1to1help

25 Years Happiness. Works Best.

State of Emotional Wellbeing in **Engineering & Infrastructure**

Insights into emotional wellbeing, drawn from our experience supporting Engineering & Infrastructure organisations.



Utilisation

The proportion of employees who accessed counselling support during the reporting period.

3.29% of Engineering & Infrastructure employees accessed counselling support, compared with 4.6% across the overall workforce.

What The Data Tells Us

1. **Workplace concerns** stand out more strongly in this sector, particularly around workplace relationships and mental health at work.
2. The support-seeking workforce skews male and more **mid-to-late career** than the overall employee base.
3. **Personal concerns** remain prominent, but the pattern is less concentrated than the overall workforce.
4. Counselling outcomes are strong, but not uniform, with **notable improvement in anxiety and depression** alongside a sizeable group seeing limited change.



Top Concerns

The primary areas of concern employees sought support for during counselling.

Concern	E&I	Overall	Top 3 Triggers
Personal	↓ **42%**	46%	Emotional Regulation 42.8% Mental Health 27.9% Self Improvement 16.6%
Workplace	↕ **15%**	15%	Workplace Relationships 22.3% Mental Health @ Work 20.6% Work-Life / Shiftwork 12.0%
Marital Relationship	↑ **13%**	12%	Conflict 38.4% Communication 18.5% Mental Health In Marriage (Partner) 17.1%
Social Relationships	↕ **11%**	11%	Conflict 65.3% Social Life 18.2% Abuse 8.3%

Gender

Gender distribution of employees who accessed counselling.

	E&I	Overall
Women	41%	53%
Men	59%	46%
Undisclosed	0%	1%

Age

Age distribution of employees who accessed counselling.

	E&I	Overall
<25	12%	14%
25–30	34%	37%
31–35	20%	23%
36–45	25%	20%
45+	9%	6%

Distress Risk

Level of emotional distress identified via counselling assessments.

	E&I	Overall
No risk	72%	74%
Low risk	4%	3%
Moderate risk	19%	18%
High risk	5%	5%

Goal Achievement

Progress toward goals identified during counselling.

	E&I	Overall
Achieved goals	↑ 11%	7%
Progressing	↓ 89%	90%
No progress	↓ 2%	3%

GAD-7 / PHQ-9
(Anxiety & Depression)

Change in anxiety and depression symptoms following counselling, measured via GAD-7 and PHQ-9.

Reduction in Anxiety Symptoms

	E&I	Overall
Significant reduction	↑ 51%	40%
Progressing towards reduction	↓ 30%	43%
No significant reduction	↑ 19%	17%

Reduction in Depression Symptoms

	E&I	Overall
Significant reduction	↑ 49%	42%
Progressing towards reduction	↓ 21%	38%
No significant reduction	↑ 30%	20%

3 Actions For Engineering & Infrastructure Employers

1

Equip managers to handle workplace friction

Build manager capability around workplace relationships, communication and difficult conversations.

2

Make emotional regulation part of everyday support

Offer practical support for emotional regulation, coping and self-management, alongside access to counselling.

3

Build support across career stages

Create targeted wellbeing touchpoints for employees as responsibilities, work pressures and personal priorities evolve.

Ready to see what's hidden in your Engineering & Infrastructure workforce?

Visit 1to1help.com or scan the QR code to know more.