Tips for Promoting Employee Well-Being & Mental Health in the Workplace Infographic

TIPS FOR PROMOTING
EMPLOYEE WELL-BEING &
MENTAL HEALTH
IN THE WORKPLACE

According to the World Health Organization (WHO), "For every US $1 put into scaled-up treatment for common mental disorders, there is a return of US $4 in improved health and productivity."

Developing programs to support mental health in the workplace should be a priority for managers, senior leaders and human resources professionals.

MENTAL HEALTH IN THE WORKPLACE

Depression and anxiety cost the global economy an estimated $1 trillion per year in lost productivity, according to WHO. Organizations can't afford to overlook this serious expense.

WHAT THE DATA SHOWS

THE COST OF POOR MENTAL HEALTH

The societal impact of poor mental health on the global economy is expected to reach $6 trillion by 2030.

The cost burden of mental disorders in the United States is **$200 BILLION** per year, over half of which relates to productivity issues from:

- DISABILITY
- UNEMPLOYMENT
- POOR WORK PERFORMANCE

RISKS ASSOCIATED WITH POOR MENTAL HEALTH

Individuals with poor mental health are more likely to:

- Smoke
- Have a poor diet
- Be physically inactive
- Have poor safety habits
- Obtain fewer preventive screenings

THE MENTAL AND PHYSICAL HEALTH CONNECTION

Mental health issues are commonly associated with physical health problems:

- Cardiovascular disease
- Diabetes
- Respiratory disorders
- Musculoskeletal disorders

45% of patients with asthma **& 27%** of patients with diabetes **HAVE DEPRESSION**

Individuals with depression are **58%** more likely to develop obesity, compared with individuals without depression.

THE RISKS AND EFFECTS OF POOR MENTAL HEALTH ON THE WORKPLACE

Risks to mental health in the workplace include:

- Poor team cohesion
- Lack of clarity in objectives
- Insufficient support for employees
- Having little control over one's work
- Bullying and psychological harassment
- Poor management and communication policies
- Difficult or inflexible working hours
- Lacking or poor health and safety policies

A POOR WORK ENVIRONMENT MAY LEAD TO:

- Harmful use of alcohol and other substances
- Physical and mental health problems
- Lost productivity
- Absenteeism

- Employees miss work more often due to stress and anxiety than physical injury or illness.
- Mental illness leads to more lost workdays than chronic conditions such as arthritis, asthma and diabetes.
- 27% of Americans ages 15-44 report serious difficulties at work and at home.

TIPS FOR HUMAN RESOURCES PROFESSIONALS, MANAGERS AND SENIOR LEADERS

Individuals across all levels of an organization need support for their mental well-being. The responsibility of promoting a culture that supports mental health falls on managers, leaders and human resources professionals.

HOW TO SUPPORT EMPLOYEE MENTAL HEALTH

When creating a plan to support employee mental health, managers and leaders can divide their efforts into three categories: prevention and planning, support and understanding, and measuring and growing.

PREVENTION AND PLANNING

1. Begin by addressing modifiable risk factors, such as:
   a. Safety and health hazards
   b. Workloads
   c. Unhealthy management and leadership practices

2. Develop policies to help prevent discrimination, bullying and harassment.

3. Promote mental health literacy by providing educational materials and resources from organizations such as:
   a. The American Psychiatric Association
   b. The Depression and Bipolar Support Alliance
   c. Mental Health America
   d. The National Alliance on Mental Illness

4. Reduce the stigma surrounding mental health by equating its importance to that of physical health.

5. Reward creativity, teamwork, resilience to change and adherence to safety policies.

6. Offer employees a safe and quiet place to take a break, relieve and relax.

7. Address individual and organizational concerns when developing a company culture.

SUPPORT AND UNDERSTANDING

- Foster a company culture that acknowledges employees' workloads and healthy relationships essential to the workplace.
- Recognize that every employee is different, and make an effort to understand employees' preferences relating to their work and work environments.
- Communicate the organization's commitment to fostering a culture that supports mental health.
- Provide a support system for employees showing signs of mental health issues.
- Give employees the option of seeking counseling, including online.
- Foster a work environment that provides all employees with opportunities to relax and experiment.
- Encourage leaders to share their journeys in obtaining mental health support.

MEASURING AND GROWING

To measure the effectiveness of a mental health program, track changes in:

- Employee engagement
- Economic cost
- Turnover rates
- Productivity
- Health care and disability costs
- Company reputation
- Employee attitudes and well-being

- Tie improvements in individual, company and community health to organizational objectives.
- Executive leaders, managers and human resources professionals should consider attending a training program to learn about building a culture that supports mental health.

COMPANIES LEADING BY EXAMPLE

Prudential Financial and USAA have implemented comprehensive mental health programs in the workplace to support all employees.

Prudential Financial

The company's approach to employee well-being encompasses the physical, emotional, financial, social and spiritual aspects of health.

PRUDENTIAL TAKES THE FOLLOWING STEPS TO SUPPORT MENTAL HEALTH IN THE WORKPLACE:

- Monitor the impact of experiences on employee health and well-being through anonymous surveys to understand attitudes toward managers, senior leaders and the organization.
- Share video interviews with senior executives speaking about the impact of Prudential's health and wellness program, which includes the following services:
  - Professional counseling
  - Medical adjustments
  - Support for transitioning back to work after time off for health reasons

USAA

The company's approach to employee well-being encompasses the physical, financial and emotional aspects of health.

USAA TAKES THE FOLLOWING STEPS TO SUPPORT MENTAL HEALTH IN THE WORKPLACE:

PROVIDE ONLINE LEARNING TOOLS:
- COURSES
- VIDEOS

Reading materials on a variety of topics, such as:
- Interpersonal communication
- Adapting to change
- Managing stress
- Post-traumatic stress disorder
- Positive thinking
- Coping with feeling overwhelmed
- Various strategies to reduce stress
- Fostering a physical environment that aligns with a positive mindset
- Healthy immunities
- Practice creativity for healthy relationships
- Maintain progress and promote connection

CONCLUSION

Supporting employee mental health is just as important as ensuring employee physical well-being. To truly foster a culture that cares about employee mental health, executive leaders, managers and human resources managers should be committed to understanding and addressing the individual needs of employees, as well as the needs of the organization as a whole.

SOURCES
https://www.apa.org/
https://www.prudential.com/
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https://www.who.int/

RIDER UNIVERSITY