

mind your mind @ work



Mental Health is a state of well-being in which the individual realizes his or her own abilities, can cope with the normal stresses of life, can work productively and fruitfully, and is able to make a contribution to his or her community (World Health Organization, 2004).

Workplace Mental Wellness Matters

Lower total medical costs

Increased loyalty and retention

Decreased disability costs

Better workplace relations

Reduced absenteeism and presenteeism

Diversity, acceptance and respect in the workplace

Understanding mental health issues in the workplace...

Mental health issues in the workplace contribute to 217 million lost workdays due to productivity decline, and can cost employers between \$80-\$100 billion annually in indirect costs.



Tobacco/Marijuana



Alcohol



Prescription Drugs



Problem Gambling



Depression



Eating Disorders

Job Stress

65% of Americans cite work as a number one stressor due to:

Low salaries

Not having enough control over job-related decisions

Excessive workloads

Conflicting demands or unclear performance expectations

Few opportunities for growth or advancement

Work that isn't engaging or challenging

Lack of social support

Elements of Workplace Mental Wellness

Employee Assistance Program (EAP)

Practices that support employee wellness and work-life balance

Training for managers and supervisors in mental health issues

Healthcare that treats mental illness with the same urgency as physical illness

Support for employees who seek treatment and/or who require hospitalization such as disability leave and planning for a return to work

Communication to all employees about mental wellness, to promote a climate of acceptance that reduces stigma and discrimination in the workplace

AND...



“The investment does not call for massive budgets; rather, it calls for the willingness of each of us to educate ourselves and others about mental health and mental illness, and thus to confront the attitudes, fear, and misunderstanding that remain as barriers before us.”

(David Satcher, M.D., Ph.D., Surgeon General, 1999)

A Supportive Work Culture

Values diversity & each individual

Provides standards for interacting with one another

Recognizes employees for their good work

Enhances employee self-confidence and productivity

Aligns actions of managers with company values

Promotes mental health resources to employees

Ensures confidentiality and an employee's right to privacy

Reduces stigma by educating managers and employees

Treats people with mental illness with respect and dignity

