



SUPPORTING EMPLOYEES' MENTAL HEALTH

**A WEBINAR FOR SUPERVISORS FROM YOUR
EMPLOYEE ASSISTANCE PROGRAM**

March 22, 2023

INTRODUCTION



OBJECTIVES

- Evaluate the presence of mental health issues in the workplace
- Review the impact of workplace stress within organizations and on employee health
- Promote five essential tips for improving workplace well-being
- Explore management strategies to support workplace well-being

SECTION 1

PRESENCE OF MENTAL HEALTH IN THE WORKPLACE

DEFINITION OF MENTAL HEALTH



“A state of mental well-being that enables people to **cope with the stresses of life, realize their abilities, learn well and work well, and contribute to their community.**”

It is an **integral component** of health and well-being that underpins our individual and collective abilities to **make decisions, build relationships, and shape the world we live in.**”

EMPLOYEE MENTAL HEALTH STATISTICS

2021

76% of US workers reported at least one symptom of a mental health condition

- A 17% increase in the last two years

2020-2022

Rates of anxiety, depression, social isolation, burnout, and economic insecurity increased

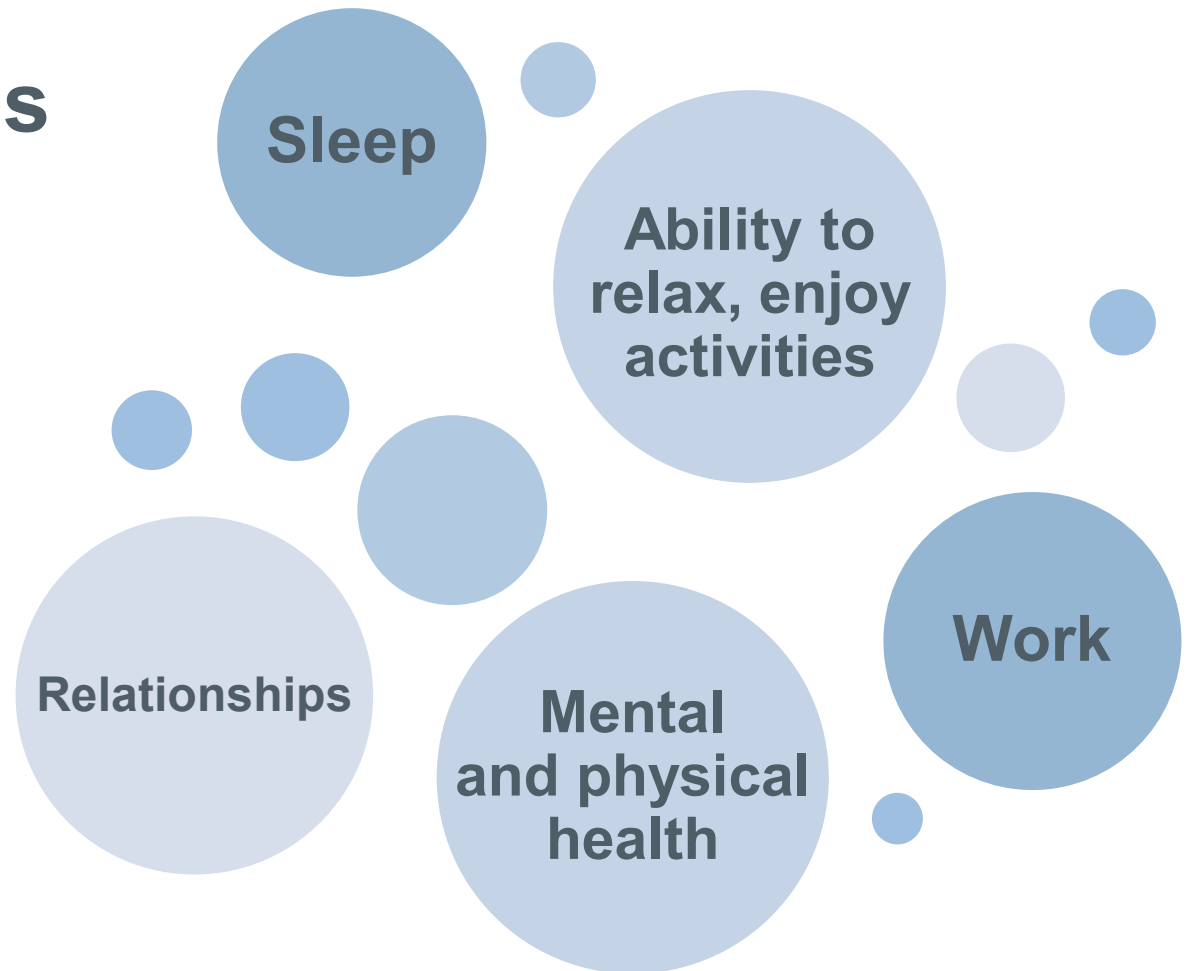
- Boomers, who historically have the highest reports of positive mental health, also saw a decline
- 53% of Gen Z reported struggling the most, a figure that is likely to grow as more enter the workforce

