EBRI EXECUTIVE Summary
September 15, 2025

2025 EBRI Employee Mental Health Survey

The 2025 EBRI Employee Mental Health Survey, based on a survey of 3,103 employees in March and April 2025, explored workers' experiences with both physical and mental health care to better understand their behaviors and attitudes toward health care generally and mental health care more specifically. The survey also explored access to care and patterns of health care use. For this report, all employees who reported that they or a covered family member used mental health care services are referred to as respondents reporting a mental health condition. Of note, a number of respondents who reported utilizing mental health services did not report a mental health condition. This is consistent with the well-documented underreporting of mental health conditions.

Key Findings

Prevalence and Demographics

A full 27 percent of respondents reported that they or someone on their health plan had a mental health condition (Figure 1). These respondents were more likely to be between 25 and 54 years old, more often married with children, and more often employed at smaller firms.

Top Conditions

Anxiety (17 percent), major depressive disorder (11 percent), and attention deficit hyperactivity disorder (ADHD) (8 percent) were the most reported mental health conditions (Figure 2).

Access to Health Care

Respondents reporting a mental health condition were twice as likely as those not reporting a mental health condition to be unable to get medical care, tests, or treatment they or a doctor believed necessary over the past six months (Figure 3).

When asked what type of health care they were unable to access, one in three respondents reporting a mental health condition reported struggling to get mental health or behavioral health care (33 percent) and prescriptions (32 percent), at more than twice the rates of those who did not report mental health conditions (13 percent for mental health or behavioral health care and 14 percent for prescriptions) (Figure 4).

A doctor's refusal to accept their insurance was nearly twice as likely to be cited as the main barrier to care by respondents with a mental health condition compared with those without one.

Those with a mental health condition were also 50 percent more likely to say that they weren't able to get care because they could not take time off work or get child care than those reporting no one on their plan had a mental health condition. (Figure 5).

High Health Care Engagement

Respondents with a mental health condition were more engaged in both mental and physical health care compared to others. They were more likely to check prices before receiving care, review quality ratings of providers, and discuss prescription and treatment options with their doctors (Figures 6 and 7).

Emergency Care Reliance

In total, 62 percent of respondents with a mental health condition visited the emergency room in the past six months. These respondents were 50 percent more likely than others to use emergency care, twice as likely to visit the emergency department three times, and four times as likely to visit four times in a six-month period (Figure 8).

