



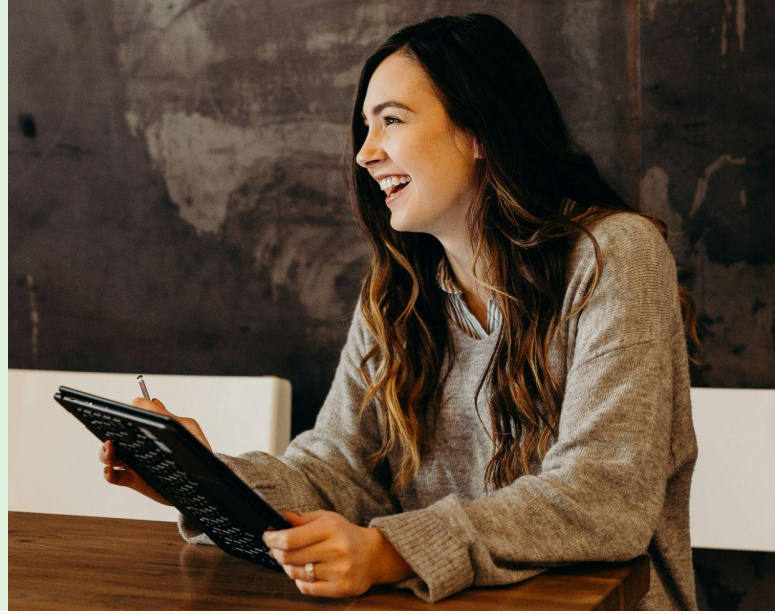
Trendreport: Mental Health at Work

Insights, trends, and best practices to enable employees and create thriving workplaces.

2025

Executive summary

Mental health at work in 2025 is dynamic, personal, and increasingly prioritized across industries. This report highlights key insights from nilo's mental health platform data from May 2024–April 2025 and sheds light on employee needs, organizational trends, and the real impact of mental health support on productivity.



Key insights

1. Stress and anxiety are still top concerns

These topics remain the most booked, underscoring their ongoing relevance for workplace well-being programs.

2. Personalized support matters

Employees prefer a choice of various formats — with 1:1 sessions, mood journaling, and self-directed content leading the way.

3. Mental support increases productivity

Employees who booked individual sessions were 47.2% more likely to report improved productivity, rising to 50.3% when combined with other digital content.

Highlight metrics

30.2%

of bookings were for **1:1 sessions**, the preferred support format.

Stress

remains the **most pressing concern** for employees.

50.3%

increased likeliness to report **productivity improvement** for users combining formats.

Tips for HR & leadership



Tailor your mental health offers to employee needs based on severity.



Offer a broad portfolio of support formats to maximize the impact on your team.



Build support structures that anticipate seasonal stress patterns.

Introduction

In today's fast-changing world of work, mental health and emotional well-being have become more essential than ever. Companies are increasingly coming to the understanding that caring for employees' mental health isn't just the right thing to do – it's a smart **investment in long-term success**.

At [nilo](#), we support organisations in building healthier, more resilient workplaces through our flexible, digital mental health platform. Employees are enabled to **care for their mental health in the way that suits them best**: whether through one-on-one sessions with psychologists, group Roundtables, mood journaling, guided content, meditations, or short daily exercises.

Our mission remains clear:
*to elevate well-being with access
to high quality mental health care
– because **healthy teams build
thriving organizations**.*

About this study

This report offers a fresh perspective on how workplace mental health is evolving – across industries, support formats, and topics. Drawing from nilo's internal data (May 2024 to April 2025), we examine the patterns shaping employee needs and how they engage with mental health tools.



We created this report to help organizations to better understand, benchmark, and improve their approaches to **mental health at work**. The well-being scores presented in this report were collected before users started actively using nilo, using scientifically validated self-report measures.

Whether you're a business leader aiming to strengthen your team's well-being or an HR professional tracking trends, we hope these insights will **spark new ideas – and support action toward better mental health at work**.

Well-being & Depression Scores Remain Stable

To understand how employees’ mental health developed over the past year, we looked at changes in two key measures: WHO5 Well-being Scores and PHQ4 Depression Scores, covering the period from May 2024 to April 2025.

