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# New year, no energy? Only 17% of employees feel like going to work each day, reveals new research

- New research from Mental Health First Aid England® shows only 17% of employees feel like going to work each day
- 1 in 10 employees say they never feel inspired by their job and less than a quarter (23%) feel enthusiastic about their job daily

**As part of My Whole Self - the campaign for workplace culture change – social enterprise MHFA England® is calling on employers to get to know their people better to help improve employee wellbeing and boost productivity.**

New research from Mental Health First Aid England®, released ahead of so-called 'Blue Monday, reveals that only 17% of employees feel motivated to go to work each day. 1 in 10 employees say they never feel inspired by their job, and less than a quarter (23%) feel enthusiastic daily.

MHFA England's latest research, among 2,000 employees, shows a significant number of workers feel a lack of inspiration and enthusiasm at work. While 'Blue Monday' is often billed as the 'most depressing' day of the year, the reality is poor mental health and low workplace engagement can affect anyone, at any time.

These figures highlight just how important it is for employers to get to know their people. By taking time to understand your workforce - who they are and what drives them – employers can build cultures where employees are engaged, valued and performing at their best.

The research also reveals junior managers are more likely to be unhappy and demotivated at work compared to their colleagues. 1 in 5 (19%) junior managers say they don't feel appreciated for the work they do and 22% say they never feel inspired by their job. Only 4% of junior managers say they are bursting with energy at work each day. If managers are feeling undervalued, what hope is there for their teams? This dissatisfaction points to a systemic need for workplaces to change their approach.

To empower workplaces to better support and motivate their people MHFA England has today published [My Whole Self: My plan for working well](#). It is a personal, proactive tool to help employees and managers identify what keeps them and their colleagues working well. The plan helps to create psychological safety, one of the key drivers of motivation, engagement and performance. By fostering psychologically safe workplace cultures, wellbeing, morale and productivity will soar. Teams thrive when all voices are encouraged to speak up with ideas, questions, and concerns, or admit mistakes, without fear of judgement or consequence

MHFA England wants workplaces where everyone is safe to bring their whole self to work, if they choose to. My Whole Self provides a range of free tools to help organisations prioritise psychological safety. MHFA England has developed a range of My Whole Self activities and resources for employers to use throughout the year, for leaders HR, managers and employees.

Workplaces are being encouraged to take part in [My Whole Self Day on 11 March 2025](#) and start planning their activities now. They can access the new, free resource, as well as others, including the My Whole Self MOT and the My Whole Self: Managers' Toolkit, to help build understanding of their employees' lived experiences and identities and develop psychological safety.

**Sarah McIntosh, Chief Executive of MHFA England, said:**

"We all have days when we're feeling less inspired and motivated at work, but MHFA England's latest research shows that for many employees, especially junior managers, this is happening too often, and it is impacting our energy levels, wellbeing and performance at work.

So, what can employers do to mitigate these worrying trends? It's simple. Understanding your people is the key to motivation and wellbeing. My Whole Self offers employers the tools to create thriving workplaces and support employers on their journey to creating high performing and happier workforces. This investment in wellbeing isn't just good for people—it's good for business."

**Dr. Melissa Carr, Director of Equity, Diversity, and Inclusion at the World of Work Institute, Henley Business School, adds:**

"While organisations are striving to foster inclusive environments, there is still work to be done, particularly in supporting junior managers.

This research highlights how junior managers are struggling to feel energised and engaged at work, which is critical for their wellbeing and motivation. Organisations and employers can make a difference through providing meaningful opportunities to

have a voice and contribute to decision making, by offering inspiring and purpose-driven work and finally, ensuring access to wellbeing and mental health support.

By addressing these needs and providing better support to junior managers, organisations can create workplaces where people not only thrive, but they feel valued and supported.”

MHFA England is urging organisations across the country to join the My Whole Self movement by taking part in My Whole Self Day on Tuesday 11 March. You can access free resources to start planning now: <https://mhfaengland.org/mhfa-centre/campaigns/my-whole-self-2025/><https://mhfaengland.org/mhfa-centre/campaigns/my-whole-self-2025/>

**ENDS**

#### **NOTES TO EDITORS**

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#### **About the research**

- The research was undertaken by One Poll for MHFA England during December 2024 with a nationally representative sample of 2,000 working UK adults.

#### **About Mental Health First Aid England**

- Mental Health First Aid England is a social enterprise, established in 2009. It is the national authority on mental health first aid.
- MHFA England’s vision is to improve the mental health of the nation by creating societal change so we can all talk freely about mental health and offer and seek support when we need it.
- This will be achieved by its mission to train at least 1:10 of the adult population in mental health knowledge, awareness, and skills. To date 1:40 (January 2023) of the adult population has been trained by MHFA England.
- MHFA England will achieve its mission through delivering mental health training into workplaces and will extend its reach to the NHS and Black people and People of Colour, through subsidised training.
- The organisation’s training, consultancy, and campaigning is paving the way for positive mental health in the workplace and beyond.

- MHFA England offers consultancy as well as a number of face-to-face, online, and digital training options to increase mental health awareness, knowledge, and skills, including the internationally licensed product, Mental Health First Aid.
- Mental Health First Aid is the mental health equivalent of physical first aid training and provides people with the skills and confidence to recognise the signs and symptoms of common mental health issues, start a conversation, and effectively guide a person towards the right support, be that self-help or professional services.
- More information about MHFA England and its courses can be found at [mhfaengland.org](https://mhfaengland.org) or by emailing [info@mhfaengland.org](mailto:info@mhfaengland.org).

### About My Whole Self

- My Whole Self is the campaign for workplace culture change from social enterprise, Mental Health First Aid England.
- It calls on organisations to empower employees to bring their whole self to work. That includes background, sexuality, religion, gender, health and mental health.
- Now in its sixth year, 100s of organisations, including Skanska, Ford, The National Crime Agency, and many NHS Trusts have adopted the campaign.
- Ahead of My Whole Self Day on the 11 March 2025, organisations are encouraged to save the date and [access free resources](#) including the new *My Whole Self: My plan for working well* resource
- Save the date for My Whole Self Day on Tuesday 11 March, and access free resources to support workplace culture year-round, here: <https://mhfaengland.org/mhfa-centre/campaigns/my-whole-self-2025/>