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المملكة العربية السعودية
KINGDOM OF SAUDI ARABIA

Employee Mental Health In Saudi Arabia

Consulting and Solutions

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Program Overview



Our Vision

Saudi Arabia is building a new economy. We envision a future where the well-being and mental health of the people driving that transformation are the foundation upon which our future is built.

Our Mission

The talent, the culture, and the ambition already exist in Saudi Arabia. Our goal is to pioneer a world-class standard for workplace wellbeing, built from within, and to become the leading authority in the field.

Our Values

Honesty

Our clients deserve clarity, not just empty services.

Down to Earth

We speak plainly and work practically. No jargon, no unnecessary complexity.

Community

We are part of the communities we serve and that is exactly why this work is personal to us.

Our Services



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.

What makes his perspective rare is the combination: clinical training in psychology and a background in business administration. And with over five years of experience working directly with employees, **he connects what people need with what organizations need to deliver.**

Mental Health in The Saudi Workplaces

03

The question is not whether to act—*it is where to start?*



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

Arulsamy et al., BMJ Open, 2025

80% Severe Cases Never seek treatment

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

SAR 24,577 ﷲ

Each employee's healthcare and productivity losses cost if symptoms last for 6 months

Arulsamy et al., BMJ Open, 2025



82% of 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

1

Consulting



2

Training



3

Mental Health
Support



Mental Health Strategy and Systems Design

Why wellness programs **Fail**?



5% average utilization

Traditional Employee Assistance Programs average a utilization

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



Kärner, T., Well, J. K., & Heinrichs, K. (2021). A social perspective on resilience: Social support and dyadic coping in teacher training. Empirical Research in Vocational Education and Training, 13(1), 24. 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.

They were designed to only check a box.

Because most wellness programs were not built to meet a need.

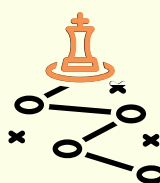


We have a Wellness Program



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.**



Strategic Alignment

Designing mental health programs that directly serve your organization's bottom-line goals, **not just checking a wellness box.**



Support Requires Human Connection

Wellness apps are tools to support human connection, not replace it. **Real support happens through genuine human interaction.**



Training Internal Capacities

05



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.

Azadehyaei H, Zhang Y, Song Y, Gottschalk T, Anderson GS. Economic Evaluation of Proactive PTSD 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>

Invest in your people

Programs specifically aimed at managers demonstrated notably high **ROI**.



1

Consulting

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Training

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Mental Health Support

On Call Stress Support

06



HR Referral

Notifies an employee who seems burned out.

Our psychologist offers support on how to connect with the employee



Employee Conversation

We speak directly with the employee

We identify the right support for them, connect them to the appropriate service.



Follow Through

We follow up to make sure they are actually using the support

If it is not the right fit, we do not stop there.

All organizations have health insurance.

But **80% Severe Cases** Never seek treatment

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

Absenteeism accounts for 24.8%

of the total **SAR 40.5 billion** anxiety and/or depression cost to the Saudi economy

We Have the Ability to Close the Treatment Gap



1

Consulting

2

Training

3

Mental Health Support



Success Story



Large Saudi Health Insurance Provider Mental Health Support Program

Success

We embedded stress support directly into the company's daily operations. On average, 12 stress support requests received assistance every single working day. This was a confidential, accessible resource that was always there when they needed it. All requests were fulfilled within 24 hours of submission.

Results

80% success rate in connecting employees to appropriate mental health support, measurable reduction in healthcare costs among supported employees, over 2,000 stress support sessions a year, and delivered more than 20 workshops and seminars conducted.

Innovation

We pioneered an approach we call Therapeutic Navigation: a combination of on-call stress support and care navigation that ensures employees do not just receive support, but receive the right support. We embedded this directly into their daily operations, making it accessible to every employee, every day.



**Book Your
Consultation
Today.**



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