ALLONE HEALTH

Mental Health in the Workplace

Understanding the Importance of Mental Health in the Workplace

Creating a workplace that supports mental health is essential for employee well-being and productivity. This guide provides actionable steps for organizational leaders to promote mental health, communicate effectively, and foster a supportive work environment.

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The Impact of Mental Health on Employees

- A recent poll by the National Alliance on Mental Illness (NAMI*) revealed that employees who are uncomfortable discussing mental health at work are more likely to experience burnout

52%
52% of workers reported burnout in the past year.

37%
37% said they had difficulty performing their jobs due to emotional overwhelm.

- Mental health challenges can manifest as changes in performance, attendance, mood, and overall attitude.

- As an organizational leader, it's crucial to acknowledge these challenges and foster a culture of open communication about mental health to improve well-being and productivity.

Source: The 2024 National Alliance on Mental Illness (NAMI) Workplace Mental Health Poll

How Leaders Can Support Mental Health in the Workplace

COMMUNICATE OPENLY ABOUT MENTAL HEALTH

- Introduce mental health topics through resources like:
    - Stress reduction training
    - Articles and videos on mental health and well-being
    - Workshops or webinars led by Assistance Program staff on topics like:
        - Mental Health in the Workplace
        - Substance Use Disorder
        - Busting Myths About Mental Illness
- By openly discussing mental health, you create an environment where employees feel more comfortable seeking help.

EDUCATE EMPLOYEES ON AVAILABLE RESOURCES

- Ensure employees are aware of the mental health benefits offered, including counseling and treatment services.
- When employees know what resources are available, they are more likely to seek help early, which can prevent long-term performance or attendance issues.

PROMOTE YOUR ASSISTANCE PROGRAM

- **Highlight your Assistance Program** benefits regularly. Employees are more likely to use services if they are:
    - **Confidential** and independent from their employer
    - **Free** to access
- According to NAMI, **51%** of employees would utilize mental health services if they were free, confidential, and outside of employer oversight.
- Assistance Program benefits include work-life resources and referrals in addition to counseling.

Addressing Mental Health Concerns with Employees

RECOGNIZE THE SIGNS OF MENTAL HEALTH ISSUES

- Be alert to changes in an employee's:
    - **Performance** (e.g., decreased productivity)
    - **Attendance** (e.g., frequent absences)
    - **Mood** or **attitude**
    - **Presentation** (e.g., change in appearance)
- These could indicate mental health struggles. Addressing these signs early can help prevent more severe issues.

HAVE ONE-ON-ONE CONVERSATIONS

- When you notice concerning changes in an employee, consider having a one-on-one conversation. Express your genuine concern for their well-being.
    - Focus on their overall health, not just work performance.
    - Encourage them to utilize available resources, such as your Assistance Program.
- If you're unsure how to start the conversation, don't hesitate to reach out to your Assistance Program for guidance and support.

Creating a Positive Workplace Culture Around Mental Health

FOSTER A SUPPORTIVE ENVIRONMENT
- Encourage a culture of openness where mental health is discussed without stigma.
- Regularly promote wellness activities and mental health initiatives within the workplace.
- Offer stress management programs and ensure employees know they can reach out for support without judgment.

PROVIDE ONGOING SUPPORT
- Regularly check in with employees, especially those who have shown signs of distress or burnout. Offer continual support to ensure their well-being.
- Keep reminding employees about the resources available to them, including mental health services and work-life support.

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Summary: Steps for Leaders to Support Mental Health in the Workplace

1

COMMUNICATE OPENLY about mental health with training and educational resources.

2

PROMOTE MENTAL HEALTH RESOURCES like your Assistance Program and benefits to ensure employees know what support is available.

3

HAVE PROACTIVE ONE-ON-ONE CONVERSATIONS with employees when you notice changes in performance or attitude.

4

FOSTER A SUPPORTIVE AND OPEN CULTURE that encourages employees to seek help and discuss their mental health needs.

REMEMBER

By addressing mental health in the workplace, you not only support your employees' well-being but also create a more productive, supportive, and positive work environment.

By following these steps, leaders can make a meaningful impact on the mental health of their teams and create a healthier, more resilient workplace.

We're here to help!

Prioritize mental health at work, contact your Assistance Program for support.