

MENTAL HEALTH AT WORK

FREE MANAGER & EMPLOYEE TRAININGS | CONTACT US NOW!

From a quick 45 minute session to a 4 hour training session, we work around your schedule and tailor to your individual needs. Since the time of Covid-19, upwards of 50% of adults are struggling with mental health concerns. Mental illness and substance use impacts work culture, productivity, and attendance. Most supervisors and co-workers want to help but are not sure how. Contact Four County now to set up your free training. **For more information call 574-722-5151**

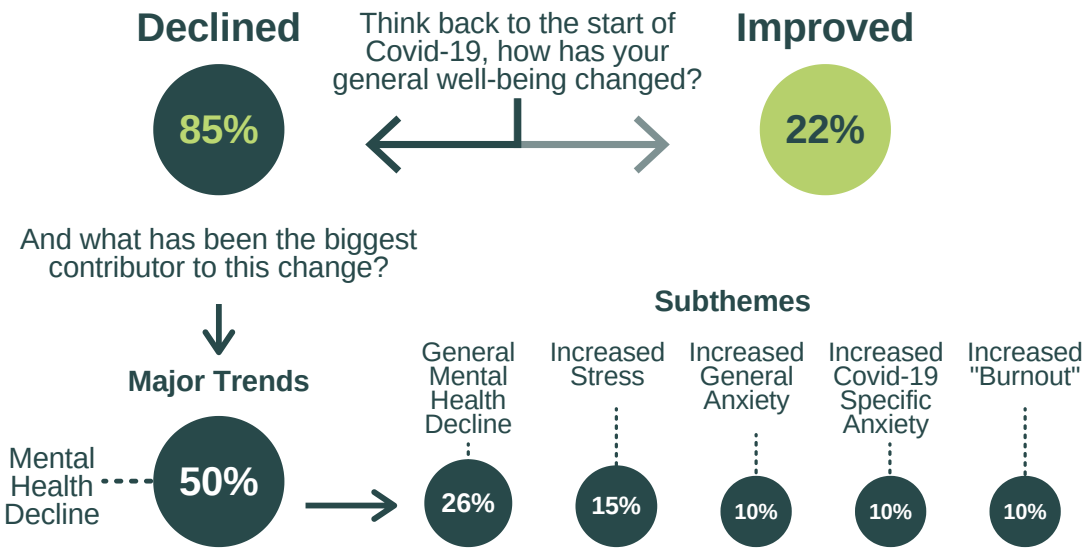
Know the Signs:
Learn to identify the signs of emotional suffering and the healthy habits of emotional well-being

Mental Health 101 for Managers:
Empower you managers with basic understanding of mental health and substance use disorder signs to support your employees more effectively.

Question, Persuade, Refer (QPR):
Like CPR, QPR is a three step process anyone can learn to intervene in an emergency situation and prevent suicide.

Supporting Wellness for Employees:
Learn ways to support emotional well-being across your workforce and valuing employment as vital to recovery.

General Well-Being Declined for Most People…



WHAT COVID-19 HAS DONE TO OUR WELL-BEING, IN 12 CHARTS

The pandemic has led to mental health declines, increased work demands, and feelings of loneliness. But the news isn't all bad.

VIEW CHARTS HERE

"What Covid-19 Has Done to Our Well-Being in 12 Charts" 2020 Harvard Business School Publishing

EMPLOYEE BURNOUT

Studies on the mental health effects of COVID-19 in the workplace have primarily targeted health care professionals. However, employees do not need to work in high-stress environments to experience burnout. "Burnout" is a threat to employee mental health across company size, industry, and organizational rank.

According to the World Health Organization, "burnout" is defined as a syndrome resulting from chronic workplace stress that has not been successfully managed, characterized by three dimensions: feelings of energy depletion or exhaustion; reduced professional efficacy; and increased mental distance from one's job, or feelings of negativism or cynicism related to one's job.

BURNOUT PREVENTION AND EARLY INTERVENTION

Unfortunately, burnout could lead to more severe mental health concerns like depression and anxiety if left untreated. Both managers and employees have a responsibility to monitor and address burnout before it becomes critical. An employer can help prevent or mitigate the impact of burnout on their employees through the following recommendations:

- Address the early signs of burnout
- Consider the source for late stages of burnout
- Model and practice healthy behaviors
- Share stress management information during orientation
- Keep employees informed of policies and programs

For more information about workplace stress and burnout, please visit MHA's website at **www.mhanational.org/workplace** or review the following articles:

How can I achieve better work-life balance?

How can I manage stress at work?

I feel "stuck" at work.



SAFE AND WELCOMING WORK ENVIRONMENTS

Employers that acted with transparency, empathy, and flexibility likely experienced a smoother transition during COVID-19 than companies that did not consider workplace culture, especially in high-stress or remote work environments. To provide a safe and welcoming environment for employees who live with mental illnesses, employers should consider:

- Hiring and training supervisors to feel comfortable providing emotional support
- Encouraging employees to talk to their supervisors about changing job stressors
- Encouraging supervisors to check-in with employees regularly
- Providing proper recognition to employees for their efforts
- Providing additional resources for emotional support

For more information on how to provide a safe and welcoming environment for employees who live with mental illness, please visit MHA's website at **www.mhanational.org/workplace**

Acknowledgements:
Complete publication of "Mind the Workplace" *Mental Health America, Inc.* available Here

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