Development of the overall Well-being throughout the year

The WHO5 Well-being Score provides insight into employees’ **overall sense of emotional well-being**, combining life satisfaction and frequency of positive versus negative emotions.

Over the course of the year, the Well-being Score remained relatively stable – starting at a mid-to-high level in summer 2024, dipping slightly through autumn and winter, and recovering again in 2025. These shifts likely reflect a mix of seasonal factors and


recurring work-related stress, especially toward the end of the calendar year.

Steady levels of negative symptoms


At the same time, the PHQ4 Depression Score – which tracks symptoms of low mood, fatigue, and loss of interest – held steady at a moderate level throughout the year. However, we observed a slight increase in depressive symptoms during February 2025, which could be linked to seasonal lows or cumulative workplace stress early in the new year.

Looking at the full picture, the data shows a consistent trend: while employees’ mental well-being shows some natural variation across the year, **underlying emotional strain persists**. Without proactive support, there’s a real risk of long-term decline.

These patterns also reflect [external research](#), which continue to show fluctuating stress levels and growing rates of work-related mental health challenges across many sectors.

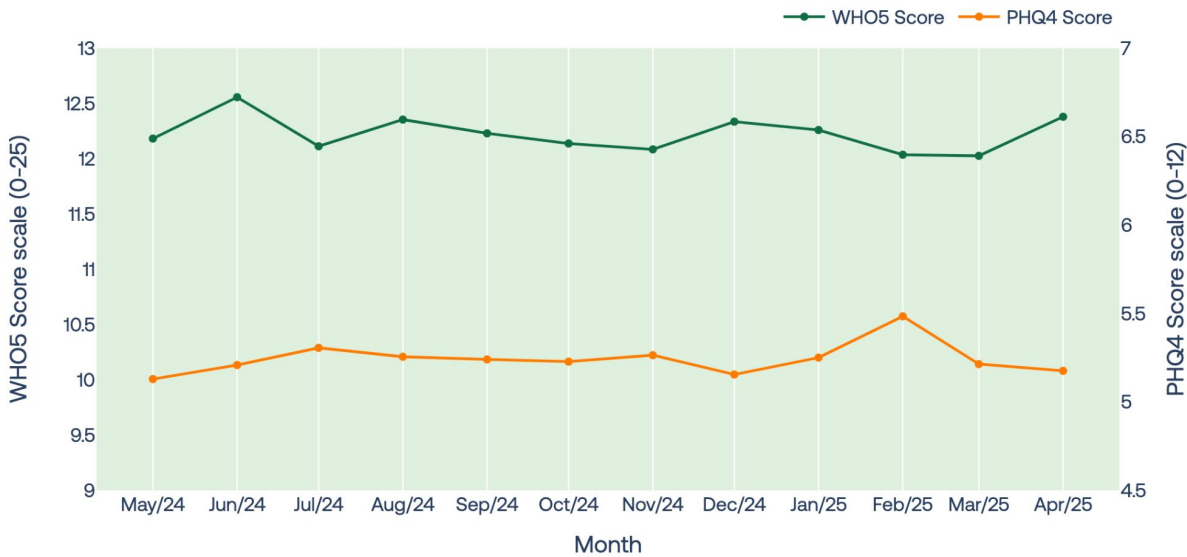


Mental well-being is affected by external factors, e.g., seasonal changes and stressful work periods.