Figure 1
Prevalence of a Mental Health Condition Within Families

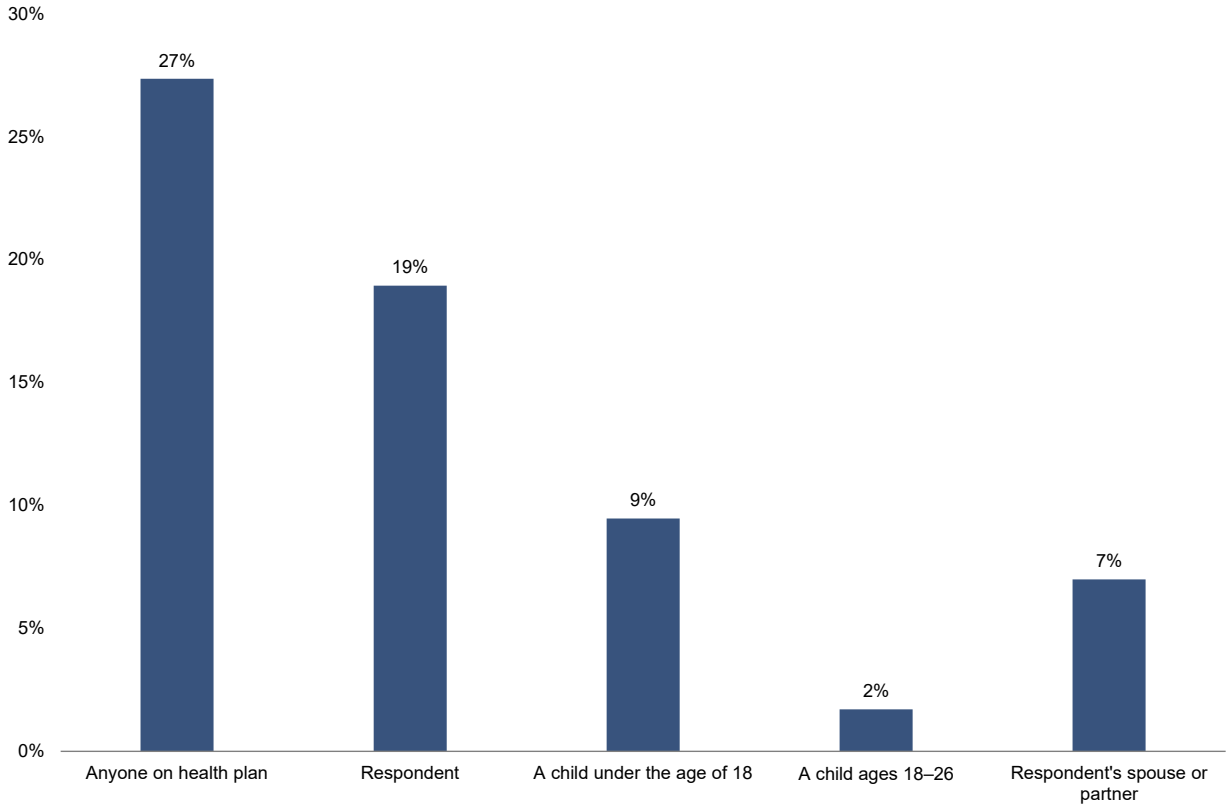


Figure 2
Prevalence of Mental Health Conditions Within Families, by Type of Condition

