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Global healthcare

Download our latest Mind Health Report today



For four years, AXA - Global Healthcare has been studying the wellbeing of people who live and work overseas. In this time, we've learnt a great deal about their mind health needs and the unique challenges they face as a non-native demographic. However, our latest report, 'A global state of mind', signals a concerning shift in their psychological wellbeing.

'Our 2024 Mind Health report offers rich insights into why and where change is most needed for working non-natives and how it can best be achieved. With global mobility on the rise, there's an ever-increasing need for diverse and agile healthcare solutions. Companies will now need to scale up the care they offer by adapting or transforming their existing services to ensure they're holistic in nature and addressing every dimension of individual wellbeing. By investing in mind health in this way, we'll not only futureproof our businesses and economies, but we'll also provide a better life for all.'



Xavier Lestrade
CEO of International Health,
AXA - Global Healthcare

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What we discovered



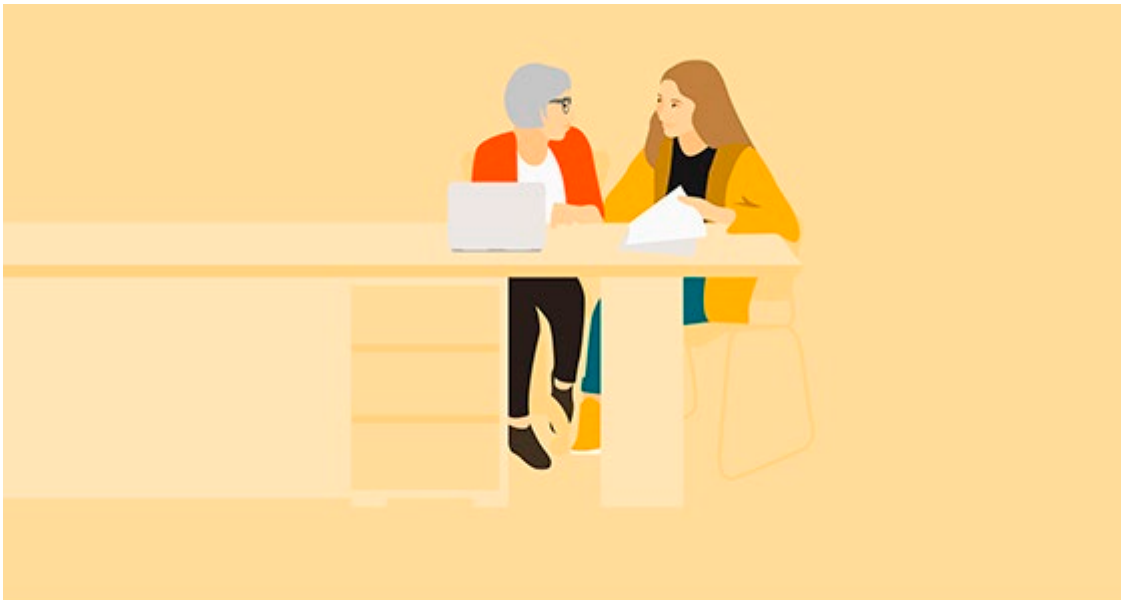
Together with our leaders and experts, our 2024 findings provide a look into the state of mind health among non-native employees, as well as the diverse healthcare solutions that are needed to ensure that the experience of working overseas remains successful and rewarding for both individuals and businesses worldwide.

Our report explores four key areas:

1. The challenges non-natives are facing in the workplace, especially now burnout and sick leave are reaching alarmingly high levels.
2. The effect of poor mind health on business productivity and success. How could issues with disengagement and retention cause collateral damage?
3. Sustainable support services and where the glaring gaps are for non-native workers.
4. How to give non-native managers the right tools and resources to support their teams, while keeping themselves mentally healthy.

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We share some useful tips for preventing manager burnout



Provide psychological safety and support

Managers need help sometimes. Their leaders should provide a safe space for meaningful conversations about wellbeing, as well as role model vulnerability.

Working together to find solutions for work-related issues not only demonstrates support and approachability for future concerns, but it also develops healthy communication channels.

Listen

In order for managers to thrive, organisations must commit to continually listening to them, acting on feedback and measuring progress. The more managers feel they can have an open dialogue with their employer, the richer the feedback loop becomes. It therefore becomes more feasible for companies to shield managers from increasing expectations and create an environment where everyone's energy is sustainable.

Discuss purpose and meaning

People perform better at work when they have a purpose. Managers are no exception, and they should have regular opportunities to reflect on their roles and have open conversations with their leaders about what gives them meaning at work, and what detracts from it. Acting on these responses and removing barriers will improve wellbeing and help them to develop and succeed.

People perform better at work when they have a purpose

MIND HEALTH REPORT

Hear from our leaders and experts



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Sam O'Donovan
Chief People Officer,
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Eugene Farrell
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[DOWNLOAD THE REPORT HERE](#)

For corporate employers, fostering an environment where people feel comfortable is the key to [improving mind health](#) and retaining talent. And in the long run, having a happy and motivated workforce will only help a business to thrive.

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