

Workplace Well-Being:

Talk about mental health in your workplace

About 75% of employees have struggled with an issue that affected their mental health¹. Yet, 8 out of 10 workers with a mental health condition say shame and stigma prevent them from seeking mental health care². That's a problem for individuals, but it's also a problem for employers — because untreated mental health conditions cost American companies billions every year.

Taking steps to eliminate stigma at work can foster employee loyalty and retention. In one recent poll, 57% of employees said they would be more loyal, more productive, and take less time off work if their employer proactively supported workforce mental health³. Addressing stigma can also help build awareness and acceptance outside company walls — and send a positive message to customers.

Use your wellness and management teams and employee feedback to plan and implement using these ideas and resources.

Ideas (Choose one or more)

- Educate yourself and wellness team members by reading and discussing [Mental health at work — why stigma is a workforce health issue](https://business.kaiserpermanente.org/insights/mental-health-workplace/stigma-at-work) (<https://business.kaiserpermanente.org/insights/mental-health-workplace/stigma-at-work>) then refer to [Mental health at work — creating a stigma-free culture](https://business.kaiserpermanente.org/insights/mental-health-workplace/supporting-mental-health) (<https://business.kaiserpermanente.org/insights/mental-health-workplace/supporting-mental-health>).
- Encourage your organization to take and discuss the National Alliance on Mental Illness' (NAMI) [Stop the Stigma quiz](https://nami.org/Get-Involved/Pledge-to-Be-StigmaFree) (<https://nami.org/Get-Involved/Pledge-to-Be-StigmaFree>).
- Assess what your workplace currently has in place to support employee mental health; communicate the mental health benefits offered and how to access them.
- [Promotional mental health resources](https://makeitok.org/take-action/) (<https://makeitok.org/take-action/>) from Make it OK.
- Tap into the stress and depression resources offered by [The Right Direction](https://www.rightdirectionforme.com/) (<https://www.rightdirectionforme.com/>).
- Address the issue of suicide prevention; read and discuss [how employers can take action](http://www.sprc.org/settings/workplaces) (<http://www.sprc.org/settings/workplaces>) Choose at least one suggestion to implement.
- Promote and use your Employee Assistance Program (EAP): provides employees with the tools and resources that they need to improve their mental health and help balance their work/life.
- Set goals, identify solutions; create an action plan to address at least one issue
- Other _____

Resources

- We can all help Break the Stigma (<https://www.youtube.com/watch?v=49mfPFTZsHs>)
- Cure Stigma (<https://www.youtube.com/watch?v=D5iY3CWxwWM>) from NAMI
- NAMI featuring Mayim Bialik (<https://www.youtube.com/watch?v=TVKfrYhs0jk>) from The Big Bang Theory

¹"Mental Health: A Workforce Crisis," American Heart Association CEO Roundtable, 2018.

²"StigmaFree Company," National Alliance on Mental Illness, NAMI.org, accessed January 31, 2019.

³"Bad for Business: The Business Case for Overcoming Stigma in the Workplace," National Alliance on Mental Illness of Massachusetts, 2015.

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