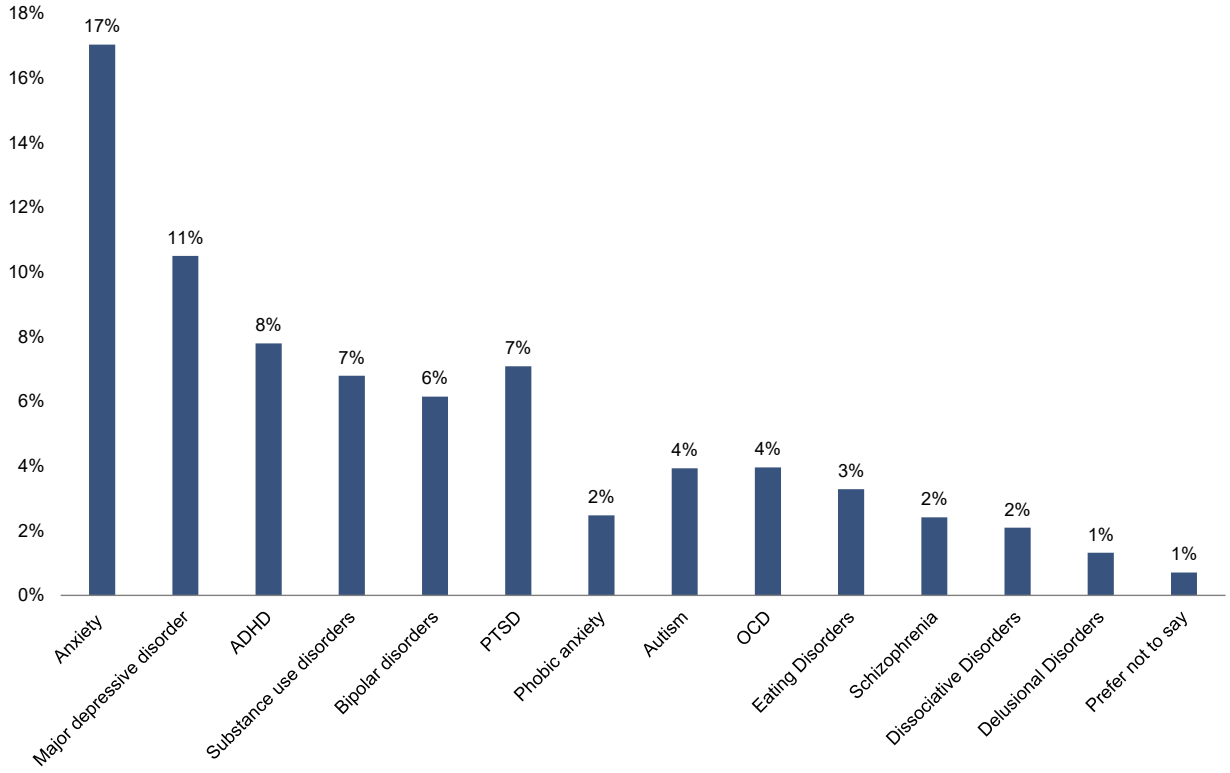


Figure 3
In the last six months, were you ever not able to get medical care, tests, or treatment you or a doctor believed necessary?

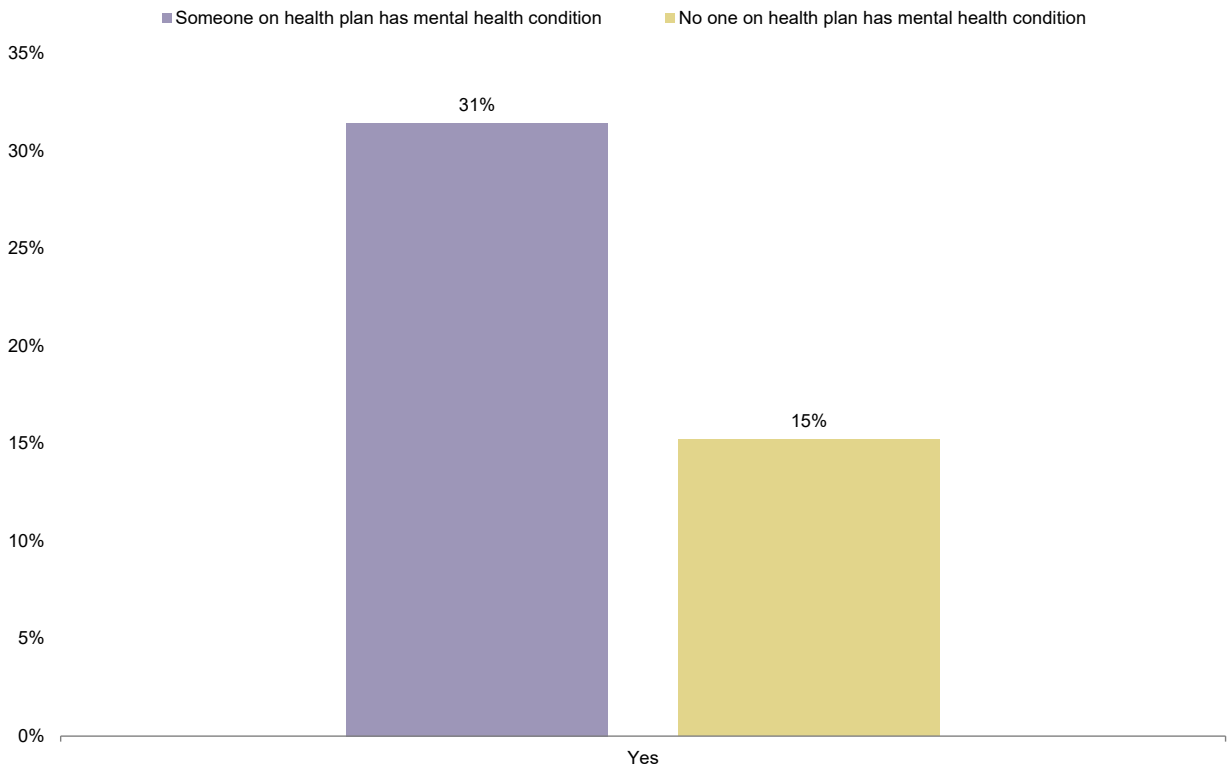


Figure 4

What type of health care were you not able to get? Please select all that apply.

