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### ***Most Australians believe their workplace has a strong mental wellbeing culture, but outcomes are poorest for Aboriginal and Torres Strait Islander workers and those in the health/community service sector***

*Landmark survey to measure Australian workplace wellbeing*

*Leadership critical to workplace culture, particularly in conflict resolution and inclusion for employees with diverse backgrounds*

**12 September 2023** – Most Australian workers feel satisfied and valued within their workplace, and report a positive mental wellbeing culture, Ipsos and The B Well Coalition's landmark ***Our State of Mind*** survey has found.

Our State of Mind, which has been released today ahead of RUOK? Day on September 14 is the result of a ground-breaking, national, study designed to support organisations in creating mentally healthy workplaces.

It is a revolutionary project, designed to establish a validated approach for organisations to benchmark their mental wellbeing culture. One of the outcomes of the research is an updated and expanded definition of mental wellbeing culture which is when an organisation not only cares about and understands mental wellbeing, but also behaves in a way that supports it.

Designed in collaboration with leading mental health experts and co-chaired by three of Australia's leading CEOs: Gillian Cagney, President Worley Australia New Zealand; Carmel Monaghan, CEO Ramsay Health Care Australia; and Gareth O'Reilly, Zone President Pacific Schneider Electric, the Australian workplace survey will help organisations better understand and benchmark their mental wellbeing culture and identify areas for improvement.

The inaugural survey results show almost two thirds (64%) of Australian employees believe the organisation they work for has a positive mental wellbeing culture.

However, employees with diverse backgrounds tended to experience a greater sense of poor mental wellbeing culture in their workplace than others, particularly Aboriginal and Torres Strait Islander employees (24%), women (17%), LGBTIQ+ (21%), and those with a physical or mental disability (23%).

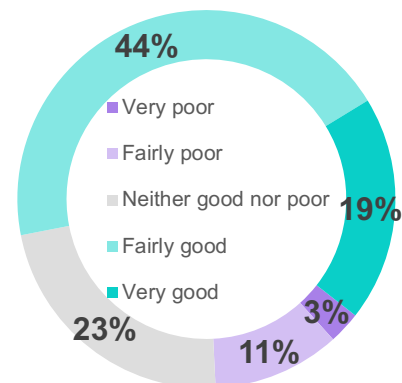


Figure 1: How would you rate the current mental wellbeing culture in the organisation you work for?

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Additionally, those who have less control over their working environment also reported a poorer mental wellbeing culture, particularly employees in larger organisations (17%), public sector workers (19%) and health & community service employees (20%). This compares to just 7% of directors, founders, CEOs, and board members who feel this way.

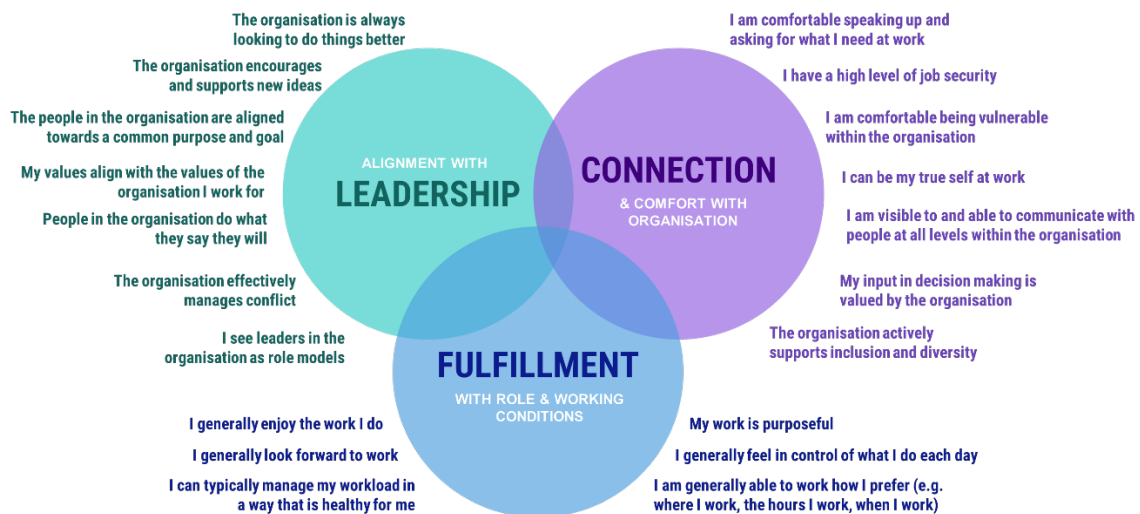


Figure 2: Drivers of mental wellbeing culture included within this study.

Overall, Australian employees believe organisations are driving strong mental wellbeing culture within the workplace. Nearly two thirds (63%) said their organisation actively supports inclusion and diversity, while 57% said their organisation was always looking to do things better.

