

From Leave Trends to Action

How Employers Can Reduce
Mental Health-Related Absences



Meet today's speaker



Dr. Kerry Symon

Principal, Clinical Sales

Spring Health

Today's Agenda




What employers are
seeing now

Leave is the symptom,
not the cause

4 spokes to leave
prevention

Deep dive:
Manager training



**How have rising leaves impacted your team,
your organization, or your operations?**



61%

of HR pros say mental health leaves have increased in the past year

16%

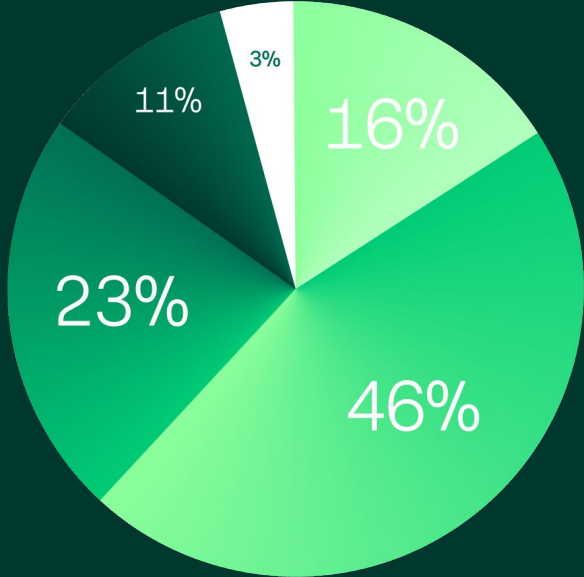
of HR pros say mental health leaves have increased by 25% or more in the past year

40%

cite rising MH disability/LOA claims as a top concern

How has mental health LOA frequency changed in the past year?

● They've increased 25% or more	16%
● They've increased by less than 25%	46%
● No change	23%
● They've declined by less than 25%	11%
● They've declined by 25% or more	3%





Two things that matter to every HR leader

1) Normalize support early

So a strategy isn't exclusive to "only for crisis" moments

2) Reduce decision fatigue

Make it obvious where to start once a leave occurs

The four spokes to leave prevention

1. Early detection

2. Company culture

3. Manager support

4. Psychological safety

“

Managers impact employees' mental health as much as a spouse or partner

...and more than doctors or therapists do.”

- UKG



Leave as a continuum



Want to learn more about rising leaves and other trends?

Download our 2026 Workplace Mental Health Report, which was just released today!



A background of blurred green foliage, likely palm leaves, with a white rounded rectangle in the center containing the text "Any questions?".

Any questions?

Spring Health 

thank you