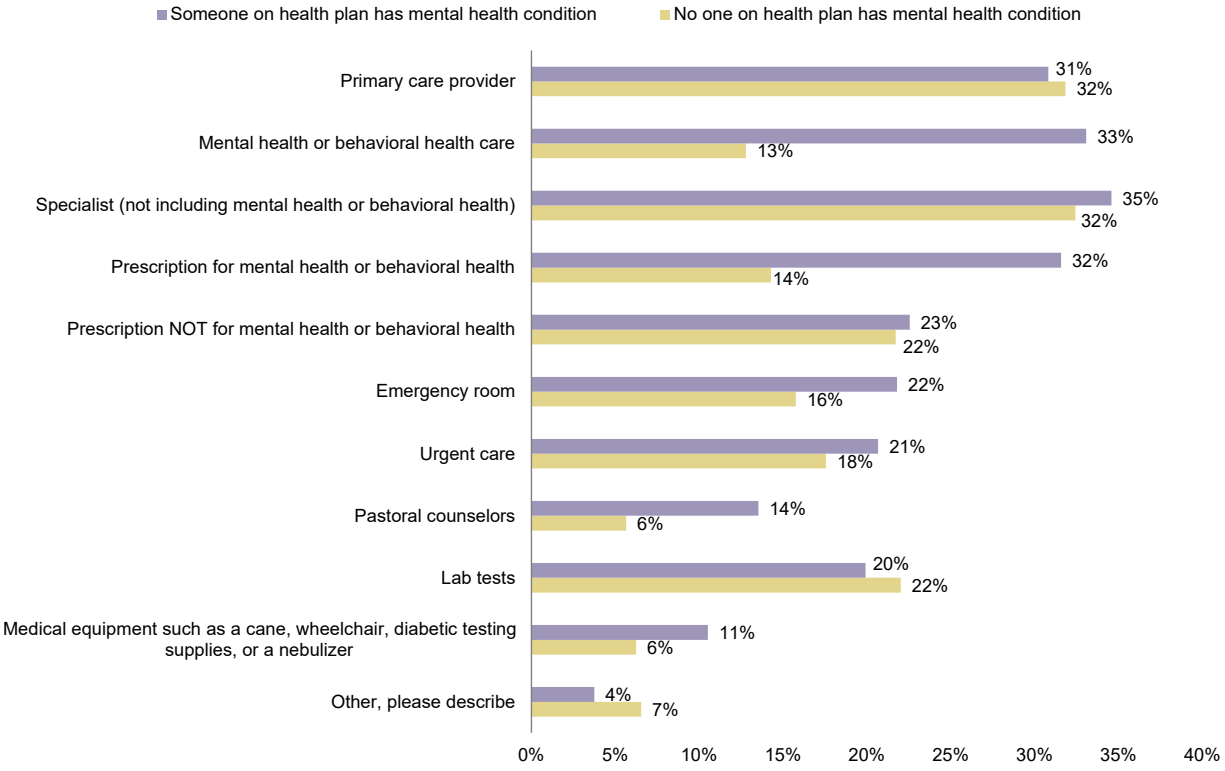


Figure 5

What is the main reason you were not able to get medical care, tests, or treatment you or a doctor believed necessary? Please select all that apply.

