

## 2023 Mental Health in Tech Report

### Foreword

For decades, hopeful new employees sought tech industry jobs for the prestige, lucrative salaries, shiny new offices in trendy neighborhoods, and over-the-top perks. This sparkling image shattered in 2022 when tech companies dealing with a changing economy started laying employees off at alarming rates. The old anxieties of the long-forgotten dot-com bubble burst have resurfaced, and tech leaders and employees are scrambling to deal with the harsh realities of job insecurity. The impacts aren't just economical, either: the rise of generative AI, specifically the mainstream launch of ChatGPT, is expected to create new jobs while eliminating others, causing a drastic reshuffling of the workforce not seen since the industrial revolution.

At APN, we've experienced first-hand how these pressures have impacted the mental health of employees at technology companies. We're taking a deeper look at tech leaders' stressors and resulting behaviors with our 2023 Mental Health in Tech Report to better understand the pending mental health crisis and how the behavioral health industry can meet increasing demand. The findings are grim.

Our report indicates tech leaders (management level or above) are increasingly depressed and anxious about their future and turning to dangerous coping mechanisms as an escape. The research reveals high levels of substance misuse and prescription drug use, compounded by fear of stigma within the industry. If this trend persists, the technology sector could lose its willing and able workforce, even with the assistance of AI.

It's time for the tech industry to confront the root of these mental health issues and give its employees the support they need. An established culture of innovation in tech could nudge this sector toward effective emerging treatments if the industry is brave enough to embrace the opportunity. Cutting-edge modalities like stellate ganglion blocks, deep TMS, and ketamine-assisted healing can help employees achieve lasting results – but the industry must act now before it's too late.

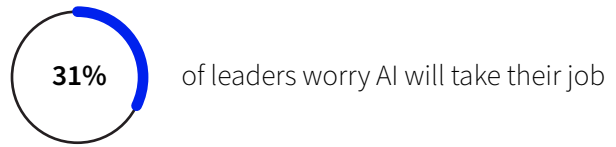
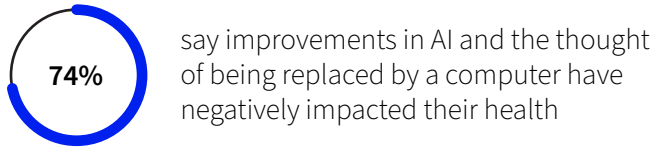
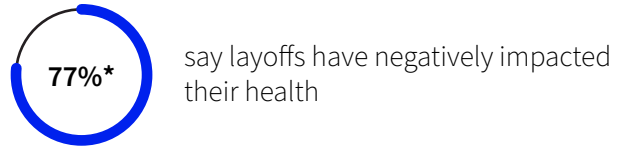
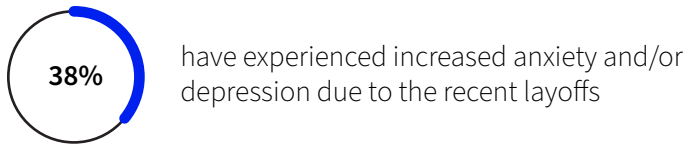


**Noah Nordheimer**

Founder & CEO  
APN

## Tech leaders are worried about the future

Many managers are experiencing worsening mental health amid fears of layoffs.



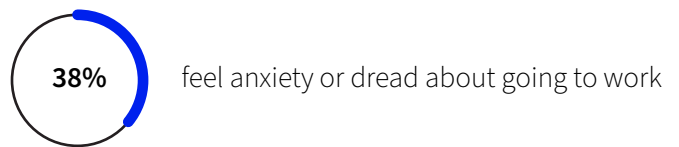
### It's a problem that goes all the way to the top:



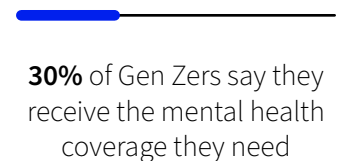
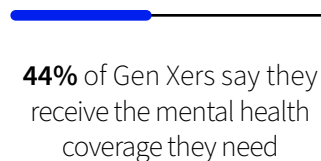
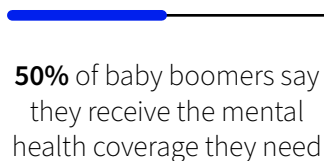
1/3 of C-suite level tech execs are looking for new jobs

## Tech leaders are not getting the support they need

Employers are cutting back on healthcare coverage to save money despite heightened demand for mental health services.



Across the board, tech employees are unhappy with mental health care coverage, and each successive generation feels less supported.



