

Create a culture of mental wellbeing

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What do you do to encourage wellness for your team? Mental health is an important part of physical health. And mental health concerns can impact your organization. In fact, untreated mental illness can account for approximately \$105 billion in lost productivity each year in the United States.¹

The impact of stigma

Even though mental health issues are widespread, there's a lot of misinformation. And many believe mental illness is a sign of weakness or makes people dangerous.¹ It's not uncommon to hear the media reference mental illness in relation to horrific crimes.

Considering this stigma, it's no surprise that people are afraid of being judged. They may be afraid of missing out on opportunities in the workplace. And people sometimes internalize these stigmatizing beliefs, thinking of themselves with pejorative labels such as "crazy."

Worst of all, stigma prevents people from seeking help for their mental health problems. In fact, up to 75 percent of people with a mental health issue don't seek professional support.²

Lead the way

As a manager, you're in a unique position to set the tone when it comes to health and wellness. You don't need to diagnose or solve problems (in fact — you shouldn't for liability reasons). But you can help reduce stigma and point your staff toward resources.

A healthy workplace is a productive workplace. Think of the ways you support physical health initiatives. And remember — mental health is a critical piece of overall health. You can't be healthy unless you're emotionally and mentally well.

¹www.psychologytoday.com

²www.healthline.com

Spread education and reduce stigma

But maybe you don't know where to start. How do you support mental wellbeing in your workplace while avoiding issues of liability? One of the best things you can do is create opportunities to learn about mental health issues. Consider these programs:

- **Stamp out stigma.** Find out about mental health issues and pledge to help reduce stigma at www.stampoutstigma.com.
- **The campaign to change direction.** Learn five of the signs a person might be suffering emotionally and how you can show compassion at www.changedirection.org.

Get certified

Chances are, you provide your staff with training to help them manage life and work. It may be stress management training or a seminar on new work technologies. But did you know you can schedule Mental Health First Aid training for your staff? Similar to First Aid, this training gives participants information and skills to help those in emotional pain.

Mental Health First Aid is an evidence-based program that helps participants:

- Better understand mental health and substance abuse
- Build confidence in skills that can help others
- Decrease stigma
- Increase positive beliefs about treatment
- Know about available resources and support options

You can learn more about Mental Health First Aid by going to www.mentalhealthfirstaid.org. Or see how we can help you schedule a Mental Health First Aid training that's matched to your industry and policies by talking to your account executive.