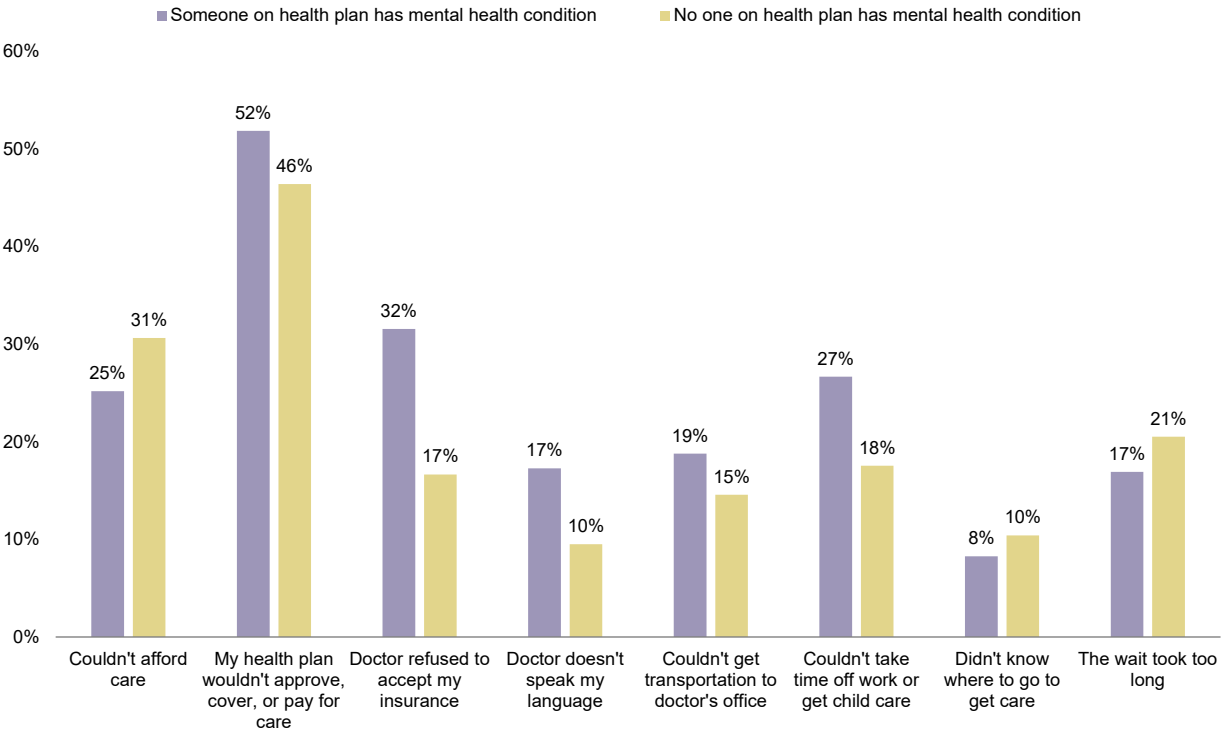


Figure 6

In the last 12 months, did you do any of the following with respect to your *mental health care*?