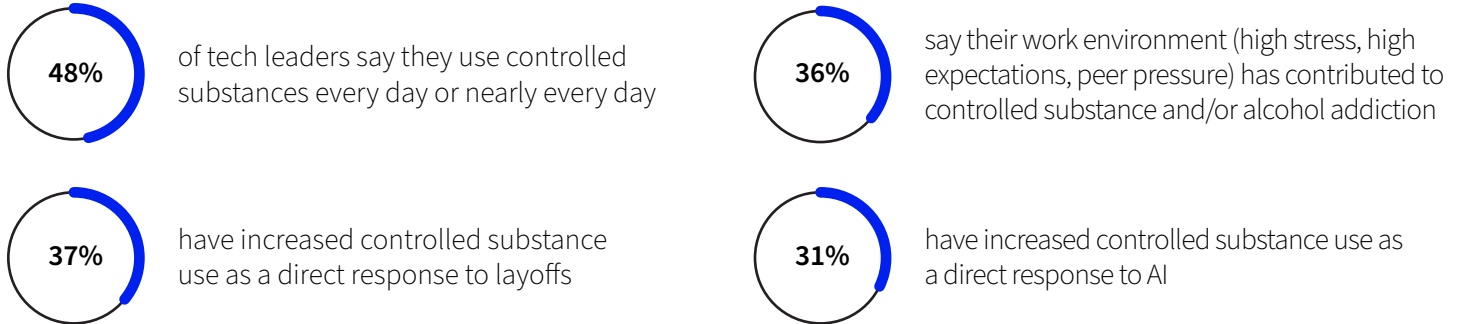
\*This statistic was derived from a combination of the below statements being selected:

- I have increased the use of controlled substances (opioids, stimulants, depressants, hallucinogens, and anabolic steroids, marijuana, ketamine, psilocybin, prescription medications, etc.)
- I have an increased sense of burnout, exhaustion, detachment
- I have increased my alcohol intake
- Decreased my sleep
- I have experienced an increase in anxiety and/or depression
- It's negatively impacted my health in other ways, please specify

## Tech workers increasingly turn to controlled substances to cope

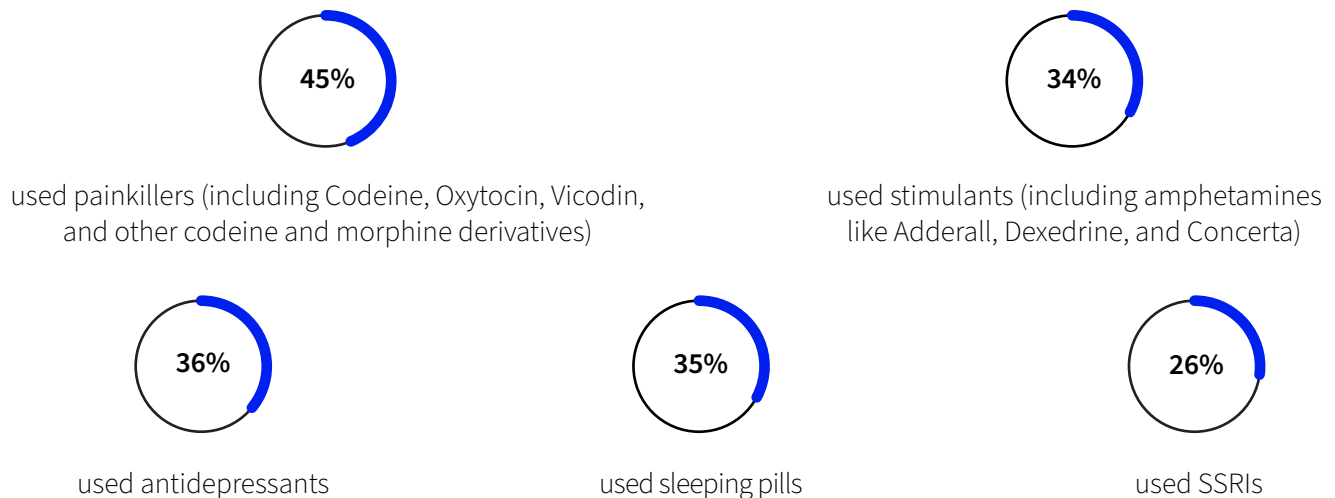
Addiction and controlled substance misuse are on the rise.

### Nearly 80% (78.8%\*\*\*) of tech workers are taking medications, either under a doctor's supervision or otherwise



The data shows significant prescription use among tech leaders, far above the national average.

