1to1help

25 Years Happiness. Works Best.

State of Emotional Wellbeing in **Consulting**

Insights into emotional wellbeing, drawn from our experience supporting Consulting organisations.



Utilisation

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

10.7% of Consulting employees accessed counselling support, compared with 4.6% across the overall workforce.

What The Data Tells Us

1. Wellbeing challenges extend beyond work. Personal and relationship concerns remain significant.
2. Younger employees need targeted support. Career, relationships and personal pressures can intersect early in the employee journey.
3. Workplace wellbeing needs to be contextual. Work-life pressures, career concerns and mental health are closely connected.
4. Timely support can make a difference. Counselling shows strong movement across both anxiety and depression outcomes.



Top Concerns

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

Concern	Consulting	Overall	Top 3 Triggers
Personal	46%	46%	Emotional Regulation 41.2% Mental Health 26.8% Self Improvement 18.3%
Workplace	11%	15%	Work-Life / Shiftwork 19.3% Mental Health @ Work 18.0% Career Concerns 17.1%
Marital Relationship	13%	12%	Conflict 36.7% Communication 24.3% Separation/Divorce 15.3%
Social Relationships	14%	11%	Conflict 70.1% Social Life 21.1% Care Giving 5.1%

Gender

Gender distribution of employees who accessed counselling.

	Consulting	Overall
Women	↑ 62%	53%
Men	↓ 37%	46%
Undisclosed	↕ 1%	1%

Age

Age distribution of employees who accessed counselling.

	Consulting	Overall
<25	↑ 16%	14%
25–30	↑ 46%	37%
31–35	↑ 24%	23%
36–45	↓ 12%	20%
45+	↓ 2%	6%

Distress Risk

Level of emotional distress identified via counselling assessments.

	Consulting	Overall
No risk	↓ 73%	74%
Low risk	↕ 3%	3%
Moderate risk	↑ 19%	18%
High risk	↕ 5%	5%

Goal Achievement

Progress toward goals identified during counselling.

	Consulting	Overall
Achieved goals	↑ 9%	7%
Progressing	↕ 90%	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

	Consulting	Overall
Significant reduction	↑ 46%	40%
Progressing towards reduction	↓ 37%	43%
No significant reduction	↕ 17%	17%

Reduction in Depression Symptoms

	Consulting	Overall
Significant reduction	↑ 47%	42%
Progressing towards reduction	↓ 35%	38%
No significant reduction	↓ 18%	20%

3 Actions For Consulting Employers

1

Build emotional regulation into everyday wellbeing

Emotional regulation is the strongest personal concern emerging from the data. Build short interventions around emotional regulation, coping and self-improvement alongside counselling access.

2

Create targeted workplace mental-health support

Work-life / shiftwork, Mental Health @ Work and Career Concerns are the leading workplace themes. Create targeted support around workplace mental health, work-life pressures and career-related stress.

3

Focus on the 25–30 employee journey

Employees aged 25–30 account for 46% of those accessing counselling support. Build proactive wellbeing touchpoints around this stage, where career pressures, relationships and personal responsibilities can intersect.

Ready to see what's hidden in your Consulting workforce?

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