

Mental Health In the Workplace

INFOGRAPHIC GUIDE TO THE WELCOA TOOLKIT*

HOW LIKELY IS IT THAT YOUR ORGANIZATION IS IMPACTED?



Between **30-50%** of adults in the U.S. **experience mental illness** at some point in their lives.



20.2 million adults have a **substance use disorder**.

7.9 million
adults suffer from **both**.



63% of Americans participate in the labor force.

THE TAKEAWAY...

The workplace is a critical environment for addressing mental health.

WHAT DOES THE IMPACT LOOK LIKE?

Most Common Mental Health Problems:



ANXIETY



DEPRESSION



SUBSTANCE USE
DISORDER

Organizational Impact of Mental Health Problems:



INCREASED

- » Rates of short-term disability
- » Safety incidents
- » Absenteeism & Presenteeism
- » Stress imposed on team members

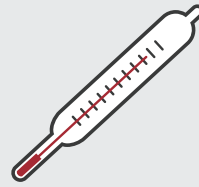


DECREASED

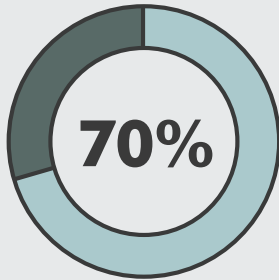
- » Retention
- » Performance
- » Productivity
- » Output



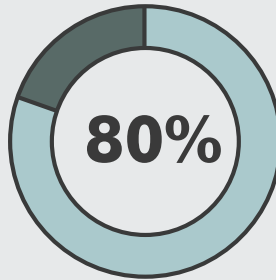
More workers **absent** from work because of **stress** and **anxiety**.



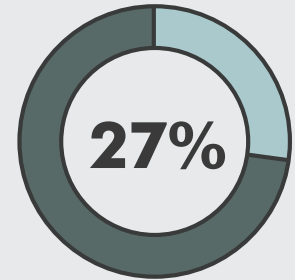
Than are **absent** from work because of physical **illness** or **injury**.



Employees with depression report their productivity at **70% of peak performance**.



Approximately **80% of persons** with depression report some level of **functional impairment** because of their depression.



27% report serious difficulties in their **work** and **home life**.



DEPRESSION is the leading cause of disability among U.S. adults ages **15-44**

ARE ALL WORKERS IMPACTED EQUALLY?

Impact could be greater for knowledge workers who rely on mental acuity and creativity for job performance because they also face:



- » Long hours
- » 24/7 availability
- » Speed to market pressures
- » Balancing work and family obligations
- » Long commutes
- » Feelings of isolation associated with telecommuting

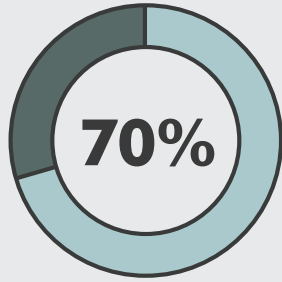
MAKING IT PERSONAL



Read the emotional interview with Rich Mattingly of the Luv u Project to learn more about the personal impact that mental health problems have on employees and their families.

READ INTERVIEW: <https://www.welcoa.org/resources/expert-interview-rich-mattingly/>

DO THOSE SUFFERING GET THE HELP THEY NEED?



70% OF ADULTS
with mental illness do
not receive mental health
services they need.



10 YEARS OR MORE:
the amount of time on
average, adults with
mental illness suffer before
receiving treatment.

WHAT CAN YOU DO TO HELP?

1 Learn from organizations who have had success with mental health initiatives.

Expert Interview with Andy Crighton, Chief Medical Officer at Prudential Financial: <https://www.welcoa.org/resources/expert-interview-andy-crighton/>

The 4 F's of Identifying & Managing Mental Health Issues at Work: A Quick Guide for Health Promotion Professionals: <https://www.welcoa.org/resources/4-fs-identifying-managing-mental-health-issues-work>

2 Check out more WELCOA Resources

The Unmentionables: Expert Interview with Alexandra Drane: <https://www.welcoa.org/resources/expert-interview-unmentionables/>

Getting a Good Night's Sleep, Digital Detox and Mindfulness: Interview with Dr. Brian Luke Seaward: <https://www.welcoa.org/resources/getting-good-nights-sleep-digital-detox-mindfulness/>

The Road to Wellness: Interview with Dr. Brian Luke Seaward: <https://www.welcoa.org/resources/road-wellness/>

Focus On the Positive: Interview with MJ Shaar: <https://www.welcoa.org/resources/focus-on-the-positive-interview-with-mj-shaar/>

Stop Stress This Minute: Incentive Campaign: <https://www.welcoa.org/resources/stop-stress-minute/>

Low Stress Eating: Employee Education Slide Deck: <https://www.welcoa.org/resources/low-stress-eating/>

Letting Go of Stress: Employee Education Slide Deck: <https://www.welcoa.org/resources/letting-go-stress/>

In Tune: Take Charge of Your Stress: Incentive Campaign: <https://www.welcoa.org/resources/intune-incentive-campaign-stress/>

3 Get trained on the WELCOA Institute

TRAINING COURSE: Encouraging Employees to Power Down: <https://institute.welcoa.org/courses/encouraging-employees-to-power-down/>

TRAINING COURSE: A New Direction for Full Engagement in Life and Health: <https://institute.welcoa.org/courses/new-direction-full-engagement-life-health/>

TRAINING COURSE: Changing the Stress Mindset: <https://institute.welcoa.org/courses/changing-stress-mindset/>

TRAINING COURSE: The Importance of Sleep: <https://institute.welcoa.org/courses/importance-sleep/>

CERTIFICATION COURSE: The Road to Wellness: <https://institute.welcoa.org/courses/road-wellness/>

CERTIFICATION COURSE: Stress Prevention in Six Steps: <https://institute.welcoa.org/courses/stress-prevention-six-steps/>

REFERENCES:

*Mental health prevalence and impact data taken from Goetzel, R., Chung Roemer, E., Hologue, C., Fallin, M.D., McCleary, K., Eaton, W., Mattingly, C.R., *Mental Health in the Workplace: A Call to Action*, 2017

Special thanks to the Luv u Project and Johns Hopkins Bloomberg School of Public Health Mental Health in the Workplace Summit & Advisory Council