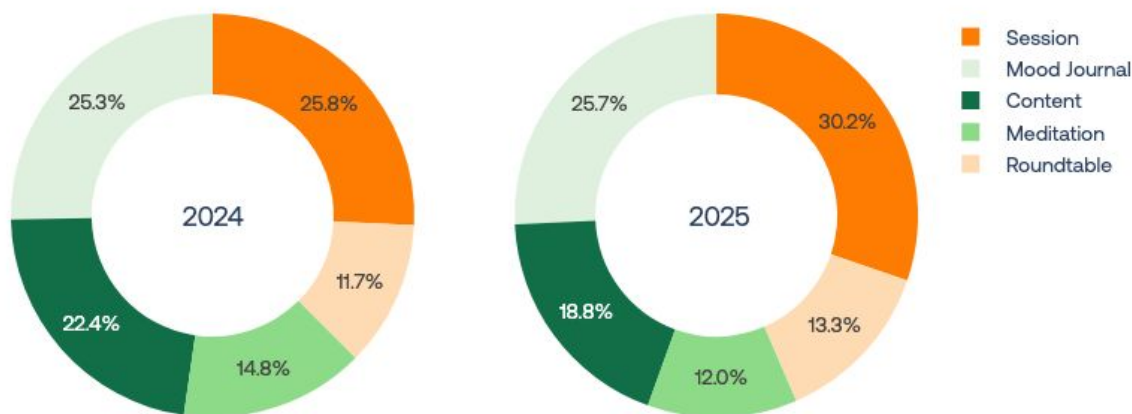


Despite temporary improvements, moderate depression scores throughout the year highlight a need for support.

Well-being scores over time



Format booking distribution



Support That Works: What Employees Prefer

Employees have different preferences when it comes to how they access mental health support. That's why the nilo platform includes a **wide range of options** – from expert-led formats to flexible, self-guided tools – to meet people where they are.

In 2025, **1:1 sessions** with psychological experts continued to be the most popular format, making up 30.2% of all bookings. But self-guided options were close behind: the **Mood Journal** made up 25.7% of usage, and **on-demand content** accounted for 18.8%. **Group Roundtables** saw a small increase from last year, showing that more people are turning to shared experiences as part of their mental health journey.

Meditation sessions declined somewhat but continue to play an important role for those seeking mind-body balance.

HR Pro Tipp: A careful selection and roll-out of a mental health solution is crucial. Find our tips and best practices [here](#).

The overall trend is clear:

Employees want to access mental health support in a way that fits their individual needs – whether through personal conversations, peer-based solutions, or flexible digital tools.

For companies, this underscores the importance of offering a broad, accessible range of mental health resources – becomes when it comes to mental health, a **one-size-fits-all solution** simply does not work.

Most Booked Formats:

1:1 Sessions

Talking to a mental health professional on a regular basis boosts well-being.

Mood Journal

Journaling and mood tracking is a driver for better self-knowledge.

Content

nilo's expert content is designed to educate and inspire through various formats.



What's Weighing on Employees' Minds

The mental health topics employees choose to engage with offer valuable insights into what exactly they are struggling with – and the areas where they seek the most support.

Stress & Anxiety remain the focus

In both 2024 and 2025, **Stress** remained the most booked topic across all categories, underscoring that stress management continues to be the most pressing concern in the workplace.

Another standout in both 2024 and 2025 is **Anxiety**, likely influenced by ongoing uncertainty around global events and economic pressures, which continue to impact how employees feel..

In contrast, support-seeking around topics like **Mindfulness**, **Body** and **Sleep** remained relatively low in both years – indicating that while foundational mental health needs are being addressed, there's still hesitation or low uptake when it comes to deeper or more personal areas.

Because of its relevance, nilo offers **over 100 formats on 'stress'** alone – and another **60 formats on 'anxiety'** – in addition to the option to book 1:1 sessions with our specialised psychological experts.

Education on mental health is key

The strong focus on stress and anxiety, paired with limited engagement in more vulnerable topic areas, highlights a common pattern: employees tend to start with practical, easier-to-name issues before opening up to more complex emotional work.

To meet this need, employers should continue to offer a broad portfolio of topics – and foster a **psychologically safe environment** that encourages deeper reflection and growth whilst educating employees about not only the importance of the absence of mental illness but also about the importance and strength of good mental health.

Employees' Top Mental Health Topics by Severity

Not every employee's mental health journey looks the same – and our data shows that the topics people engage with vary a lot based on the severity of their emotional distress.

Low severity – the user is in a good mental space *(enables personal development)*

For users with **low severity scores**, the most popular topics were **Future Planning** (16%), **Relationships** (15.1%), and **Work Performance** (13.6%). These users tended to focus on everyday challenges and personal growth – indicating a clear interest in coaching-style support.

Medium severity – the user faces challenges *(potential danger to productivity)*

For users with a **medium severity score**, there was a noticeable shift. While **Relationships** (12.9%) remained a key area of interest, **Stress** (14.6%) and **Anxiety** (11.5%) rose in relevance – reflecting growing emotional strain.

