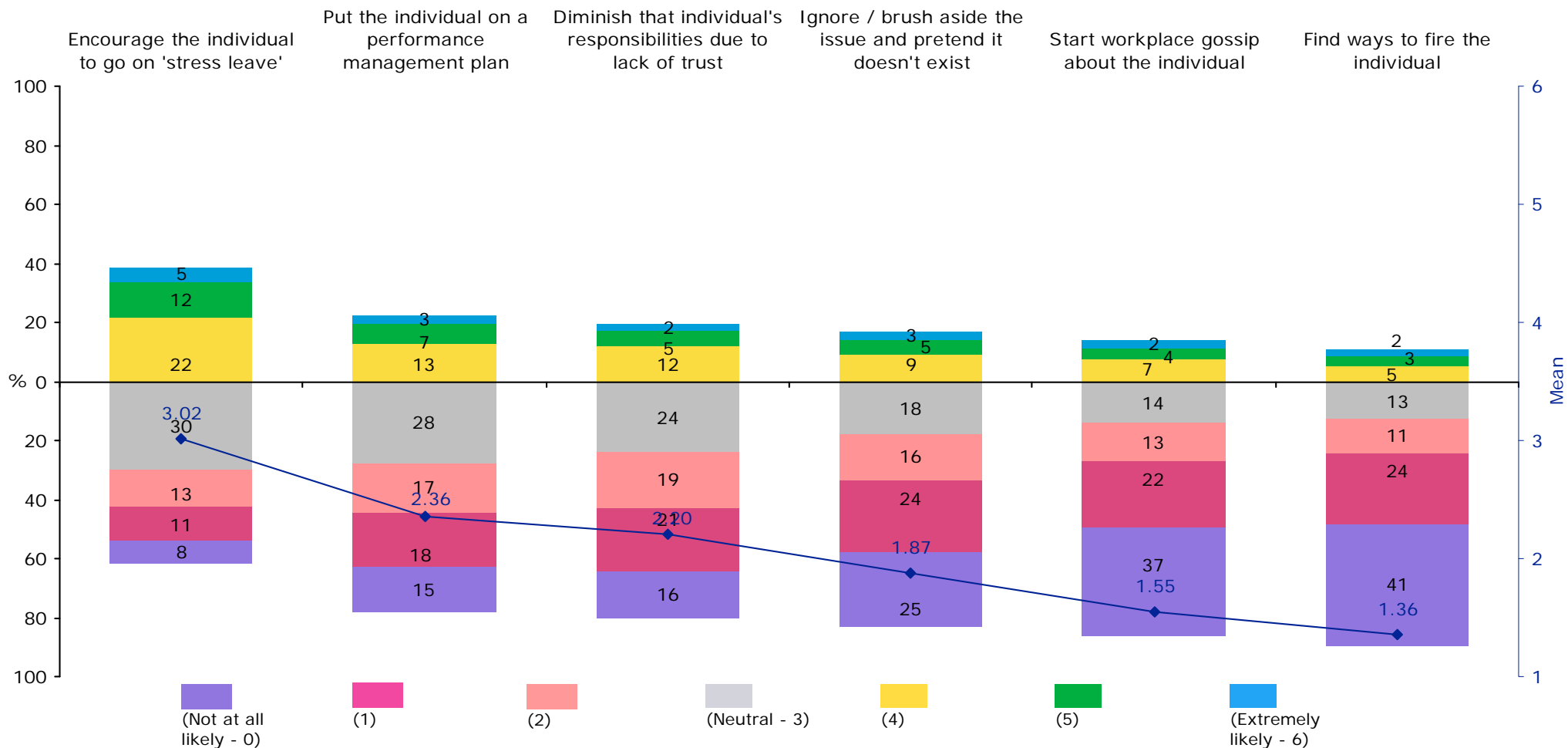
Question: If you, or someone in your workplace were experiencing depression or an anxiety disorder, how likely is it that your organisation would respond in each of the following ways?

