

Abstract: Promoting Workplace Mental Well-being; Creating Safe and Supportive Environments Across All Sectors

Introduction:

Workplace mental well-being is increasingly recognized as a critical factor in overall employee productivity and satisfaction. However despite the growing awareness, there are some organizations that still lack comprehensive policies and support systems that foster mental health. As an organization, we aim to assess the current state of workplace mental well-being across different sectors both formal and informal highlighting the barriers employees face in seeking mental health support.

Objectives:

The objectives of our assessment include:

1. To assess the level of employee motivation in various workplace settings.
2. To evaluate the extent to which employees experience a healthy work-life balance.
3. To determine employees' knowledge and awareness of workplace mental health support systems, programs, or policies.

Methods:

A cross-sectional survey was conducted to assess mental health and well-being across diverse workplace settings, including the corporate, healthcare, education, and retail sectors. A structured mental health assessment tool was developed and utilized to measure critical indicators such as the level of motivation among workers, the quality of work-life balance, the existence of mental health policies, availability and accessibility of support systems, and employees' openness to seeking help. Data were collected through anonymous, self-administered questionnaires to ensure confidentiality and promote honest participation. Quantitative data analysis was conducted, with results summarized using proportions and percentages to illustrate the distribution of responses across the various indicators. This approach enabled the identification of trends and variations in workplace mental health outcomes and support structures across different sectors.

Findings

The assessment revealed several critical findings:

- **49.26%** of the employees in the workforce indicated to be well motivated and actively engaged in their work, likely experiencing alignment with their roles, supportive work environments or meaningful work whereas **50.74%** of the employees reported moderate motivation in their work with **22.06%** registering very low motivation thus indicating

experience of burnout, lack of recognition, unclear expectations or even misalignment between personal values and organizational mission.

- **50%** of the employees reported to adequately manage both work and personal responsibilities indicating that these employees likely benefit from flexible schedules, reasonable workloads or supportive supervisors whereas **50%** of the employees reported neutral perception about their work life balance with **27.94%** reporting negative perception and likely being at risk of burnout, chronic stress and diminished job satisfaction.
- **45.6%** of the employees consistently recognize the availability of mental health resources making them well-informed about these programs which is a positive indicator of organizational communication and outreach efforts whereas **54.5%** of employees reported moderate awareness with **38.3%** reporting low to no awareness of the resources thus unlikely to access or benefit from programs designed to support their mental health, indicating a potential gap in the internal communication strategy.

These findings collectively point to the urgent need for organizations to create supportive, flexible, and psychologically safe workplaces to enhance employee motivation, work-life balance, and mental health outcomes.

Conclusion:

The findings emphasize the urgent need for organizations across all sectors to implement robust mental health policies and cultivate supportive, stigma-free work environments. Addressing confidentiality concerns and fostering a culture of openness are critical to enhancing employee comfort in accessing mental health resources. Structured mental health support systems must be prioritized alongside initiatives that promote work-life balance and employee motivation. This study aims to assess the level of employee motivation across diverse workplace settings, evaluate the extent to which employees experience a healthy work-life balance, and determine the level of awareness regarding available workplace mental health support systems. Strengthening these areas is essential for improving overall workplace mental well-being, enhancing employee performance, and driving long-term organizational retention and success.