

# The Brain and the Bottom Line: How to Foster a More Productive and Happy Workforce

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## **The Problem**

According to the National Survey on Drug Use and Health, 17.9 percent of adults in the U.S. experienced a diagnosable mental health condition in 2015, which is more than 1 in 6 adults (2015 NSDUH).



## Discussion

How do mental health conditions affect productivity and performance at work?





# **Working Minds Video**

## THE TAKEAWAY...

The workplace is a critical environment for addressing mental health.

### WHAT DOES THE IMPACT LOOK LIKE?

Most Common Mental Health Problems:



ANXIETY



DEPRESSION



SUBSTANCE USE  
DISORDER

Organizational Impact of Mental Health Problems:



#### **INCREASED**

- » Rates of short-term disability
- » Safety incidents
- » Absenteeism & Presenteeism
- » Stress imposed on team members



#### **DECREASED**

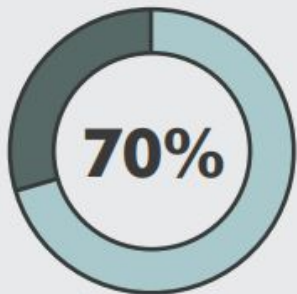
- » Retention
- » Performance
- » Productivity
- » Output



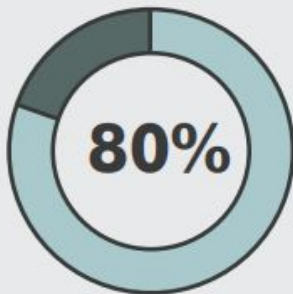
More workers **absent** from work because of **stress** and **anxiety**.



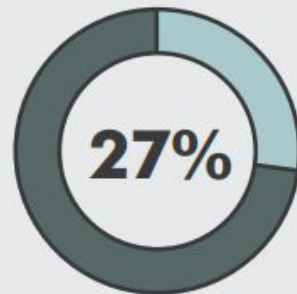
Than are **absent** from work because of physical **illness** or **injury**.



Employees with depression report their productivity at **70% of peak performance**.



Approximately **80% of persons** with depression report some level of **functional impairment** because of their depression.



**27%** report serious difficulties in their **work** and **home life**.



**DEPRESSION** is the leading cause of disability among U.S. adults ages **15-44**

# What work stressors increase your risk?

## ARE ALL WORKERS IMPACTED EQUALLY?

Impact could be greater for knowledge workers who rely on mental acuity and creativity for job performance because they also face:



- » Long hours
- » 24/7 availability
- » Speed to market pressures
- » Balancing work and family obligations
- » Long commutes
- » Feelings of isolation associated with telecommuting



## **Recovery**

Fortunately, there are many effective treatments for mental health conditions, and recovery is possible. Recovery may mean reducing or managing the symptoms or impact that the mental health condition has on life activities; or finding complete resolution of symptoms to the point where the person no longer has a mental health condition. Although recovery looks different for everyone, it encompasses the hope that a person can learn to reduce or manage the symptoms of a mental health condition and live a life filled with purpose and connection.





## Recovery

How do we treat someone differently if we view their symptoms as a choice or a character flaw vs a treatable illness?

How can we support the recovery process?

# How do we support recovery from physical health problems differently from mental health problems?



Quote- story of recovery



# How can we support someone with a mental health condition?

Culture change

Policy

Communications

Wellness Programming

Mental Health Screening

Accommodations

Sharing Stories of Recovery

# Wellness Programming Examples

## Managing Mental Health

Healthy Lifestyles

# Wellness Programming Examples

## Overview

- What is depression?
- Depression statistics
- Symptoms for depression
- Types of depression
- Depression vs. anxiety
- Anxiety statistics
- Symptoms for anxiety
- Types of anxiety
- How to cope with depression and anxiety in a healthy way.





## Emotional Wellness

Mental health and wellness is often something that is overlooked when we focus on improving health. The USANA Wellness goal for June is to promote awareness and educate employees how to live healthier lives by focusing on emotional wellness.

In order to receive 1 of your *A Healthier U* points, complete **7 items** during the 3-week challenge. There must be at least **2 from each category**.

Mark which days you completed your tasks and turn your tracking sheet in to your wellness activities coordinator by **Wednesday, June 22**.

