MetLife | Return to Health – Occupational Health Insights



Anxiety in the Workplace

43%

of adults reported feeling more anxious in 2025 than in 2024

32.3%

of adults reported experiencing symptoms of anxiety[1]

What is Anxiety?[2]

The Diagnostic and Statistical Manual specifically describes anxiety as excessive worry and apprehensive expectations, occurring more days than not for at least 6 months, about several events or activities, such as work performance.

Symptoms[2]:

- Restlessness or feeling keyed up or on edge
- Easily fatigued
- Difficulty concentrating or mind going blank
- Irritability
- Muscle tension
- Sleep disturbance
- Restless and unsatisfying sleep

Workplace Impact[3]:

- Lack of focus and concentration
- Decreased productivity and job performance
- Reduced quality of work
- Increased absenteeism
- Strained relationships with coworkers and superiors
- Tiredness and fatigue



Questions for Employers to consider [2]

- What limitations is the employee experiencing?
- How do the limitations affect the employee and the employee's performance?
- What specific job tasks are your employee unable to perform because of these limitations?
- What accommodations are available to assist an employee to perform their job tasks?
- Do supervisory personnel and employees need training?

Key Accommodations and Tips [2]

- Flexible Schedule
- Modified Break Schedule
- Rest Area/Private Space
- Service/Support Animal
- Telework/Work From Home
- Checklists/Reminders
- Allow PTO & Vacation time
- Offer & promote employee resources
- Position reassignment
- Job restructuring
- Environmental sound machines
- On-site mentoring
- Identify/reduce triggers
- Policy modifications
- Promote time management

Support your Team

If your employee indicates they are struggling with anxiety or any other mental health condition, encourage an open dialogue. Reduce stigma surrounding mental health disorders by being non-judgmental; consider suggesting they contact their healthcare provider or your EAP, if your organization offers such a service. Being understanding of your employee's mental health will strengthen their trust in you and build a stronger working relationship.

1. Los Angeles Outpatient Center. "Anxiety Statistics in the United States in 2025." Medically reviewed by *Dominique Hamler, MSN, RN*, LAOP Editorial Team, laopcenter.com/mental-health/anxiety-statistics-in-the-united-states/. Accessed 17 June 2025.

2. Job Accommodation Network. "Anxiety Disorder" *JAN*, askjan.org/disabilities/Anxiety-Disorder.cfm. Accessed 17 June 2025.

3. Occupational Safety and Health Administration. "Workplace Burnout: Building Awareness and Prevention | Anxiety and Depression Association of America, ADAA." *Workplace Stress*, U.S. Department of Labor, adaa.org/learn-from-us/from-the-experts/blog-posts/professional/workplace-burnout. Accessed 17 June 2025.

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