1to1help

25 Years Happiness. Works Best.

State of Emotional Wellbeing in **Healthcare**

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



Utilisation

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

3.74% of Healthcare employees accessed counselling support.

What The Data Tells Us

1. Employees are seeking counselling primarily for personal concerns, with emotional regulation emerging as the strongest personal need.

2. Workplace concerns centre on mental health at work and career concerns, rather than workplace issues as a broad category.

3. Healthcare employees show a higher proportion of identified distress risk than the overall workforce, particularly at the low- and high-risk levels.

4. Counselling is helping employees make progress towards their goals, but symptom reduction, particularly for anxiety, shows room for continued support.





Top Concerns

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

Concern	Healthcare	Overall	Top 3 Triggers
Personal	↓ 34%	46%	Emotional Regulation 48.8% Mental Health 30.7% Self Care 9.4%
Workplace	↓ 10%	15%	Mental Health @ Work 30.8% Career Concerns 30.8% Conflict @ Work 23.1%
Marital Relationship	↓ 11%	12%	Separation/Divorce 40.7% Abuse 22.2% Conflict 22.2%
Social Relationships	↓ 9%	11%	Conflict 66.7% Social Life 18.2% Care Giving 12.1%

Gender

Gender distribution of employees who accessed counselling.

	Healthcare	Overall
Women	↓ 50%	53%
Men	↑ 50%	46%
Undisclosed	↓ 0%	1%

Age

Age distribution of employees who accessed counselling.

	Healthcare	Overall
<25	↓ 11%	14%
25–30	↓ 32%	37%
31–35	↑ 28%	23%
36–45	↑ 23%	20%
45+	↕ 6%	6%

Distress Risk

Level of emotional distress identified via counselling assessments.

	Healthcare	Overall
No risk	↓ 66%	74%
Low risk	↑ 11%	3%
Moderate risk	↓ 16%	18%
High risk	↑ 7%	5%

Goal Achievement

Progress toward goals identified during counselling.

	Healthcare	Overall
Achieved goals	↑ 10%	7%
Progressing	↕ 90%	90%
No progress	↓ 0%	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

	Healthcare	Overall
Significant reduction	↓ 13%	40%
Progressing towards reduction	↑ 62%	43%
No significant reduction	↑ 25%	17%

Reduction in Depression Symptoms

	Healthcare	Overall
Significant reduction	↓ 25%	42%
Progressing towards reduction	↑ 50%	38%
No significant reduction	↑ 25%	20%

3 Actions For Healthcare 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-care alongside counselling access.

2 Create targeted workplace mental health support

Mental Health@Work and Career Concerns are the leading workplace themes. Create targeted support around workplace mental health, career-related stress and conflict rather than relying only on broad wellbeing interventions.

3 Strengthen continued support beyond the first intervention

While **90% of employees are progressing towards their counselling goals**, anxiety and depression outcomes show a sizeable group still progressing towards reduction or seeing no significant reduction. Build follow-up and continued support into the care journey where needed.

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

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