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Before Blue delivers real results for workplace mental health

As Australia observes World Mental Health Month and National Safe Work Month this October, new data from Beyond Blue's workplace mental health program, Before Blue, highlights the powerful impact of tailored support for employees and the organisations they work for.

Australian employees are calling for more than just awareness when it comes to workplace mental health, with Beyond Blue data revealing a strong demand for real, proactive change that improves people's day-to-day experiences at work.

A community poll* commissioned by Beyond Blue, which asked Australians about their experiences of stress and burnout in the workplace, reported many workers reported feeling disconnected at work.

Of the respondents who had experienced *burnout* at work, half didn't seek support for it.

In addition, 2 in 5 workers were unsatisfied or had low satisfaction with what their workplace was doing to reduce burnout in staff, while only 1 in 5 workers was highly satisfied with what their workplace was doing to reduce burnout in staff.

The poll also found that 44% of workers felt lonely and, 39% felt excluded at work *at least sometimes*, and 18% said no one at work "had their back".

Beyond Blue CEO Georgie Harman AO said that by fostering connection, inclusion, and psychological safety, workplaces can create environments where people feel safe to speak up and express concerns without fear of negative consequences.

To meet the growing demand for practical and accessible mental health support in Australian workplaces, Beyond Blue developed [Before Blue](#), a personalised support service adapted from [NewAccess](#), its highly successful low-intensity cognitive behavioural therapy program. Before Blue provides employees with one-on-one coaching and digital resources to empower employees with practical tools to manage stress and thrive at work.

"Employees are voicing a clear need for greater consideration to be given to mental health in their working conditions. That means integrating mental health into how work is designed and experienced, from manageable workloads and adequate resourcing to leadership that genuinely supports them," Ms Harman said.

Barry, a public servant and university student, found strength through Before Blue during a particularly challenging time in his life; his experience is a testament to the program's transformative impact.

Navigating multiple life challenges, Barry was actively seeking support when he discovered Before Blue through his workplace.

"I was looking for support around ADHD and I kept hearing about CBT therapy and these kinds of services, I was actively looking for tools to help myself," Barry said.

"I'd also just become the primary carer for someone who was suicidal. I was feeling really dysregulated and needed a structure to help me not fall apart."

Barry says he's grateful that his workplace enabled him to access Before Blue and that his workplace recognised the importance of supporting staff through challenging times. His appreciation for the support he received is echoed in his experience with his Before Blue coach, Mireille, whose thoughtful and empathetic approach helped him feel truly heard and understood.

"Mireille, my coach, was fantastic. She showed empathy and was so well prepared. She handled the little nuances and even some of my resistance in a way that helped me to feel more relaxed," he said.

"It gave me a framework through which I could engage with the world. It helped me to separate the toxic parts of my life and build strategies to support my son, my wife, and myself. I'm more content, more stable, and I'm showing up more fully in all parts of my life that I couldn't before.

"You have to take care of yourself so you can be there for others," said Barry.

Ms Harman said Barry's journey highlights the broader benefits of genuine workplace support.

"Barry's story is a powerful example of what's possible when workplaces and leaders support their people to access programs like Before Blue that provide genuine, evidence-based mental health support.

"When employees feel supported, they're able to show up for themselves, their families, and their colleagues in ways that benefits everyone."

Since first launched in 2024, Before Blue has supported almost 600 employees in organisations across Australia.

Latest results[^] from Before Blue participants show:

- 97% learnt skills to help maintain their mental health
- 89% felt more able to cope with challenges at work
- 89% reported improved overall mental health
- 82% felt more productive at work

Ms Harman said the results demonstrate the urgent need for practical, proactive support in Australian workplaces.

With 14.6 million Australians in the workforce, mentally healthy workplaces benefit everyone. The Productivity Commission estimates that the economic loss due to mental ill-health at work is up to \$39 billion each year.

Ms Harman said, "Our message this World Mental Health Month and Safe Work Month is that workplaces can be proactive about how they look after their people by improving their daily experiences of work. It's good for your people, and good for your business."

Before Blue offers up to eight personalised coaching sessions using powerful, evidence-based methods and rich content to address employees' unique challenges in their work and home lives.

Coaches are specially trained in Low-intensity Cognitive Behavioural Therapy, which is grounded in research and supports an early intervention approach to mental health. This builds lasting resilience and coping skills, helping people get on top of everyday challenges before they snowball.

Employers can learn more about how to provide Before Blue to their teams at:

www.beyondblue.org.au/get-support/before-blue

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**The community poll was commissioned by Beyond Blue and surveyed a sample of 1,000 people nationally representative for age, gender and state/territory in June, 2025.*

^The Before Blue Participant Experience Questionnaire included 117 participant responses received between October 2024 and September 2025.

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