



NPCHA

Mental Health in the Workplace

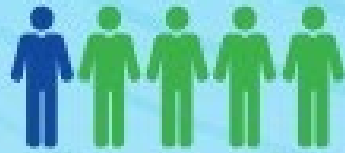
Work and Mental Health

- ▶ Mental health and work are closely intertwined
 - ▶ People are more productive in a safe and healthy work environment that supports mental health.
 - ▶ An unsafe or unhealthy working environment can undermine mental health and lead to unproductive employees.

Prevalence

You are NOT
ALONE

Millions of people are affected by mental illness each year. Across the country, many people just like you work, perform, create, compete, laugh, love and inspire every day.



1 in 5 U.S. adults
experience
mental illness

1 in 20

1 in 20 U.S. adults
experience serious
mental illness

17%

of youth (6-17 years)
experience a mental
health disorder



Work: Positive opportunity to affect mental health

- ▶ Decent work positively affects mental health by:
 - ▶ Provides a means to an income
 - ▶ Structured routines
 - ▶ Sense of purpose
 - ▶ Positive relationships



Work: Risk for mental health

- ▶ Poor working conditions
- ▶ Unemployment or precarious employment
- ▶ Discrimination in the workplace
- ▶ Job instability
- ▶ Financial insecurity
 - ▶ Known risk factors for suicide attempts



PREVENT
risks to mental health
at work



**PROTECT &
PROMOTE**
mental health by strengthening
manager capacities



SUPPORT
people with mental health conditions
to thrive at work

#MentalHealthAtWork

WHAT WORKS?



World Health
Organization



International
Labour
Organization

Prevent work-related mental health conditions

- ▶ 1. Ensure that work can be adapted to workers' physical and mental capabilities, or ensure transfer to alternative suitable employment without any loss of pay or seniority
- ▶ 2. Emphasize the need for preventative measures (rather than reactive measures)
- ▶ 3. Provide guidance on assessing and managing psychosocial risks, including violence, harassment, and discrimination
- ▶ 4. Protect the employment and income of workers affected by mental health
- ▶ 5. Ensure that workers and their representatives participate in identifying psychosocial hazards and are consulted in any action taken to mitigate the risks

Organizational interventions for employers

Aspect of work	Potential psychosocial risks	Examples of interventions
Workload/Work pace	Heavy work loads; high work pace and high time pressures; short deadlines; understaffing	Limits on working hours Achievable deadlines/targets Adequate job demands Safe staffing levels
Work schedule	Long or unsocial work hours; shift working; inflexible hours	Participatory approaches to scheduling Flexible working arrangements Planned breaks
Role in organization	Unclear job role within the team	Clearly defined and sustainable work roles, reporting structures, and performance requirements




Protect and Promote mental health at work

- ▶ WHO recommends three evidence-based interventions:
 - ▶ 1. Manager training for mental health
 - ▶ 2. Training for workers in mental health literacy and awareness
 - ▶ 3. Individual interventions

Manager Training to promote health and well-being

- ▶ Recognize and appropriately respond to supervisees experiencing emotional distress
- ▶ Employ interpersonal management skills such as open communication and active listening
- ▶ Promote an inclusive and supportive work culture
- ▶ Advocate for action on mental health at work from the top down
- ▶ Understand how psychosocial risks can affect mental health and know how to prevent and control them
- ▶ Ensure that workers can access support from their representatives



Manager Training to promote health and well-being

- ▶ Midlevel managers are the gatekeepers of employee well-being
 - ▶ They determine whether employees can utilize the resources your company has to offer

Benefits:

- ▶ Fostering a positive work environment attracts top talent to your company
- ▶ Educating managers to respect work-life harmony is essential and can improve job performance and employee satisfaction
- ▶ Teaching supervisors how to support employees reduces absenteeism and turnover

