

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





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

WHAT THE DATA SHOWS

THE COST OF POOR MENTAL HEALTH

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THE COST OF POOR MENTAL HEALTH
The societal impact of poor mental health on the global economy is expected to reach \$6 trillion by 2028.

The total burden of mental disorders in the United States is **\$205 billion** per year, most of which relates to productivity losses from:

- DISABILITY
- UNEMPLOYMENT
- POOR WORK PERFORMANCE

Individuals with poor mental health are more likely to:

- Smoke
- Have a poor diet
- Be physically inactive
- Have poor safety habits
- Obtain fewer preventative screen tests

Mental health issues are commonly associated with physical health problems:

Cardiovascular disease Diabetes Respiratory disorders Musculoskeletal disorders

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	Lack of or poor health and safety policies	



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

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1. Increase mental health literacy by providing educational materials and resources 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

2. Increase awareness of mental health issues

3. Increase understanding of mental health issues

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

5. Increase the number of mental health professionals

Address individual and organizational concerns when developing a company culture.

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.

7. 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:

To improvements in individual, company and community health is 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

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

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

These studies interview with service managers speaking about the impact of Psychological health and wellness programs, which includes the following services:

Professional counseling	Alcohol rehabilitation	Support for transitioning back to work after time off for health reasons
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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:

10 steps to a successful business plan

1. Define your business and your goals
2. Research your market
3. Develop your marketing strategy
4. Create your financial plan
5. Write your business plan
6. Get feedback from others
7. Revise your plan
8. Get financing
9. Launch your business
10. Monitor and evaluate your progress



Health is just as important as attending to the needs of the business. To truly foster a culture that cares about active leaders, managers and human resources, we must be committed to understanding and addressing the needs of all employees, as well as the needs of

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