

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 publicly funded 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 the workplace, 40% of employees with depression or anxiety are not getting the help they need. According to WHO, 50% of employees can't afford to take time off work to seek help.

WHAT THE DATA SHOWS

THE COST OF POOR MENTAL HEALTH
The global economic burden of mental health disorders is estimated to be \$2.5 trillion annually.

- DISABILITY**: The global burden of mental health disorders is estimated to be \$2.5 trillion annually.
- UNEMPLOYMENT**: 10% of the world's population is unemployed, with a significant portion of this population having a mental health condition.
- POOR WORK PERFORMANCE**: 40% of employees with depression or anxiety are not getting the help they need.

RISKS ASSOCIATED WITH POOR MENTAL HEALTH

- Cardiovascular disease
- Diabetes
- High blood pressure
- Obesity
- Chronic pain
- Substance use
- Alcohol use
- Smoking
- Accidents and injuries
- Self-harm and suicide

THE MENTAL AND PHYSICAL HEALTH CONNECTION

Mental health and physical health are interconnected. Poor mental health can lead to poor physical health, and vice versa.

45% of people with depression and 27% of people with anxiety have depression.

Individuals with depression are 25% more likely to develop chronic, unmanaged depression than individuals without depression.

THE RISKS AND EFFECTS OF POOR MENTAL HEALTH ON THE WORKPLACE

- Fluctuating performance
- Lack of clarity in roles/responsibilities
- Healthier support for employees
- Reduced productivity and communication
- Increased absenteeism
- Higher risk of accidents and safety incidents
- Difficulty or inability to work
- Reduced engagement and communication

A POOR WORK ENVIRONMENT CAN LEAD TO:

- Increased stress
- Decreased productivity
- Higher absenteeism
- Increased turnover
- Higher risk of accidents and safety incidents
- Higher risk of self-harm and suicide

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 providing a culture that supports mental health falls on managers, leaders and human resources professionals.

HOW TO SUPPORT EMPLOYEE MENTAL HEALTH

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

PREVENTION AND PLANNING

- 1. **Identify and understand the needs of your employees.**
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- 2. **Develop policies to help prevent discrimination, bullying and harassment.**
- 3. **Reduce the stigma surrounding mental health by ensuring the workplace is a safe and supportive environment.**
- 4. **Offer employees a safe and confidential space to seek help.**

SUPPORT AND UNDERSTANDING

- 1. **Establish a culture of support and understanding.**
- 2. **Communicate the importance of mental health and the availability of support.**
- 3. **Provide resources and support for employees.**
- 4. **Encourage employees to seek help when needed.**

MEASUREMENT AND REVIEW

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

- Employee engagement
- Productivity
- Retention
- Absenteeism
- Turnover
- Compliance
- Employee well-being

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 is comprehensive, focused on prevention, support and recovery.

Prudential Financial's approach to employee well-being includes:

- Employee assistance program (EAP)
- Counseling services
- Financial planning
- Legal services
- Health and wellness programs
- Stress management
- Substance use treatment
- Self-harm and suicide prevention

USAA

The company's approach to employee well-being is comprehensive, focused on prevention, support and recovery.

USAA's approach to employee well-being includes:

- Employee assistance program (EAP)
- Counseling services
- Financial planning
- Legal services
- Health and wellness programs
- Stress management
- Substance use treatment
- Self-harm and suicide prevention

CONCLUSION

Organizations need to take steps to support an increasing number of employees with mental health conditions. This includes providing the right support and resources, creating a culture of support and understanding, and addressing the individual needs of employees, as well as the needs of the organization as a whole.