Conflict management and employee validation have the most room for improvement, with just 39% of workers stating their organisation manages conflict well, and just 40% saying their input in decision-making was valued by their organisation.

Australian organisations perform best when it comes to working towards a common purpose, working towards betterment and values alignment for employees: 62% of employees said there was an alignment between themselves and how their organisation operates, 71% said they were aligned towards a common purpose and goal, and 68% said their organisation was always looking to do things better.

High value alignment comes down to the work environment (50%), the company image (25%) and its values and ethics (24%), while low alignment was linked to a lack of employee appreciation (25%), poor company strategy (29%) and poor communication (25%).

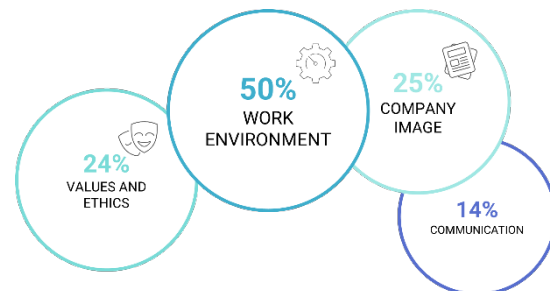


Figure 3: Top reasons for high alignment between yourself and how the organisation operates

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Most Australian employees reported feeling comfortable, safe, and connected in their workplace. Seven in 10 (70%) said they could be their 'true self' at work, 71% said their organisation actively supports inclusion and diversity, while 64% said they felt comfortable and connected to their organisation.

The report showed most Australian employees felt their work was purposeful and generally enjoyed the work they do: 72% said they were satisfied with their role and conditions, while 80% said their work was purposeful. However, Australians still want more control over how they work – one in five said they could not work how they preferred to.

**Ipsos Australia CEO, Simon Wake**, said: "This survey is an important part of Australia's professional and workplace landscape and will provide a benchmark for organisations moving forward, in terms of how they implement and encourage a positive mental wellbeing culture within the workplace. Mental health in Australia is a serious and growing issue and we believe 'Our State of Mind' has the potential to revolutionise the way organisations approach mental wellbeing in the workplace.

"The 'Our State of Mind' report aims to explore the areas where Australian organisations are thriving, as well as where they are not meeting the mark. It's encouraging to see that Australian workers are generally satisfied and engaged at work, and most feel their workplace has a positive wellbeing culture. However, there is room for improvement. At a national level, there are high priority areas to address, including the need for leaders to ensure they are following through on their promises, managing conflict effectively and supporting new ideas.

"Interestingly, the report shows that while feeling satisfied in a role and working conditions directly impact mental wellbeing culture, they are not as influential as leadership. We have to ensure our organisations are leading from the top to create a strong wellbeing culture across the board."

**Ramsay Health CEO, Carmel Monaghan** said: "Despite current challenges faced by workplaces, business success is underpinned by good employee mental wellbeing. The survey has been developed by a team of psychologists, organisational development experts, and business leaders—using nationally aggregated benchmarking to provide organisations with actionable insights and best-practice recommendations".

**B Well Coalition Director, Lee Crockford**, said: "Our State of Mind squarely highlights the role that leadership plays in fostering mentally healthy workplaces. With 7 out of the top 10 drivers of mental wellbeing culture falling within the domain of leadership, managers, C-suites, and boards have a critical role to play."

**Ipsos Director, Sally Braidwood**, who led the survey, said: "Poor mental wellbeing costs Australian businesses more than \$5.6 billion in productivity each year\*. Stress, anxiety, and depression are just a few of the challenges that employees face, and organisations are increasingly recognising the importance of creating a culture that supports mental wellbeing."

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### Detailed findings

#### *Optimism prevails; most Australians perceive positive workplace mental wellbeing culture*

Two thirds of Australian employees perceive the organisation they work for has a positive mental wellbeing culture (64%), while 14% said it was poor or very poor.

#### *Diverse backgrounds are linked to poorer workplace mental wellbeing culture*

Poor mental wellbeing culture is significantly more likely to be experienced by Aboriginal and Torres Strait Islander Employees (24%), employees with a physical or mental disability (23%), LGBTIQA+ employees (21%) and women (17%), compared to 10% poor for male employees.

#### *Individual employees bear the brunt of poor workplace mental wellbeing culture*

Poor mental wellbeing culture is significantly more likely to be experienced by individual contributor employees (15%), compared to 7% for CEOs, directors, founders and board members who feel this way; employees in larger organisations (17%), public sector employees (19%), compared to 12% who work for private businesses, and health and community service employees (20%), compared to 12% in other industries.

#### *Team culture is a catalyst for positive mental wellbeing within organisations*

The team environment has a strong impact on an organisation's mental wellbeing culture: 38% of employees felt their team's mental wellbeing culture was more positive than their overall organisation's culture, compared to 13% who felt it was more negative.