Training for workers



Improve understanding about mental health and well-being at work



Shift attitudes around mental health conditions to reduce stigma



Encourage help-seeking behavior



Seek help when needed



Create a supportive work culture

Support people with mental health conditions at work

Reasonable accommodations at work

- Giving individual workers flexible working hours
- Extra time to complete tasks
- Access to private space to store medication
- Regular supportive meetings with supervisors
- Restructuring job design

Reexamine health insurance policies

- ▶ Research supports the connection between mental health disorders and decreased work productivity.
- ▶ Treatment for conditions such as depression is associated with improved productivity
 - ▶ Provide a range of health policies
 - ▶ Consider insurance benefits that cover psychological services
 - ▶ Choose a plan with out of network mental health benefits



Individual interventions

Build skills to manage stress

Reduce symptoms of mental health conditions

Relaxation training and mindfulness

Utilize digital self-help tools

Coping and Symptom Management Apps



Problem solving
skills for stress



Control physical and
emotional stress
through breathing



Safety plan and
support during
crisis



Recognize signs and
respond to a friend
in crisis



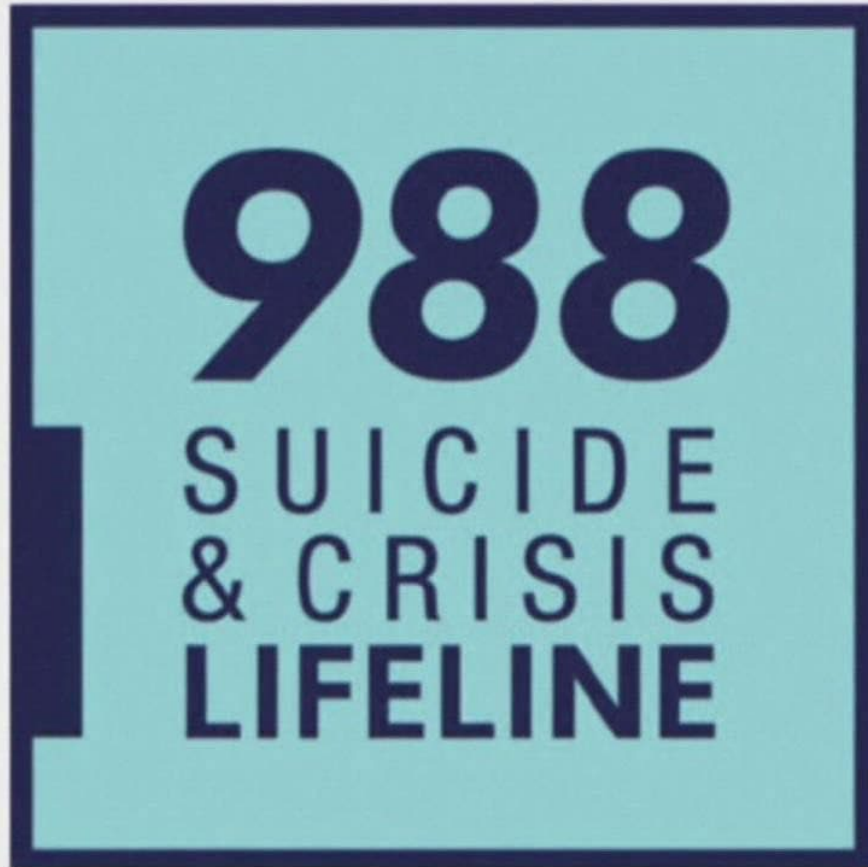
Coping, relaxation
and positive
thinking



Coping and symptom
management

*Booster Buddy — Designed for teens
and young adults but great for everyone*

Free for iPhone or Android



Talk with us.



There is hope



References

- ▶ <https://nami.org/mhstats>
- ▶ <https://www.who.int/publications/i/item/9789240057944>
- ▶ <https://www.who.int/news-room/fact-sheets/detail/mental-health-at-work>
- ▶ <https://www.apa.org/topics/healthy-workplaces/improve-employee-mental-health>
- ▶ <https://pubmed.ncbi.nlm.nih.gov/22152643/>