



# Workplace Mental Health KPI Tracker

Companion to: 7 Workplace Mental Health KPIs HR Leaders Should Track in 2026/27

Use this tracker to set your starting baseline and review cadence for each KPI. All metrics are designed to be tracked in aggregate, never as an individual employee scorecard.

|           |  |                    |
|-----------|--|--------------------|
| <b>01</b> | <b>Absenteeism Rate</b><br>Sick leave days per employee per quarter<br>Current baseline: _____ Target: _____ Next review: _____  | <b>QUARTERLY</b>   |
| <b>02</b> | <b>Presenteeism</b><br>Self-reported anonymous pulse survey on working while unwell, past month<br>Current baseline: _____ Target: _____ Next review: _____            | <b>QUARTERLY</b>   |
| <b>03</b> | <b>EAP Utilisation Rate</b><br>Percentage of eligible employees using EAP services per year<br>Current baseline: _____ Target: _____ Next review: _____                | <b>QUARTERLY</b>   |
| <b>04</b> | <b>Employee Engagement Score</b><br>Validated engagement survey, same questions every round<br>Current baseline: _____ Target: _____ Next review: _____                | <b>SEMI-ANNUAL</b> |
| <b>05</b> | <b>Team-Level Psychological Safety</b><br>Anonymous, aggregated team survey, never individual scoring<br>Current baseline: _____ Target: _____ Next review: _____      | <b>ANNUAL</b>      |
| <b>06</b> | <b>Aggregate Burnout Indicators</b><br>Exhaustion, cynicism and efficacy tracked by team, never individual<br>Current baseline: _____ Target: _____ Next review: _____ | <b>SEMI-ANNUAL</b> |
| <b>07</b> | <b>Wellbeing-Linked Attrition</b><br>Percentage of exits citing workload or burnout in exit interviews<br>Current baseline: _____ Target: _____ Next review: _____     | <b>QUARTERLY</b>   |

## Track patterns, not people

Every KPI above should be collected anonymously and reported in aggregate. If a metric can't be measured without identifying a specific person, it doesn't belong on this tracker.