DATE

### PERSONAL

Try to sleep 6–8 hours, 4 nights a week.

Meditate for 5 minutes, 4 days a week.

Take a day trip and explore a park or local attraction you've never been to once during the challenge.

Write a gratitude list 3 days a week.

DATE

### WORK

Organize your desk/e-mail/office space for 30 minutes, 2 times throughout the challenge.

Take a 5-minute work-stress break, 4 days during the week.

Enjoy your lunch at work—take your lunch break away from your desk.

DATE

### SOCIAL

Introduce yourself to someone new at work.

Reconnect with an old friend and take the time to catch up.



# Wellness Programming Examples

← → ↻ Secure | <https://togetherahealthieru.com> ☆ ⋮



WELLNESS

## Together: A Healthier U

[About](#) / [Health Challenges](#) / [Brown Bags](#) / [Health Risk Assessment](#) / [Preventive Wellness Exam](#) / [Programs at USANA](#) ▾ / [Self Paced Programs](#) ▾ / [Tracking sheet](#)

/ [Tracking Your Workouts](#) / [Wellness Classes](#) ▾



# Wellness Programming Examples

Educational and experiential classes

Lunch and learns

Wellness walks

Book clubs

Health challenges

Company newsletter/blog





# Sharing Stories of Lived Experience

<https://www.nimh.nih.gov/health/topics/men-and-mental-health/men-and-depression/index.shtml>

<https://sethadamsmith.com/suicide-and-depression/>

<https://headsupguys.org/you-are-not-alone/>

# <http://healthymindsutah.org/>

TAKE A SCREENING



*How have you been feeling lately?*

Feeling sad, down, or empty

*Depression*

Worried about my drinking habits

*Alcohol Use Disorder*

Constantly worried, anxious

*Generalized Anxiety Disorder*

Troubled by traumatic events

*Posttraumatic Stress Disorder*

Concerned about my teen's mood

*Brief Screen for Adolescent Depression*

Afraid of gaining weight or concerned about my eating habits

*Eating Disorder*

Experiencing mood swings from very high to very low

*Bipolar Disorder*

Difficulty controlling my substance use

*Substance Use*

Concerned about unusual experiences or behaviors

*Psychosis: For Individuals*

*Psychosis: For Loved Ones*

# https://headsupguys.org/

← → ↻ Secure | https://headsupguys.org



HEADS**UP**GUYS

DEPRESSION IN MEN

TAKE ACTION

YOU'RE NOT ALONE

FOR SUPPORTERS



**BETTER STARTS HERE**

FOR MEN. ABOUT MEN.

HEALTH STRATEGIES FOR MANAGING AND PREVENTING DEPRESSION

TAKE SELF CHECK NOW

# Man Therapy



<https://seizetheawkward.org/>



<https://health.utah.gov/vipp/pdf/Suicide/MentalHealthAwarenessMonthMediaToolkit.pdf>



**2017 Utah**



**Mental Health  
Awareness Month**



**Media Toolkit**





## RESOURCES

# MENTAL HEALTH AT THE WORKPLACE

To be truly well, employees have to flourish physically, socially, emotionally and mentally. But how good of a job are we doing addressing issues of mental health at work, and what is the impact to our employees and our organizations if we ignore this critical area of wellness? Our Mental Health at the Workplace toolkit is designed to help you understand the current state of mental health in the workplace, connect with personal stories, learn from high performing organizations and take action today.

How many  
people died by  
suicide in Utah  
in 2016?

