



FOSTERING A MENTALLY HEALTHY WORKPLACE

A WEBINAR FOR SUPERVISORS FROM
YOUR EMPLOYEE ASSISTANCE PROGRAM

December 2, 2020



Federal
Occupational
Health

INTRODUCTION



OBJECTIVES

- Review the prevalence and financial impact of mental illness in the workplace
- Discuss barriers when addressing mental health concerns at work
- Outline the role that organizations and managers play in supporting a climate of well-being
- Provide strategies for supporting a mentally healthy workplace culture

DEFINITION OF MENTAL HEALTH

Mental health is our psychological, emotional, and social well-being; it influences how we think, feel, and act.

– Mental health disorders are:

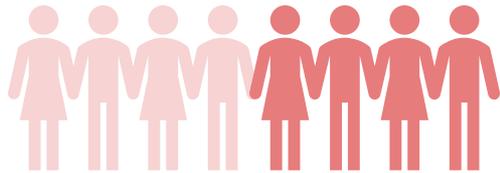
- Experienced on a spectrum
- Usually episodic
- Characterized by:
 - » Altered thinking, mood, and/or behavior
 - » Associated distress and/or impaired functioning



SECTION 1

PREVALENCE AND FINANCIAL IMPACT

PREVALENCE



Across a lifetime,
around **50% of**
people will
experience a
mental disorder
at some point

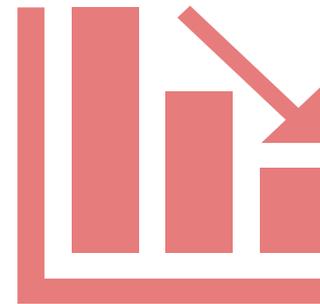
- 1 in 5 adults in the U.S. suffer from a mental disorder each year
 - More than half of those will go untreated
- Negative work environments can lead to physical and mental health problems as well as exacerbate existing problems
- Most common mental health problems:
 - Depression and anxiety
 - Sleep disorders
 - Substance abuse

FINANCIAL IMPACT



Mental health problems cost U.S. businesses **between \$80 and \$100 billion annually**

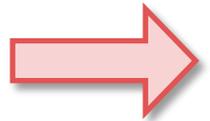
Serious mental illness costs **up to \$193 billion in lost earnings** due to missed work and unproductivity



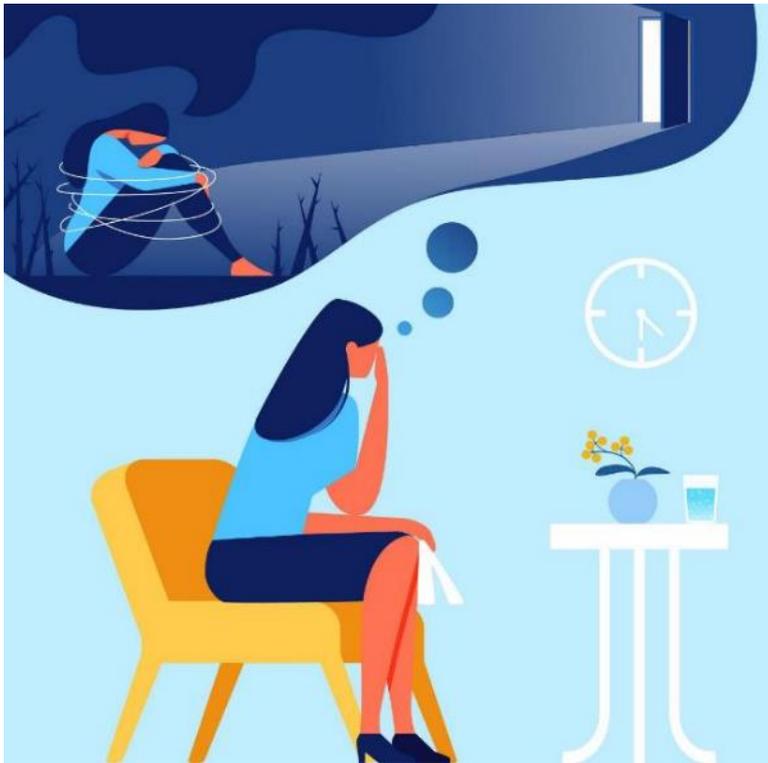
POLL 1

Are you aware of leadership discussions in your agency about employee mental health?

Choose your answer from the polling panel, then click **Submit**.