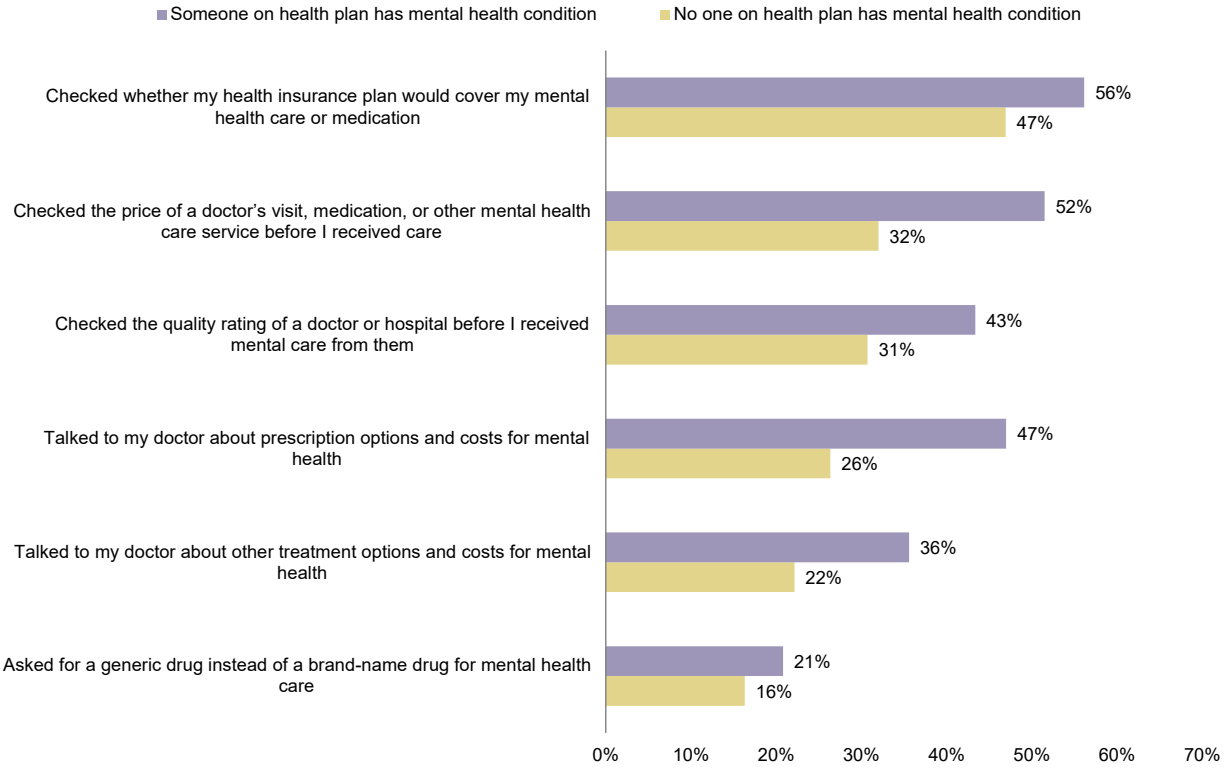


Figure 7

In the last 12 months, did you do any of the following with respect to your physical health care?