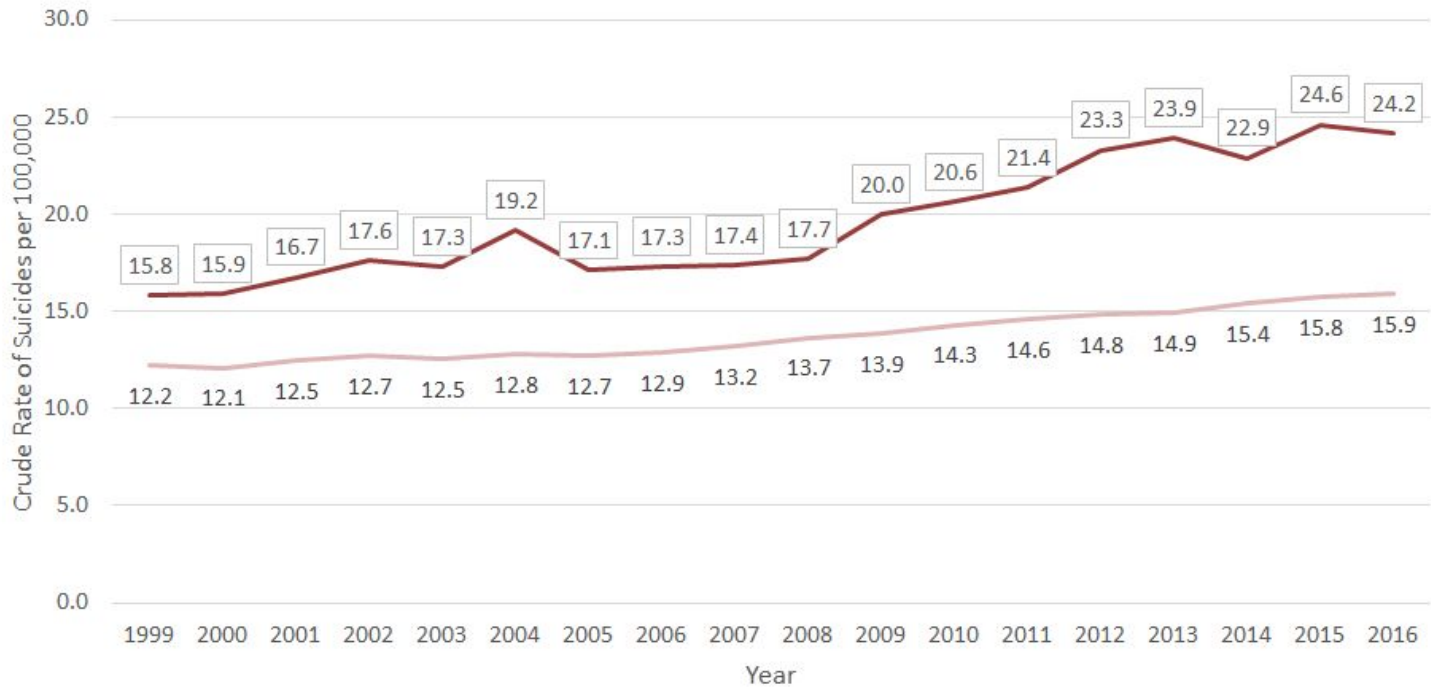




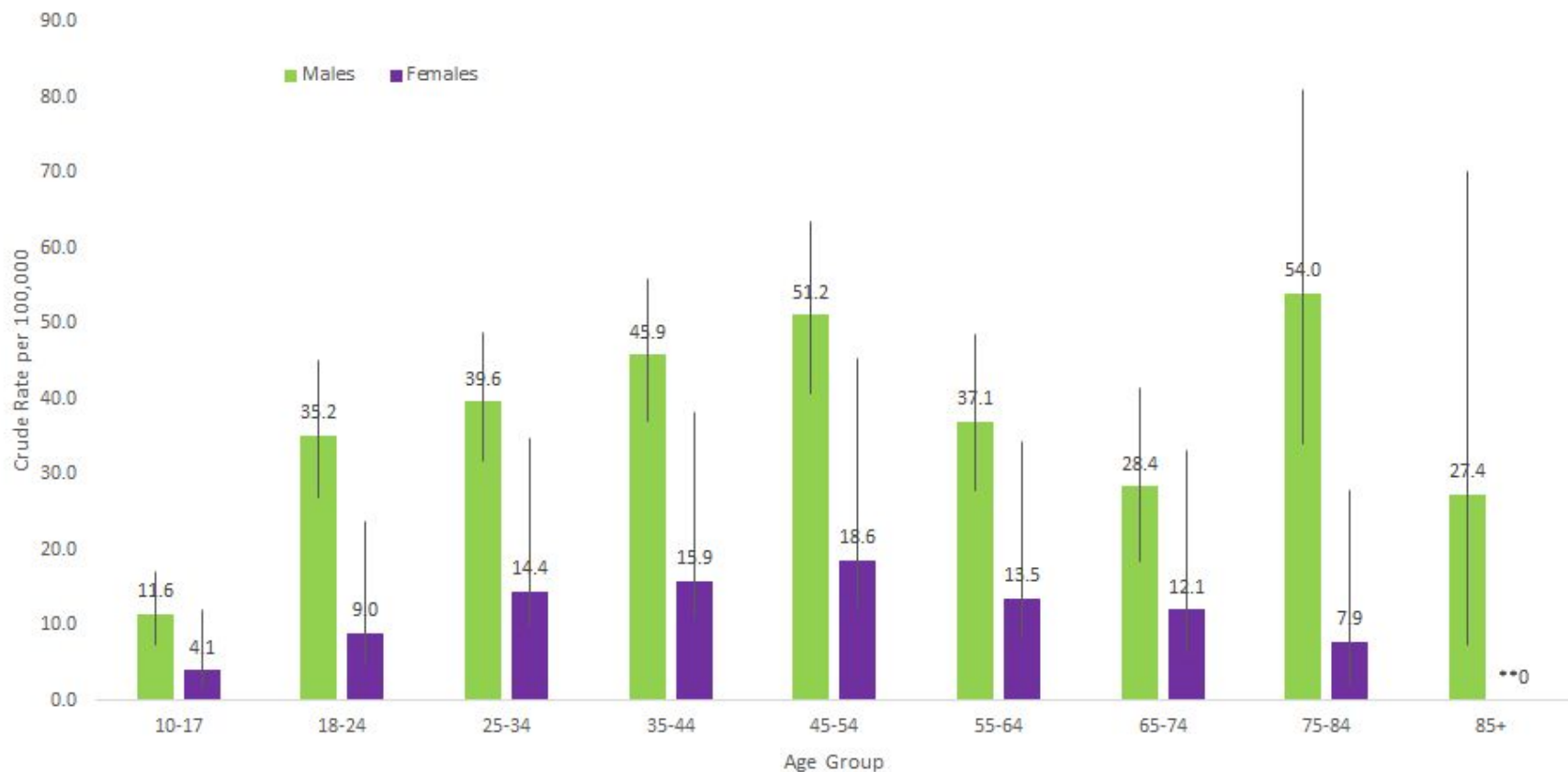


# Utah & US Data 1996 - 2016

Rate of Suicides per 100,000 Population Ages 10+ by Year  
Utah and the United States, 1999 to 2016



## Suicide Rate per 100,000 Population by Age Group and Sex, Utah 2016





# **Suicide Prevention in the Workplace**

The good news is that most people who experience suicidal thoughts or attempt suicide, do NOT go on to die by suicide.

Talking about suicide does not increase risk, in fact it helps the person feel more connected, hopeful, and less likely to act on their thoughts.

Have the courage to ask directly.

# Warning Signs

## Said Out Loud

- "My family would be better off without me"
- "I just make things worse for everyone"
- "I just can't take it anymore"
- "What's the point? It will never get better"
- "I wish I could go to sleep and never wake up"
- "You don't need to worry about me- I figured out a solution"

## Observed

- Behaving recklessly- drunk driving, excessive spending
- Saying goodbyes or tying up loose ends
- Increasing alcohol or drug use
- Sleeping too little or too much
- Withdrawing
- Sudden unexplained calm or uplifted mood
- Giving away pets or possessions
- Seeking or researching methods of suicide

<https://www.youtube.com/watch?v=6DXZvtqocnA>



**HOW  
DO I HELP  
SOMEONE  
WHO IS  
SUICIDAL?**



# Suicide Prevention in the Workplace

Suicide Prevention Lifeline 1-800-273-TALK (8255)

SafeUT

Trevor Project Lifeline 866-488-7386

EAP





# Training Available for Your Worksite

Mental Health First Aid - 8 hours

QPR - 1-1 ½ hours

Working Minds - 1 hour

SafeTALK - 3 hours

Employee Assistance Programs

State Supportive Employment Training [sharoncook@utah.gov](mailto:sharoncook@utah.gov)

<https://utahsuicideprevention.org/education-training>



# How can I support someone during and after a crisis? Empathic Visualization





# **Sally Spencer Thomas Video**



## **Remember**

**You don't have to have all the answers.**

**Your role is to educate, support and connect.**





## Contact Information

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