HOW MENTAL HEALTH ISSUES MAY PRESENT IN THE WORKPLACE



SECTION 2

BARRIERS TO ADDRESSING MENTAL HEALTH ISSUES IN THE WORKPLACE

ORGANIZATIONS

Addressing mental health issues is challenging, or even impossible, for an agency as a whole, when:



The issue isn't on the agency's radar as a whole



The agency doesn't prioritize the issue



The focus is on motivated, engaged, competent employees



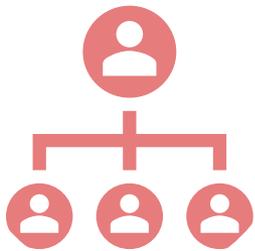
People are seen as replaceable



There's a willingness to make excuses

MANAGERS

The issue is hindered by managers who:



Insist on keeping a strict professional distance



Have concerns about how the employee will react



Worry that they will make the situation worse



Don't have time for it

COLLEAGUES

Coworkers can be a barrier to addressing mental health issues because they:

Minimize their coworker's emotions

Worry that they might make things worse



Don't want to overstep their bounds



Don't want to appear judgmental



Have concerns about career implications for the coworker



Give in to the stigma of discussing mental health problems



EMPLOYEE

Sometimes, the barrier lies with the person experiencing mental health issues due to:

Wariness of confidentiality

Shame

Personality differences with supervisor

Stigma

Fear of judgment

Fear of retaliation

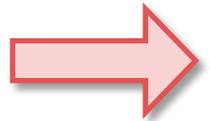
Previous conflicts

Fear of speaking freely

POLL 2

Would any of the following keep you from addressing the behavior with the employee?

Choose your answer from the polling panel, then click **Submit**.



SECTION 3

WHY MENTAL HEALTH SHOULD BE ADDRESSED

WHY ORGANIZATIONS SHOULD ACKNOWLEDGE MENTAL HEALTH

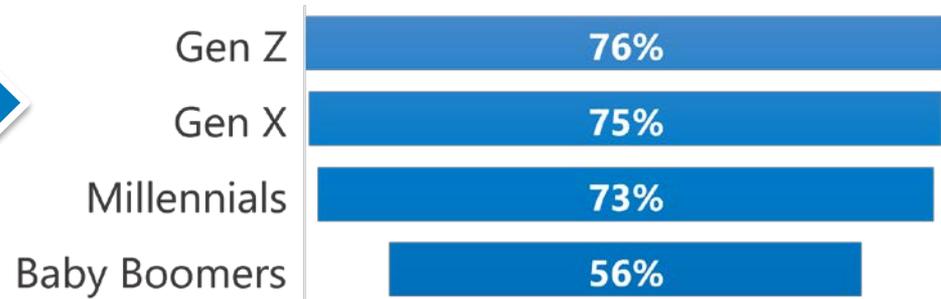
– **96%** of employees agree that mental health is as important as physical health

– **88%** of employees feel employers have a responsibility to support their employees' overall mental health

– **72%** of employees want employers to make mental health and well-being a priority