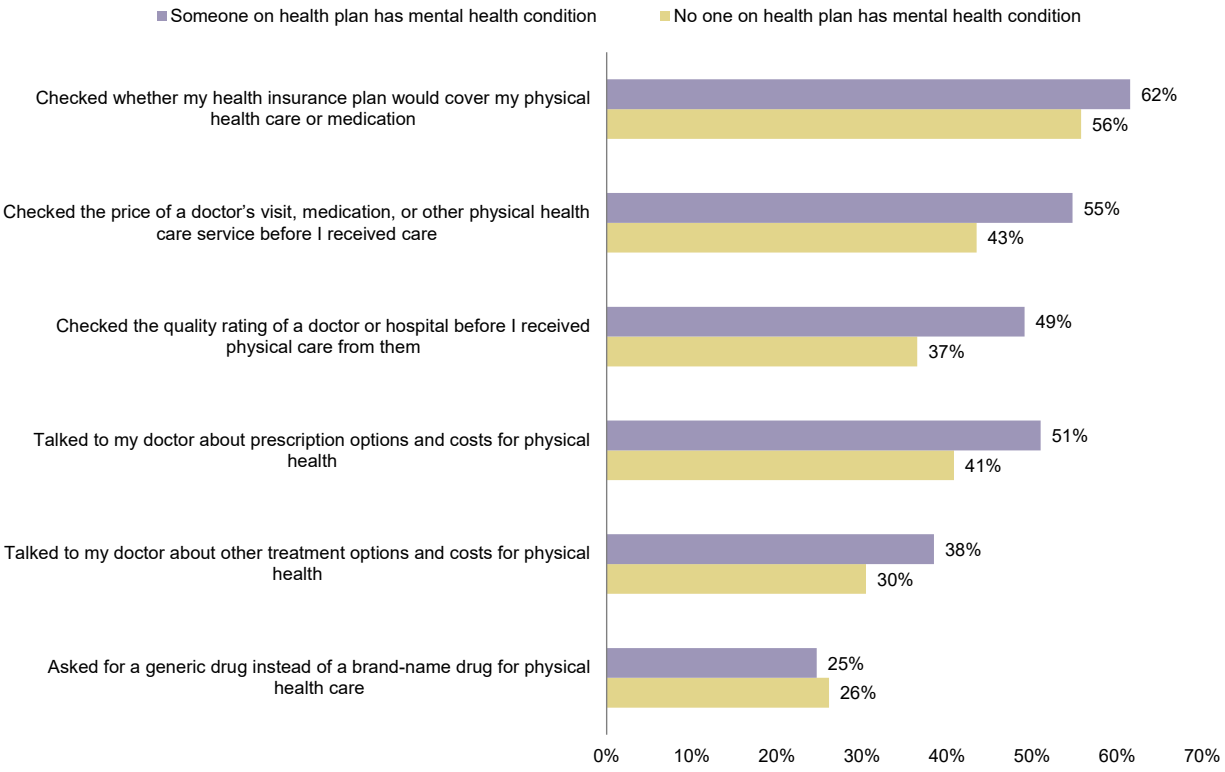
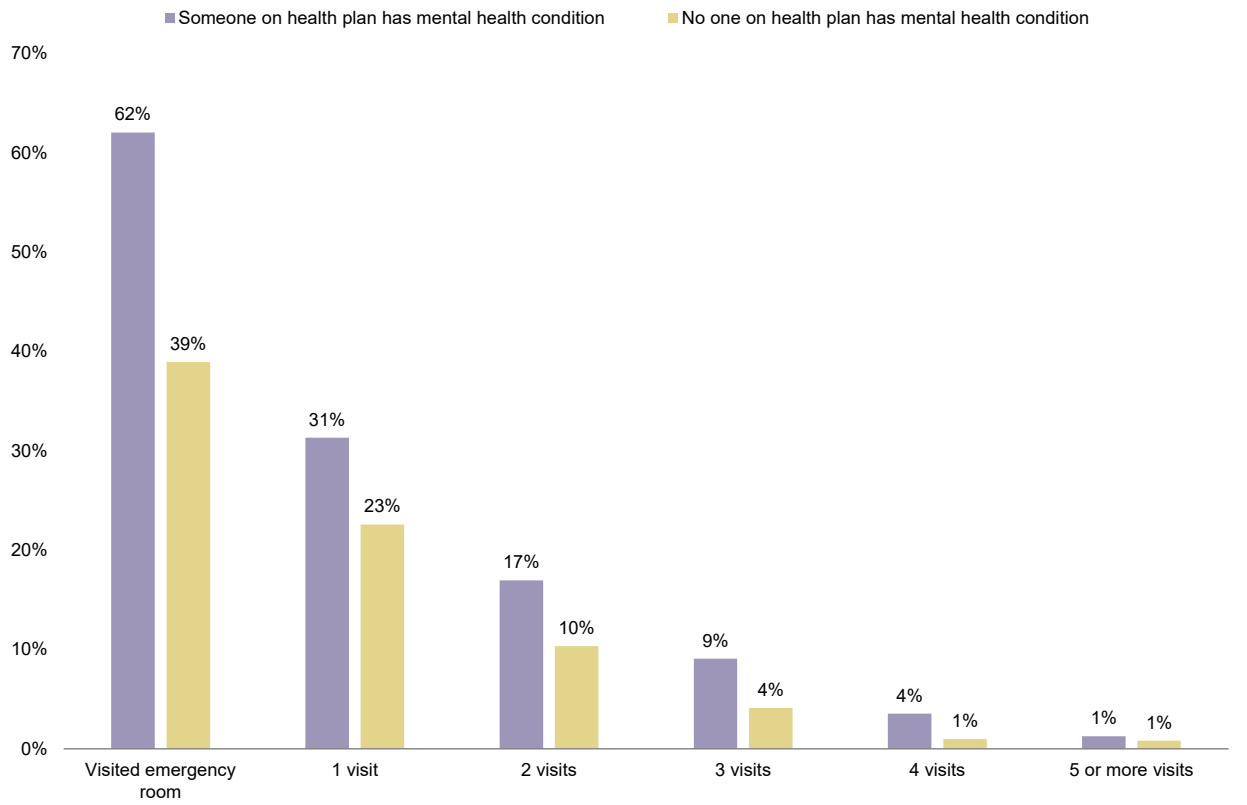


Figure 8
Emergency Room Visits in the Past 6 Months



Data and Methods

Information for this report was collected from a 15-minute online survey of 3,103 workers conducted in March and April 2025.

All respondents were:

- Between the ages of 20 and 74.
- Covered by an employment-based health plan from their own employer, a spouse's employer, or a parent's employer.
- Not self-employed.

Quotas for gender, age, income, and education were employed to achieve representation. For a similarly sized random sample, at a 95 percent confidence, the margin of error for the full sample of 3,103 is +/-1.8 percent. The data include an oversample of 849 covered workers who themselves, or another covered by the same insurance in their household, have a mental health or substance use condition.

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