80% of workers reported that workplace stress affects their relationships with friends, family, and coworkers

2022

IMPACT OF STRESS ON HEALTH

Chronic stress over time can negatively impact:



THE COST OF MENTAL HEALTH

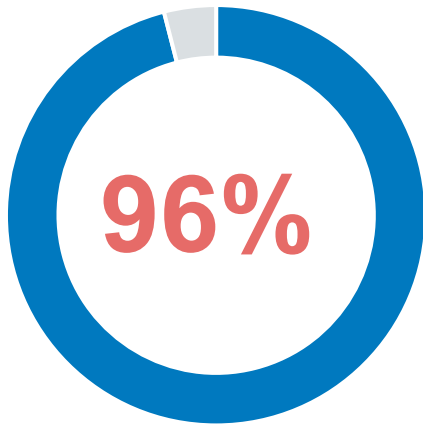


Chronic illness and injuries in the workforce have cost employers over half a trillion dollars in lost productivity annually

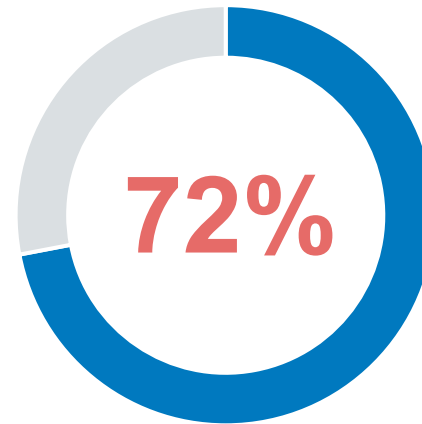
Depression and anxiety disorders cost the global economy \$1 trillion in lost productivity each year



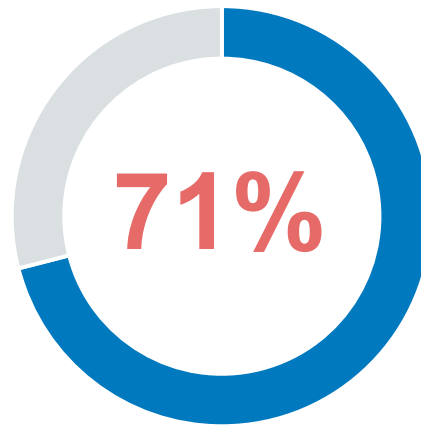
EMPLOYEES EXPECT SUPPORT FOR MENTAL HEALTH



■ agree that mental health is as important as physical health



■ want employers to make mental health and well-being a priority



■ now feel heard

SECTION 2

SUPPORTING WORKPLACE WELL-BEING



POLL

How confident are you that your employees are aware of the mental health resources available to them?

5 ESSENTIALS FOR IMPROVING WORKPLACE WELL-BEING

2022

U.S. Surgeon General's framework



Safety and security



Social support and sense
of belonging



Work/life balance



Dignity and meaning



Opportunities for growth

WHAT MANAGERS CAN DO



- Conduct individual check-ins
- Share your own experience
- Communicate about mental health
- Be supportive and compassionate
- Model mentally healthy behaviors and actions

WHAT MANAGERS CAN DO



SUMMARY



RESOURCES

Books

- ***Mental Health and Wellbeing in the Workplace: A Practical Guide for Employers and Employees***
 - G. Alexiou, 2020

Websites

- Center for Workplace Mental Health
 - workplacementalhealth.org
- Help Yourself. Help Others.
 - helpyourselfhelpothers.org
- Workplace Strategies for Mental Health
 - workplacestrategiesformentalhealth.com

Online Articles

- Mental Health in the Workplace
 - cdc.gov/workplacehealthpromotion/tools-resources/workplace-health/mental-health
- Let's do Better: Supporting Employee Mental Health
 - harvardbusiness.org/lets-do-better-supporting-employee-mental-health

Videos

- Workplace Mental Health – All You Need to Know (for Now)
 - youtube.com/watch?v=G0XUimJbz44
- Achieving Psychological Safety
 - youtube.com/watch?v=PYZlVlf5ROw

THANK YOU



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