

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 put into scaling 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 \$8.5 trillion per year in lost productivity, according to WHO. Organizations can't afford to overlook this serious expense.

WHAT THE DATA SHOWS

THE COST OF POOR MENTAL HEALTH

The estimated cost of poor mental health to the global economy is expected to reach \$8 trillion by 2020.



RISKS ASSOCIATED WITH POOR MENTAL HEALTH



THE MENTAL AND PHYSICAL CONNECTION



THE RISKS AND EFFECTS OF POOR MENTAL HEALTH ON THE WORKPLACE



A POOR WORK ENVIRONMENT MAY LEAD TO:

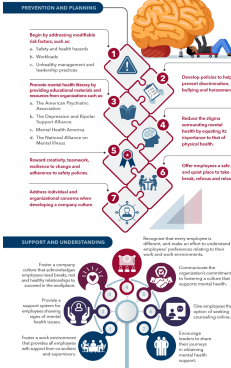


TIPS FOR HUMAN RESOURCES PROFESSIONALS, MANAGERS AND SENIOR LEADERS

Individuals across all levels of an organization need support for their mental well-being. The responsibility of creating 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 divide their efforts into three categories: prevention and planning, support and understanding, and measuring and growing.



COMPANIES LEADING BY EXAMPLE

Procter & Gamble and USAA have implemented comprehensive mental health programs in the workplace to support all employees.

Procter & Gamble

The company's approach to employee well-being encompasses physical, emotional, financial, social and spiritual aspects of health.

Procter & Gamble has implemented steps to support employee mental health:

- 1. Create a supportive culture
- 2. Offer resources and support
- 3. Encourage open communication
- 4. Provide training and education
- 5. Foster a sense of community
- 6. Address individual and organizational barriers
- 7. Measure and grow the program

USAA

The company's approach to employee well-being encompasses physical, financial and emotional aspects of health.

USAA offers the following mental health support:

- 1. Employee assistance program
- 2. Mental health services
- 3. Financial counseling
- 4. Legal services
- 5. Substance abuse treatment
- 6. Crisis intervention
- 7. Telehealth services
- 8. Peer support groups

CONCLUSION
Supporting employee mental health is just as important as supporting employee physical well-being. To truly ensure that every team member has the opportunity to thrive, managers and leaders should be committed to understanding and addressing the individual needs of employees, as well as the needs of the organization as a whole.