### 32% consume controlled substances to perform better and cope with long work hours and high stress

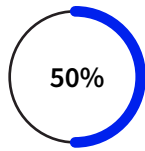


\*\*This statistic was derived from a combination of the below statements being selected:

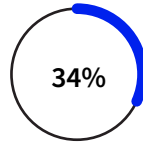
- Pain killers (including codeine, Oxytocin, Vicodin and other codeine and morphine derivatives)
- Stimulants (amphetamines including Adderall, Dexedrine, Concerta, Ritalin)
- Anti-depressants (benzodiazepines including Seconal, Ativan, Valium, Xanax Klonopin)
- SSRI (including Wellbutrin, Prozac and other antidepressants and anti-anxiety medications)
- Sleep medication (Ambien, Luesta, Sonata, etc)
- Other, please specify

## Alcohol consumption is also on the rise

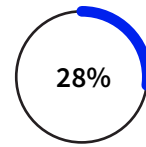
Tech leaders struggle with heavy alcohol use and/or alcohol use disorder.



qualify as heavy drinkers  
(consuming 3-7 alcoholic  
drinks per day)

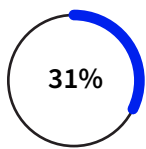


consumed alcohol or controlled  
substances less than one hour  
before work at least once in the  
past three months

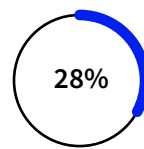


consumed alcohol or controlled  
substances while at work

## The problem is only getting worse.



increased their alcohol intake due to  
stress regarding layoffs



increased their alcohol intake due to  
stress regarding AI

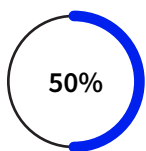
## Tech leaders also use nicotine at alarming rates.

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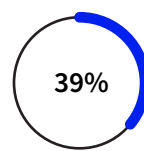
**51% of tech leaders report smoking cigarettes or nicotine vapes in the past three months**

## Substance use in tech impacts all generations

Tech firm leaders aged 45 to 55 are most likely to engage in dangerous behaviors.



say they've increased controlled substance  
use due to stress regarding layoffs



say they've increased alcohol intake due to  
stress regarding layoffs

## Tech leaders go without the help they need

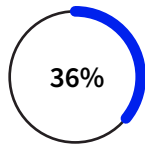
Left untreated, more and more tech leaders will struggle to cope, overwhelming the industry and impacting the economy as a whole.

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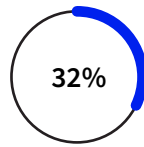
**Although alcohol and substance use is up, only 12% of tech leaders have checked into rehab or a detox facility in the past three months**

## Stigma and a broken healthcare system compound the issues

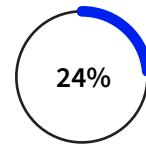
Tech leaders avoid seeking help and struggle in silence for many reasons.



are concerned colleagues and/or family would judge them



fear losing their job



say the healthcare system is broken and too hard to navigate

### Bottom Line

Technology dominates every aspect of our lives: we rely on tech daily for business, communication, transportation, commerce, and entertainment. We must look beyond the screens and algorithms and support the people who make it all happen. A healthy, happy tech workforce positively influences how we function as a society; the opposite is also true.

This industry fosters a fast-paced, ambitious environment and requires a unique approach to treatment. We should encourage tech workers to ask for help and lean into the efficacy and expedience of new and emerging modalities.

It's time for the tech industry to wake up and destigmatize substance issues so every employee feels comfortable seeking and receiving the support they desperately need.

### Methodology

The total sample size was 501 tech leaders (director level and above) in the U.S. aged 18+ in tech firms with 1,000+ employees. The survey was conducted between April 27, 2023 to May 15, 2023 by independent market research consultancy, Censuswide. Censuswide abides by and employs members of the Market Research Society which is based on the ESOMAR principles.

### About APN

APN is a whole-person health company offering innovative treatment for the mind, body, and soul across the entire continuum of care. The company specializes in treating healthcare workers, Veterans, and athletes: their unique approach includes integrated, custom care plans and emerging, evidence-based treatments on-site at APN Lodge in addition to outpatient services facilitated virtually and through Plus by APN. Their continuum of care includes group and individual therapy, medical detox, deep TMS, hyperbaric oxygen therapy, trauma-based therapy, medication management, small-group fitness, and more. Since opening a flagship residence in Edwards, Colorado, APN has expanded to include additional locations in Denver, Boulder, Malibu, and London with a state-of-the-art proprietary app, APN Connection. The company is committed to destigmatizing mental healthcare and leveraging connection for trackable and long-lasting recovery outcomes. For additional information, visit [APN.com](https://www.apn.com).

### Contact

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