Base: All Respondents



Predicted organisation response to mental health issue

Respondents felt their organisation was least likely to 'find ways to fire the individual' if someone was experiencing mental health issues within their workplace (76% of respondents stating their organisation would not try to fire the individual)



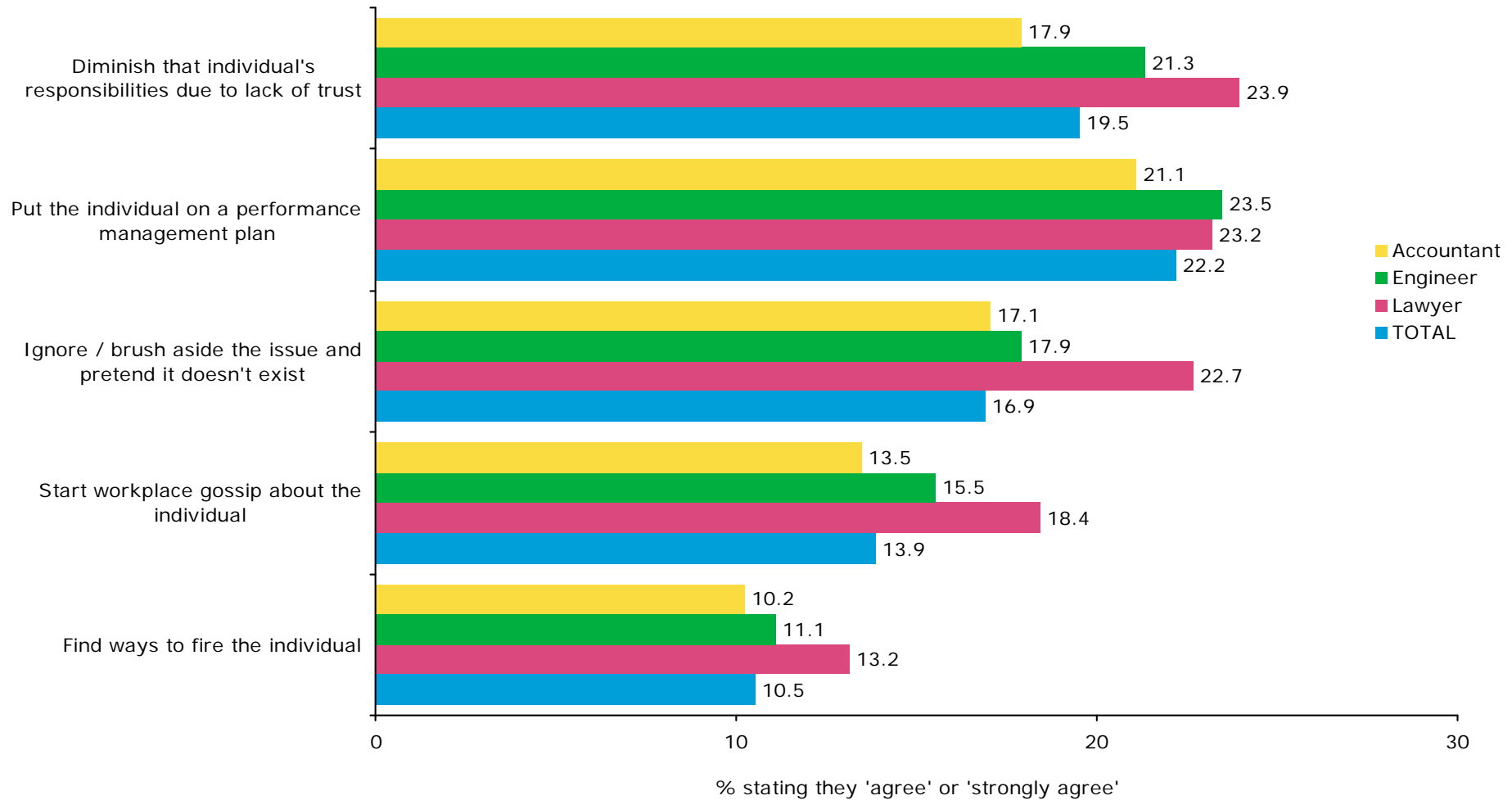
Question: If you, or someone in your workplace were experiencing depression or an anxiety disorder, how likely is it that your organisation would respond in each of the following ways?

Base: All Respondents



Predicted organisation response to mental health issue

Lawyers were significantly more likely to state their organisation would react negatively to someone experience depression or an anxiety disorder within the workplace



Question: If you, or someone in your workplace were experiencing depression or an anxiety disorder, how likely is it that your organisation would respond in each of the following ways?

Base: All Respondents