High severity – the user fights acute symptoms *(potential high risk of absences or churn)*

Among users with **high severity scores**, the top concerns were **Stress** (16.3%), **Mood Change** (13.8%), and **Anxiety** (13.7%). This shows that when emotional distress increases, people look for immediate relief and tools to regulate their emotional state.

This pattern highlights the importance of tailoring mental health offerings to individual needs. As distress levels rise, users move from exploring life topics toward seeking relief from intense emotional discomfort. By offering a broad range of topical support, you ensure that every user – regardless of where they are on their mental health journey – finds content that resonates and supports recovery.

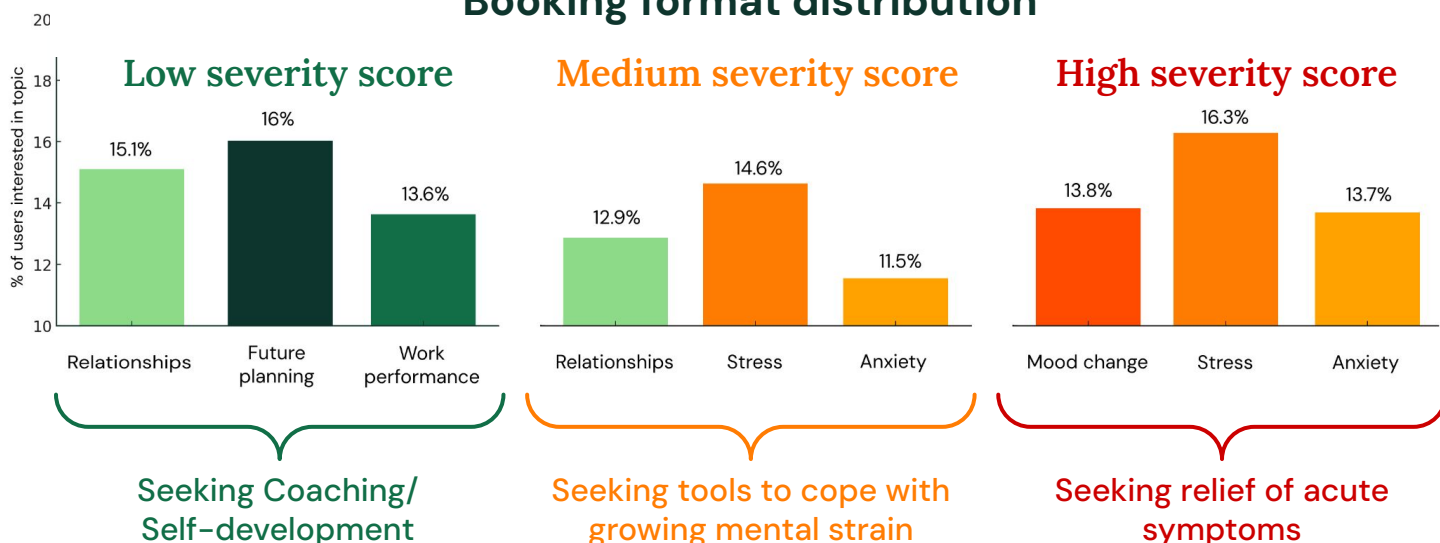
HR Pro Tipps

Low severity score: Encourage growth and engagement

Medium severity score: Address emotional strain early

High severity score: Prioritize immediate relief and support

Booking format distribution



Mental Health Support: Industry Trends and Organizational Differences

Our data offers insight into how different industries are embracing mental health support.

A wider range of industries engage in mental health topics

As in previous years, the **Technology & Software** sector leads in platform usage – maintaining high levels of engagement with mental health resources. However, other sectors are gaining ground.

Notably, **Healthcare & Life Sciences** and **Consumer Goods & Retail** showed a strong growth in user numbers this year, indicating a rising awareness of mental health’s importance in these fields.

