



# 6 Steps to Improve Mental Health in Your Workplace

## Experience, research and action

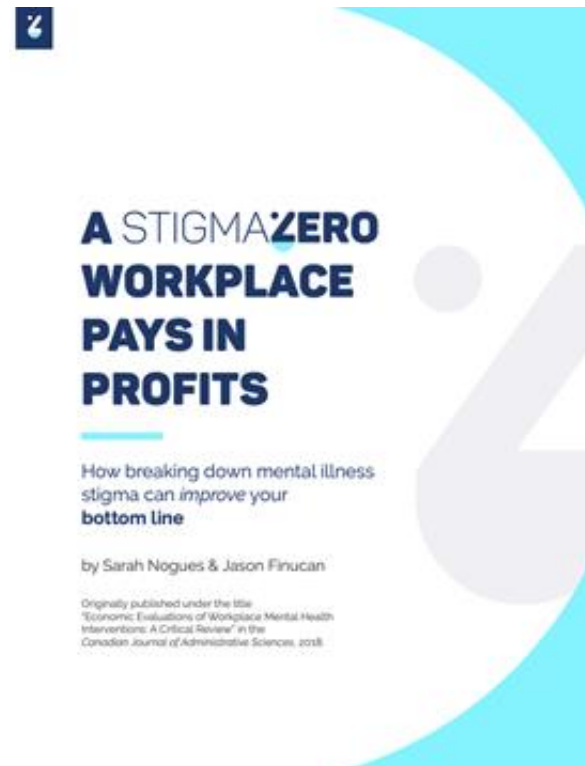
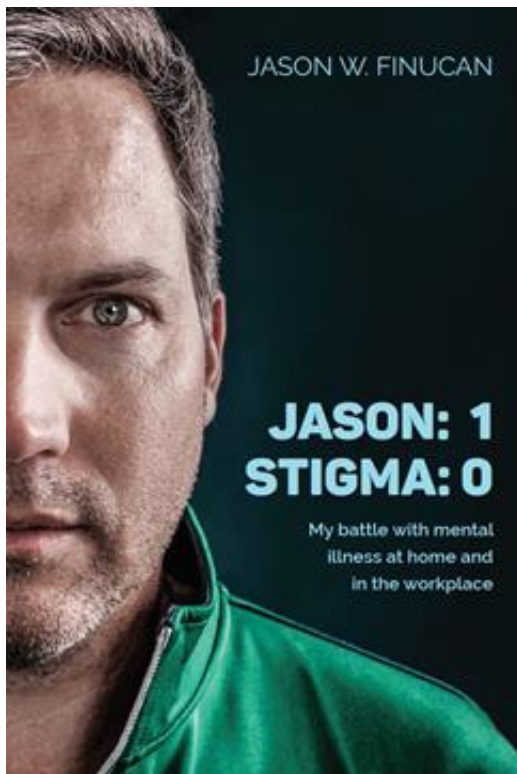
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### Jason Finucan:

- Lived experience with physical and mental illness
- Seen workplace stigma from both sides
- Academic research (including published whitepaper)
- Professional speaker (100+ keynotes/workshops)
- Founder of StigmaZero
- Instructor of the *Create Your StigmaZero Workplace* online training program
- Published author



# Experience, research and action



The stigma that surrounds mental illness in the workplace is an **expensive** problem that **hurts** employees and ruins company **culture**.



A key element of **positive mental health** in the workplace is the ability for organizations to respond **quickly and effectively** to mental illness.



Where nearly all employers fall short is in addressing the **stigma** still surrounding mental health and mental illness.





The reason they fail to do so is rooted in their inability – or unwillingness – to recognize the **four realities** facing every employer today:



## Four Realities Facing Your Workplace

# Mental illness is common



**1 in 4**

People will experience a mental illness in their lifetimes



**62%**

Of missed work days can be attributed to mental health conditions



**15% to 20%**

Increase in global rates of anxiety and depression in the last decade



## Four Realities Facing Your Workplace

# There is stigma in your workplace



**98%**

Agree that people with a mental illness are stigmatized and discriminated against



**81%**

Of employees said the stigma associated with mental health issues prevents employees from seeking help



**55%**

Of employees with depression would not disclose their illness to their manager

## Four Realities Facing Your Workplace

# It costs you money



**82%**

Of employees with a mental illness indicate it impacts their work



**\$16.3 trillion**

Projected global cost of mental health disorders between 2011 and 2030



**\$210 billion annually**

The cost of depression alone to the US economy, with 50 percent of that cost shouldered by employers

## Four Realities Facing Your Workplace

You can do  
something about it



**9 in 10**

Respondents agree that employers have a responsibility to support mental health



**66%**

Of managers reported not having training to intervene when employees show signs of depression



**302% ROI**

Realized over a 2-year period in one US-based study after initiating programs to reduce workplace stigma

Mental illness can be treated,  
but stigma can be cured.



# The Benefits of a Stigma-Free Workplace:

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**Increase  
Productivity**



**Attract New  
Hires**



**Reduce  
Absenteeism**



**Improve  
Culture**



**Retain Talent**



**Support  
Employees**



This all sounds good, but how can you  
**achieve** all of this?





**Training.**

Awareness is not enough.



## 6 steps to improve mental health in your workplace today

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### **1) Develop mental health literacy**

- Provide specific education for your employees, managers, HR personnel and senior leaders
- Mental health vs. mental illness
- Understanding the impact of stigma

## 6 steps to improve mental health in your workplace today

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### 2) Appropriate action and response

- Employees should have access to specific tools
- Training for common workplace situations
- Strategies for action and response to workplace mental illness – both within themselves and their colleagues

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### 3) Development of empathy and emotional intelligence

- Vital skills to the elimination of stigma
- Empathy is required to understand a situation that you have never actually experienced
- Emotional intelligence is essential to respond in a positive, effective manner to complex situation
- Employee professional development

## 6 steps to improve mental health in your workplace today

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### 4) Build a psychologically healthy workplace

- Eliminating stigma will help increase the psychological safety of your workplace
- Creates opportunities for all your employees to flourish – no matter their health

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### 4) Build a psychologically healthy workplace

- Workplace culture and leadership styles play an important role in supporting psychological health
- It makes good business sense – for companies as well as employees



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### 5) Manager and HR response to workplace stigma

- Leaders are influencers of change within an organization
- Often in the best position to respond to employees
- Specific scenario training is important to prepare the best possible response

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### 6) Sustainable development of policies & guidelines

- Physical illnesses (like cancer) and mental illnesses (like depression) are often not treated equally
- Medical absence policies are often applied inconsistently
- Services such as EAPs or benefits programs can inadvertently stigmatize employees with mental illness

## Training must be effective with clear goals

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You must develop the following **knowledge** and **skills**:

- Mental health literacy
- Employee action and response
- Psychologically healthy workplaces
- Manager & HR response
- Sustainable policies and guidelines
- Personal & professional growth

## The Solution

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# The Create Your StigmaZero Workplace Program



### **EMPLOYEES**

Workplace  
specific training



### **MANAGERS**

Additional scenario training  
for managers



### **HR & LEADERSHIP**

Company-wide  
policies & guidelines

## Included in our program:



Video  
guides



Tools



Downloadable  
resources



Templates  
& guidelines



Individual  
activities



Group  
activities



Interactivity



Curated  
content



Certificate  
of completion



**Work with us to create your own  
StigmaZero workplace.**



**[www.stigmazero.com](http://www.stigmazero.com)**