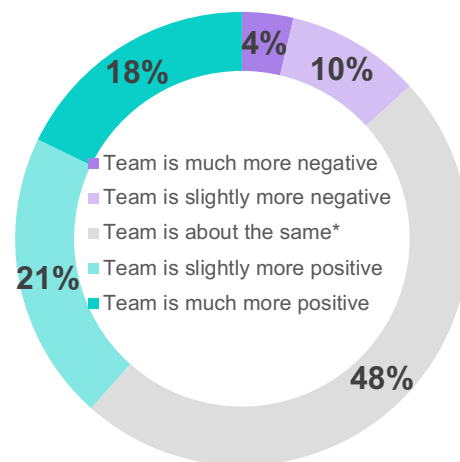


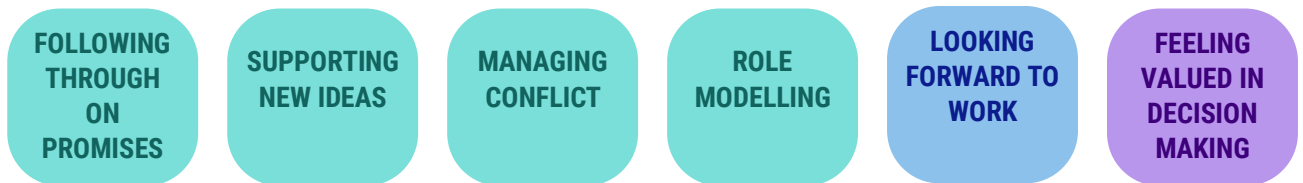
Figure 4: How would you compare the mental wellbeing culture of your immediate team versus the organisation?

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### Opportunities to improve mental wellbeing culture

*Effective leadership is the strongest driver of mental wellbeing culture...*

...while employees' personal fulfillment is less influential. Leaders in the organisation, at all levels, following through on promises, managing conflict effectively, encouraging new ideas and role modelling have the greatest impact in forming positive mental wellbeing culture. Inclusion, diversity and input into decision making are the strongest drivers to make an individual feel connected to the organisation.



*Figure X: High priority drivers of mental wellbeing culture (determined as a top 10 driver that also has a NET score of <50%)*

The **Our State of Mind** survey involved a pilot and benchmarking phase, with a nationally representative panel of more than 2,000 Australian employees.

To download a copy of the study visit [ipsos.com/en-au/osom](https://ipsos.com/en-au/osom)

Organisations are encouraged to be part of the 2024 survey, with registrations set to open in March. For more information, visit [thebwellcoalition.com/osom](https://thebwellcoalition.com/osom)

Source: \* Beyond Blue



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### About the study

Our State of Mind is an initiative of The B Well Coalition. The B Well Coalition exists to support the leadership of organisations to create mentally well workplaces. Our State of Mind is a landmark project to help organisations assess and benchmark their mental wellbeing culture. With Ipsos Australia as official research partner, Our State of Mind is a revolutionary, validated approach to understand mental wellbeing needs in the workplace.

To provide a robust study that would provide insights that meet these objectives, the Our State of Mind program included a;

- ❑ **Pilot Phase:** We designed the benchmark survey, laying the foundation for the study.
- ❑ **Benchmark Phase:** We conducted a nationally representative study online with a total of 2,011 participants in Australia to understand attitudes and perceptions amongst employees.
- ❑ **Comparison Phase:** We conducted a survey to assess and evaluate our 9 partner companies to understand how they compare to the benchmark.

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### About Ipsos

Ipsos is the third largest market research company in the world, present in 90 markets and employing more than 18,000 people.

Our research professionals, analysts and scientists have built unique multi-specialist capabilities that provide powerful insights into the actions, opinions and motivations of citizens, consumers, patients, customers or employees. Our 75 business solutions are based on primary data coming from our surveys, social media monitoring, and qualitative or observational techniques.

“Game Changers” – our tagline – summarises our ambition to help our 5,000 clients to navigate more easily our deeply changing world.

Founded in France in 1975, Ipsos is listed on the Euronext Paris since July 1st, 1999. The company is part of the SBF 120 and the Mid-60 index and is eligible for the Deferred Settlement Service (SRD).

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### About The B Well Coalition

The B Well Coalition exists to support organisational leaders in creating mentally well workplaces.

The Coalition is a network of CEOs and delegates across Australasia sharing both best practice and challenges to help foster better mental wellbeing within their organisations. It is a community built on leadership, insights, and collaboration.

The B Well Coalition is part of The B Team Australasia—a regional non-profit that actively works with CEOs and leadership teams to enhance how they impact people and the planet. Through coalitions and initiatives, The B Team Australasia tackles complex, global challenges like climate change, mental wellbeing in the workplace, the future of artificial intelligence, and the future of leadership.

[thebwellcoalition.com](http://thebwellcoalition.com)