Traditional sectors discover the benefit of prioritising mental health

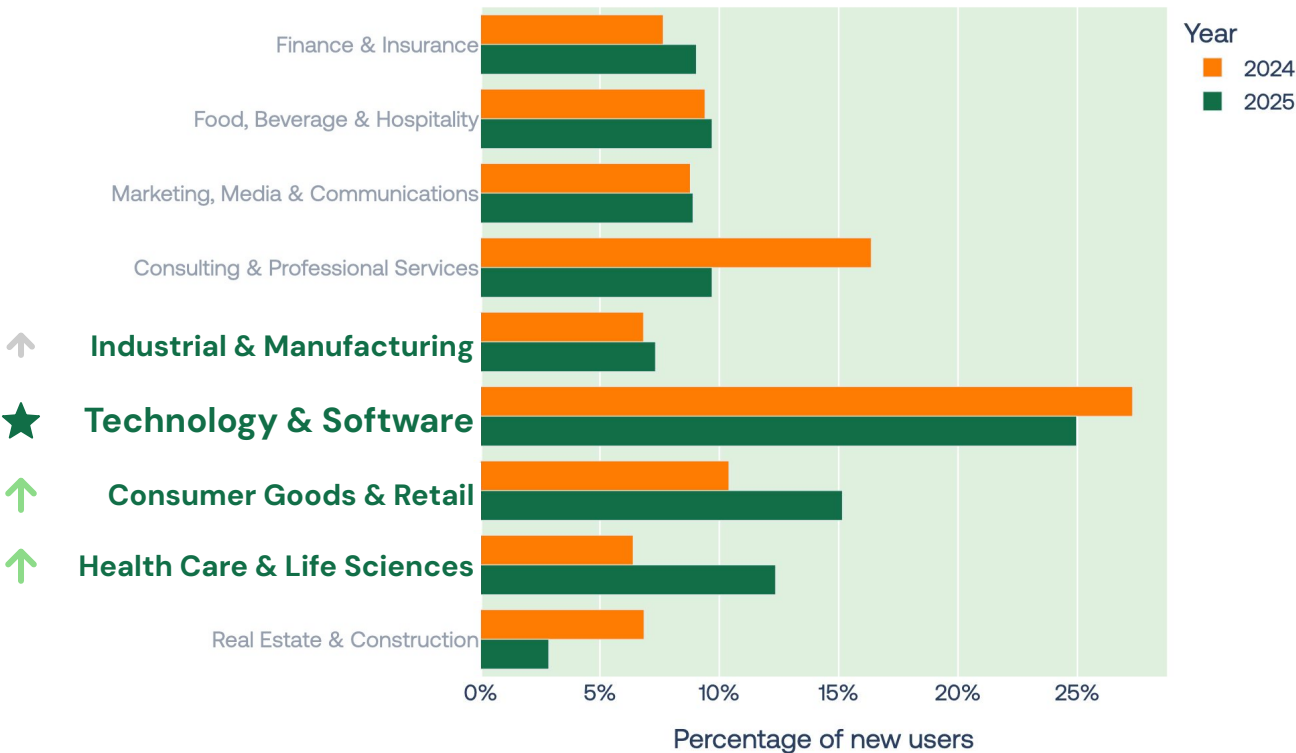
Encouragingly, **Industrial & Manufacturing** also recorded increased engagement – a promising sign that mental health is becoming a priority even in traditionally less active sectors.

Overall, these trends highlight a growing recognition across industries: investing in mental health is not only a matter of care, but also a key driver of employee performance and business resilience.

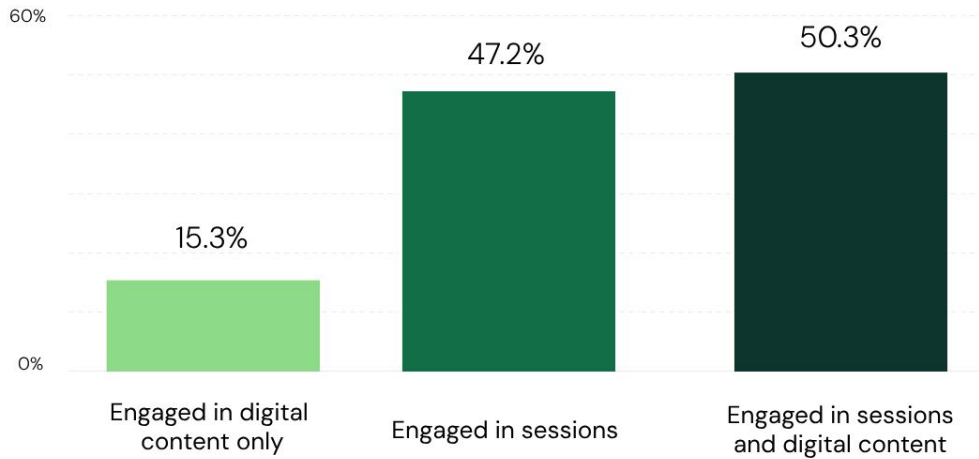
Tech leads not only in volume, but in normalizing mental health usage – possibly due to younger workforce demographics and progressive cultures.