All generations prioritize mental health and well-being above all other causes

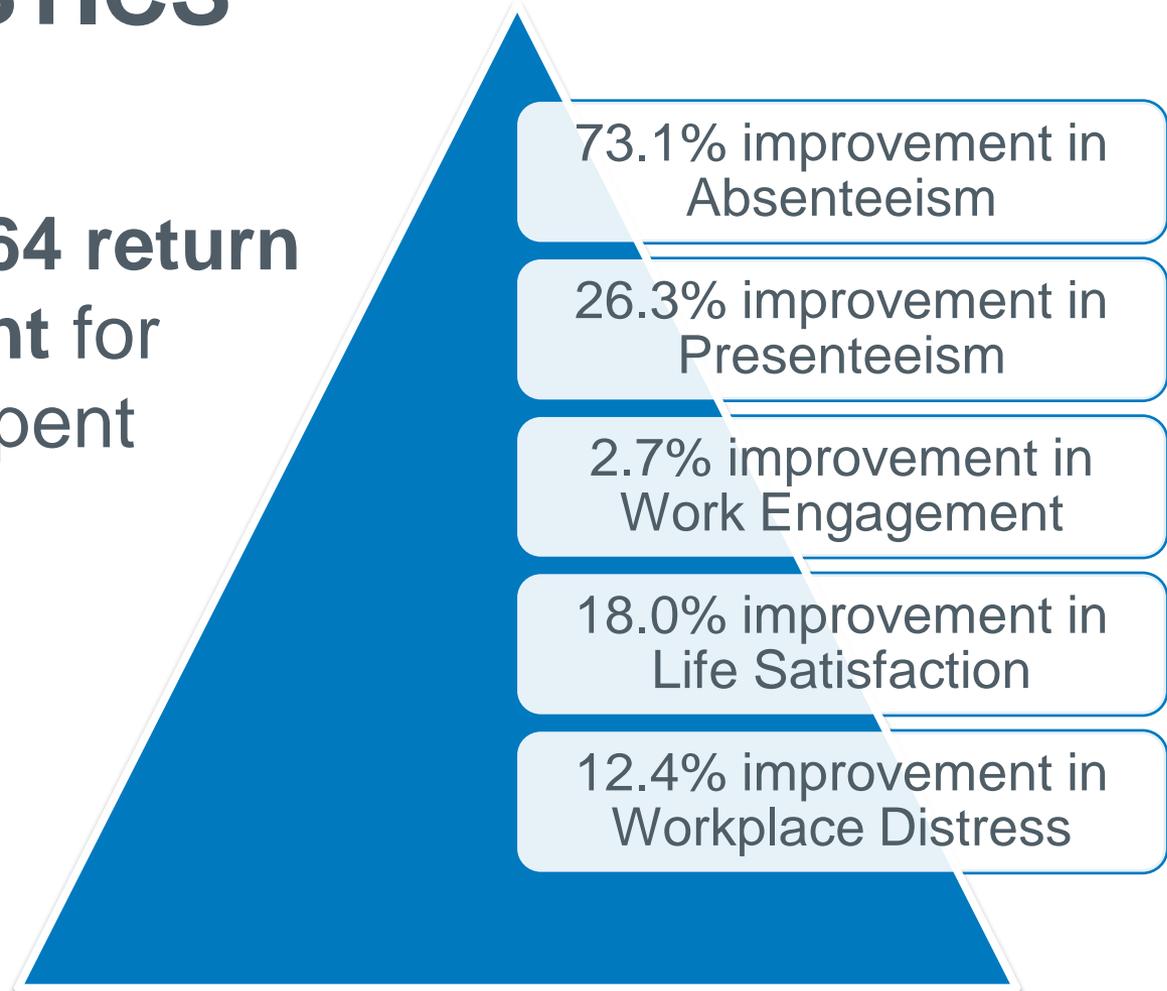
Priority by Generation



RETURN ON INVESTMENT EXAMPLE: FOH STATISTICS

2019 data reports:

- There's a **\$1.64 return on investment** for every dollar spent on the EAP



WHY MANAGERS SHOULD BE INVOLVED

You're in a position to:

- See staff on a regular basis to recognize changes in behavior
- Have an overall impact on your team's mental health
- Guide, influence, and motivate others
- Play a critical role in addressing and managing weaknesses
- Develop organizational cultures that encourage learning, open discussion, and honesty



**People leave
bosses, not jobs!**

THE MANAGER'S INFLUENCE ON AGENCY CULTURE

Core values

Beliefs

Attitudes

Ideals

Meaning and purpose

Autonomy

Resources

Trust

Psychological safety

Support

Openness

Safety

SECTION 4

STRATEGIES FOR LEADERS

WHAT MANAGERS CAN DO

✓ Focus on performance and conduct

✓ Refer employees to the EAP

✓ Prepare yourself for handling those tough conversations

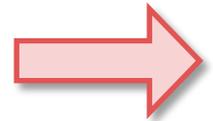
ACTIONABLE STRATEGIES FOR LEADERS

- Value your workforce
- Treat people individually
- Seek leadership training
- Review/develop policies and practices that support mental health and well-being
- Provide employees with options
- Think beyond 9 to 5
- Advocate within your agency
- Consult with your EAP
- Provide flexible ways of working
- Encourage work/life balance
- Conduct activities that promote well-being
- Monitor employee engagement

POLL 3

What are some actions you would like to take to promote a more mentally healthy workplace for your employees?

Choose your answer from the polling panel, then click **Submit**.



SUMMARY



RESOURCES

Websites

- American Psychiatric Association
[psychiatry.org](https://www.psychiatry.org)
- American Psychological Association
[apa.org](https://www.apa.org)
- Center for Workplace Mental Health
[workplacementalhealth.org](https://www.workplacementalhealth.org)
- Centers for Disease Control and Prevention (CDC)
[cdc.gov/workplacehealthpromotion/tools-resources/workplace-health/mental-health](https://www.cdc.gov/workplacehealthpromotion/tools-resources/workplace-health/mental-health)
- Employee Assistance Professionals Organization
[eapassn.org](https://www.eapassn.org)
- Help Yourself Help Others
[helpyourselfhelpothers.org](https://www.helpyourselfhelpothers.org)
- Mental Health America
[mentalhealthamerica.net](https://www.mentalhealthamerica.net)
- National Institute of Mental Health
[nimh.nih.gov/index.shtml](https://www.nimh.nih.gov/index.shtml)
- Substance Abuse and Mental Health Administration (SAMHSA)
[samhsa.gov](https://www.samhsa.gov)
- Workplace Strategies for Mental Health
[workplacestrategiesformentalhealth.com](https://www.workplacestrategiesformentalhealth.com)

See handout for additional resources

THANK YOU FOR ATTENDING



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Check your email!

The following items from today's webinar are coming your way:

- ▶ PDF copy of the slides
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- ▶ Handout containing full list of resources with direct links
- ▶ Certificate of attendance

Please allow up to 24 hours to receive the materials. You may also access them on-demand from the EAP website in about two to three weeks.