

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





According to the World Health Organization (WHO), "For every US \$1 patients seeking 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, according to WHO, "Depression can't affect the network this without support."

WHAT THE DATA SHOWS

THE COST OF POOR MENTAL HEALTH

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RISKS ASSOCIATED WITH POOR MENTAL HEALTH

Individuals with poor mental health are at risk for:

- Suicide
- Injury and disability
- Risk of physical and mental health problems
- Poor work performance
- Poor health outcomes

THE MENTAL AND PHYSICAL HEALTH CONNECTION

There is a strong connection between mental and physical health. Poor mental health can lead to poor physical health, and vice versa.



45% of people with depression also have physical health problems. 27% of people with physical health problems also have depression.

Individuals with depression are 20% more likely to develop chronic physical health problems.

THE RISKS AND EFFECTS OF POOR MENTAL HEALTH ON THE WORKPLACE

Individuals with poor mental health are at risk for:

- Poor team culture
- Lack of clarity in roles
- Inconsistent support for employees
- Having little control over work
- Bullying and psychological harassment
- Poor management and communication practices
- Difficult or ineffective working hours
- Limited or poor health and safety policies

A POOR WORK ENVIRONMENT MAY LEAD TO:

- Increased absenteeism
- Decreased productivity
- Increased turnover
- Increased risk of injury and disability
- Increased risk of poor health outcomes

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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

When 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 assessing.

PREVENTION AND PLANNING

- 1. Assess the current state of employee mental health.
- 2. Identify the needs of employees.
- 3. Develop a plan to support employee mental health.
- 4. Implement the plan.
- 5. Monitor and assess the plan.

SUPPORT AND UNDERSTANDING

- 1. Provide a safe and supportive environment.
- 2. Offer resources and support.
- 3. Encourage employees to seek help.
- 4. Monitor and assess the support.

MONITORING AND ASSESSING

- 1. Monitor the effectiveness of the plan.
- 2. Assess the needs of employees.
- 3. Adjust the plan as needed.
- 4. Monitor and assess the plan.

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, covering physical, mental, and financial health. It includes a variety of resources and support for employees.

USAA

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CONCLUSION

Supporting employee mental health is just as important as supporting physical health. It is a key factor in creating a healthy and productive workplace.

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