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المملكة العربية السعودية
KINGDOM OF SAUDI ARABIA

Employee Mental Health In Saudi Arabia

Consulting and Solutions

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Mental Health in Saudi Arabia

01



Saudis

Experience a mental health condition in their lifetime

34%

80%

Severe Cases Never seek treatment

According to the Saudi National Mental Health Survey (King Salman Center for Disability Research, 2019):



Healthcare workers

In Saudi Reported severe work-related burnout during the COVID-19 pandemic

47.9%

(Abdel-Azeem et al., 2024, INQUIRY Journal)



2 in 5

Saudi Population

Aged 15–30

Experience a mental health condition in their lifetime.

According to the Saudi National Mental Health Survey (King Salman Center for Disability Research, 2019):

Over 1 billion people worldwide are living with a mental health condition yet **most remain without adequate support.**

According to the WHO's World Mental Health Today report (September 2025),

Mental Health in Saudi's Workplaces

02



26% Adult Saudi citizens experience symptoms of anxiety and depression in Saudi Arabia.

Arulsamy et al., BMJ Open, 2025

SAR 163.3 billion ﷲ

The estimated cost to the Saudi economy per year

Arulsamy et al., BMJ Open, 2025

SAR 24,577 ﷲ

Each employee healthcare and productivity losses costs if symptom last for 6 months

Arulsamy et al., BMJ Open, 2025



Today, the data shows Mental health matters for business too.

82%



Saudi Organizations *Do not* have a dedicated budget for mental health services.

Tuhoon & Saudi National Center for Mental Health (NCMH). State of Wellness at the Workplace: Saudi Arabia 2022. Riyadh, 2023

On Call Stress Support

03



Provide timely stress support calls for your employees.

A quick, accessible, and confidential resource is available to all employees, enabling HR and managers to promptly refer overwhelmed individuals for clinical support sessions. These sessions last between 15 to 30 minutes.

Bridging the Gap to Existing Benefits

Many organizations provide extensive health insurance, but employees do not take advantage of available mental health services. Support calls serve as the crucial link. When an employee feels overwhelmed, evaluate their circumstances and offer guidance on how to effectively utilize the benefits and services that your organization already offers. This approach ensures they receive the appropriate level of care without having to navigate the system by themselves.

You Need Specialized Training

It is essential to emphasize that this approach does not constitute diagnostic psychotherapy, which is specifically intended to address confirmed mental health disorders.

- Stress support requires specialized training.
- Care navigation necessitates a thorough understanding of the local healthcare system.

Additionally, services should not be promoted as career support or a mental health hotline, as this could lead to emergency calls that we are unable to address.

There must be a strict and clear scope of practice for both the professional providing the support and the employee receiving it. Under Saudi law, clinical psychotherapy and the treatment of mental health disorders can only be provided through officially licensed medical centers and clinics.

When
support
becomes
therapy

Essential Internal Capacities

04



Stress Support in The Workplace

This engaging workshop equips leaders and employees with the essential skills for providing peer-to-peer stress support. Participants will learn how to identify signs of burnout, intervene effectively, and understand where to establish professional boundaries.



Critical Incident Response

When a crisis hits in the workplace, your employees will look immediately to their direct managers for support. We train your HR business partners and team leaders to confidently triage, stabilize, and support your workforce during high-stakes events.



Care Navigation

When an employee or their family member faces a mental health challenge, they are often overwhelmed by the healthcare system. Should they see a therapist, a psychiatrist, or a specialised clinic? You can help them find the right support they need.



Mental Health Awareness

These courses serve as a “first aid” for mental health, equipping individuals with practical tools to recognize when someone is in distress and directing them to appropriate support before a situation becomes a crisis. Research has shown that they help reduce mental health stigma in the workplace.

Programs specifically aimed at managers demonstrated notably high ROI.

Azadehyaei H, Zhang Y, Song Y, Gottschalk T, Anderson GS. Economic Evaluation of Proactive PTSI Mitigation Programs for Public Safety Personnel and Frontline Healthcare Professionals: A Systematic Review and Meta-Analysis. International Journal of Environmental Research and Public Health. 2025; 22(5):809. <https://doi.org/10.3390/ijerph22050809>

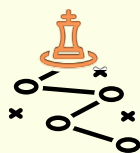


Mental Health Strategy and Systems Design



Organizational Needs Assessment

An Organizational Needs Assessment gathers insights from both leadership and employees through meetings, data audits, and group evaluations, to identify **what a workforce truly needs** and translate that into targeted, evidence-based solutions.



Strategic Alignment

Designing mental health programs that directly serve your organization's bottom-line goals, **not just checking a wellness box**. By connecting psychological safety to the metrics leadership actually tracks, like healthcare costs, turnover, and productivity, well-being becomes a measurable business driver.



Support Requires Human Connection

Technology (wellness apps) are tools to support human connection, not replace it. Real support happens through genuine human interaction, and **no app can replicate the impact of a trained person** who can truly care for their community.



Support Individual Needs.

Research indicates that workplace **mental health interventions are more effective when they are tailored to meet employee specific needs**. Support that does not resonate with an individual's internal requirements may not alleviate emotional exhaustion and could potentially exacerbate the issue.





Team Introduction

Welcome Message

First and foremost, it is both an honor and a privilege to serve our community. Our passion is fueled by the remarkable talent present within it, and we are committed to helping individuals express themselves and produce their best work. Ultimately, achieving such a high level of excellence is only possible when the environment is able to support and sustain it.

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Aseel is a licensed psychologist from Jeddah, Saudi Arabia, providing workplace mental health consulting for organizations across the GCC, while offering therapy in Saudi Arabia. His clinical focus centers on eating disorder recovery, stress management, and building practical employee wellness programs.

"I have experienced the corporate environment both as an employee and as a **professional dedicated to helping employees**"

"I understand the weight of pressure and the importance of feeling supported. **This is why this work is meaningful to me.**"

Program Overview



Our Mission

Saudi workplaces have the power to be more than places of employment. They can be communities that develop people professionally, support them personally, and send them home stronger than when they arrived.

We build the mental health infrastructure that makes that possible, because wellbeing and organizational performance have always been the same goal.

Our Values

Honesty

We say what is true, not what is comfortable. Our clients deserve clarity, not just reassurance.

Down to Earth

No jargon, no unnecessary complexity. Real interventions that lead to real change.

Community

We are part of the communities we serve. To us, the work is personal.

Our Services

Everything outlined in this document stems from our hands-on experience. They are services we have delivered, refined, and believe in. If any of it resonates with where your organization is, we would love to help.





**Book Your
Consultation
Today.**



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