



The HR Mental Wellbeing Report 2026

The hidden toll of working in HR



Depression amongst HR professionals

74%

affected by symptoms of low mood and depression



2.4x

higher than in the general population

Of those who report symptoms...

 69%

Poor appetite or overeating

 67%

Difficulty concentrating

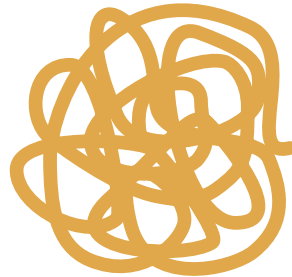
 67%

Little interest or pleasure in doing things

Anxiety amongst HR professionals

73%

affected by symptoms of anxiety



2.6x

higher than in the general population

Of those who report symptoms...

 83%

have trouble relaxing

 80%

are nervous, anxious or on edge

 77%

are easily annoyed or irritable

Burnout amongst HR professionals

74%

report symptoms
of burnout



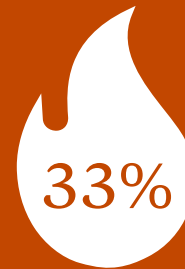
Of those who report symptoms...



are mentally
exhausted at work



have trouble
concentrating at work



struggle to find
enthusiasm for work

Top sources of stress amongst HR professionals



Support at work



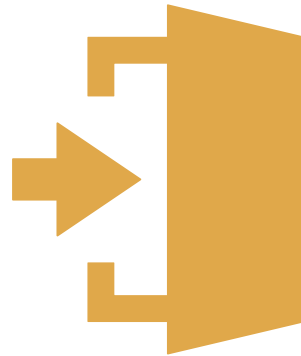
The impact of HR work stress

Leaving the sector...



38%

are considering leaving HR



66%

who feel 'not at all supported' are considering leaving

Absence...



24%

have taken time off work in the last year due to stress or other mental wellbeing struggles



35%

who feel 'not at all supported' have taken time off compared to 14% who feel 'very supported'



68%

haven't used their company's employee benefits for their own mental wellbeing