Stigma still lingers in traditional sectors, but growing adoption signals a cultural shift, especially where leadership actively promotes support.

New users per industry



How users improved productivity through mental health support



Mental Health and Productivity: The Impact of Engagement

Mental health support doesn't just benefit emotional well-being – it also has a tangible impact on workplace performance.

We compared self-reported productivity improvements across three groups:

- users who engaged only in digital content
- users who engaged in 1:1 sessions
- users who combined both

The results are clear:

Users who engaged with content were

15.3%

more likely to report improved productivity than those who didn't.

That number jumped to

47.2%

for those who took part in 1:1 sessions.

And it peaked at

50.3%

for users combining both – sessions & content.

These findings confirm what we have observed in practice: deeper, personalized conversations – especially through expert-led conversations – drives the greatest improvement in day-to-day functioning.

*At the same time, it is important to recognize that **every form of engagement** on the nilo platform contributed to a positive shift in productivity.*

Even users who accessed digital tools only – such as meditations, exercises, or the mood journal – reported noticeable benefits. This highlights the value of offering low-barrier, flexible access points that allow employees to take the first step toward self-care.

Mental health support enhances productivity – and the more **interactive** the support, the greater the impact. Offering a **broad spectrum** of formats is key to unlocking the full potential of employee performance.

By empowering individuals to choose the format that works best for them, we can help foster more focused, balanced, and productive teams – one interaction at a time.

Conclusion

The past year has made one thing even clearer: mental health isn't a fixed need– it's a dynamic, evolving part of employees' lives that requires flexibility, personalization, and accessibility.

Main take aways:

Our findings show that stress and anxiety remain central concerns in the workplace. At the same time, our analysis of topic preferences by severity level makes it clear: **as emotional distress increases, user needs shift** – from proactive topics like future planning to more acute challenges such as anxiety and mood regulation. This underlines the importance of meeting people where they are, with the right content at the right time.

We also saw that **format matters** – and yet, **every type of engagement counts**. Whether through expert-led 1:1 sessions, self-guided exercises, or a combination of both, each form of support had a measurable impact on productivity. In fact, users who actively engage with nilo – in any form – were more likely to report improvements in their ability to perform at work. The strongest effects came from combining personal and on-demand formats, confirming the value of integrated, hybrid support models.

The bottom line:

Across industries, mental health support is becoming more normalized and wide-spread – with technology, healthcare, retail, and manufacturing sectors all showing positive momentum. This progress is encouraging. But we also recognize that stigma still limits engagement in deeper topics. Tackling this requires **continued education, cultural change, and leadership commitment**.



Action points for HR and leadership:

- **Tailor your mental health offers** to employee needs based on severity.
- **Normalize mental health support** by integrating it into performance, leadership and development conversations.
- **Offer a broad portfolio of support formats** to allow self-directed and expert-led engagement.
- **Empower managers to act at mental health allies** by equipping them with basic training and resources.
- **Build cyclical support structures** that anticipate seasonal stress patterns, like end-of-year pressures and Q1 dips.
- **Track engagement and productivity impact continuously** – not only for reporting but to adjust offers proactively.

At nilo, we remain focused on building a platform that adapts to the evolving needs of individuals and organizations. We believe that when employees are empowered to take care of their mental health in a way that fits their reality, businesses benefit too – through greater resilience, stronger engagement, and healthier, more human workplaces.

Together, we can shape a future where mental health is not the exception, but the standard.



Support your employees with the leading platform for workplace mental health

nilo provides easy access to mental health support for employees: 1:1 sessions with 500+ psychologists, self-guided exercises and tools, group formats, and workshops to strengthen your team's well-being and your company culture.



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