

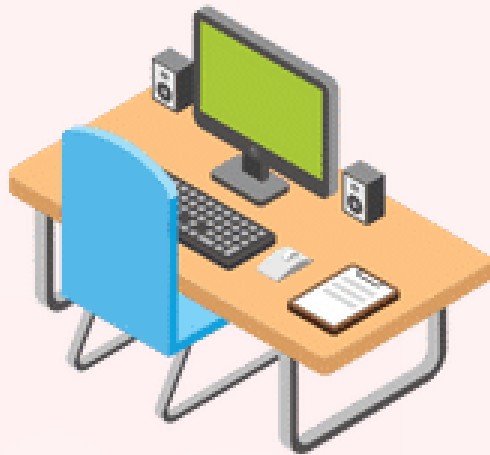
Simple Mental Health





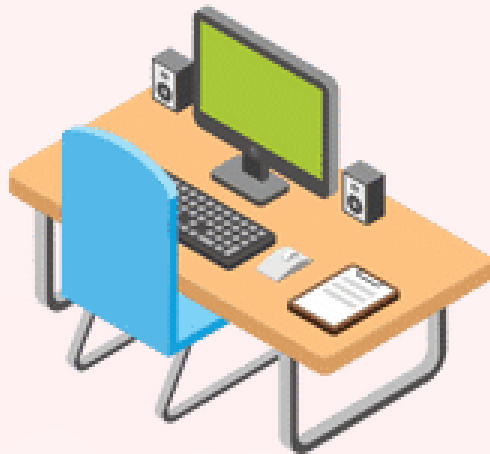


Absenteeism

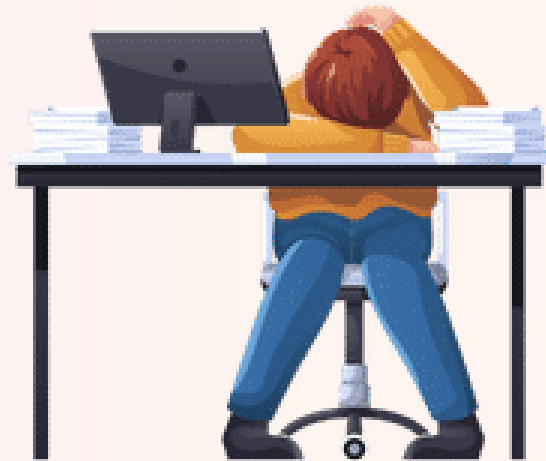




Absenteeism



Presenteeism





WORKPLACE | NOVEMBER 8, 2022 | UPDATED DECEMBER 13, 2022

The Economic Cost of Poor Employee Mental Health

BY DAN WITTERS AND SANGEETA AGRAWAL

Impact of Worker Mental Health on Unplanned Missed Workdays Annually

Overall, would you say your mental health is excellent, very good, good, fair or poor?
In the last month, how many workdays have you missed due to poor mental health?**

■ % Excellent ■ % Very good ■ % Good ■ % Fair ■ % Poor



*Controlling for age, gender, household income, education, race, ethnicity, marital status and region

**Extrapolated to a 12-month period

GALLUP PANEL, AUG. 23-SEPT. 7, 2022

GALLUP



**50% of millennials
and
75% of Gen Z-ers
have left a job due to
mental health reasons**

Source: Mind Share Partners



American Psychological Association report on mental wellbeing at work



81% of workers

report that they'll be looking for workplaces
that support mental health in the future



About Mental Illness ▾ Your Journey ▾ Support & Education ▾ Get Involved ▾ Advocacy ▾

NAMI | Support & Education | Publications & Reports | Survey Reports | The 2024 NAMI Workplace Mental Health Poll

The 2024 NAMI Workplace Mental Health Poll

Report highlights
“Entry



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[Press Room](#) ▸ 35% of Workers Say Their Jobs Have a Negative Effect on their Mental Health, New SHRM Mental Health Research Notes

PRESS RELEASE

35% of Workers Say Their Jobs Have a Negative Effect on their Mental Health, New SHRM Mental Health Research Notes



54% vs 40%





- ☐ 35% say their jobs have a negative effect on their mental health.
- ☐ Nearly half feel used up, emotionally drained, or burned out from their work.
- ☐ 33% noticed their productivity suffer because of their mental health
- ☐ More than half feel pressured to prioritize organizational well-being over their personal well-being.
- ☐ More than 50% don't feel comfortable asking about or using their mental health benefits.





Loneliness poses health risks as deadly as smoking, U.S. surgeon general says

Health Updated on May 2, 2023 4:24 PM EDT — Published on May 2, 2023 11:00 AM EDT

WASHINGTON (AP) — Widespread loneliness in the U.S. poses health risks as deadly as **smoking up to 15 cigarettes daily**, costing the health industry billions of dollars annually, the U.S. surgeon general said Tuesday in declaring the latest public health epidemic.









"Mental Health Recovery"

Possible, Probable, and Expected





Stigma

alone prevents 80% of
employees from seeking
out mental health support



Isolation Cycle

myths

"Depression isn't real."

stigma

"People with depression are just weak, they don't have enough resilience."

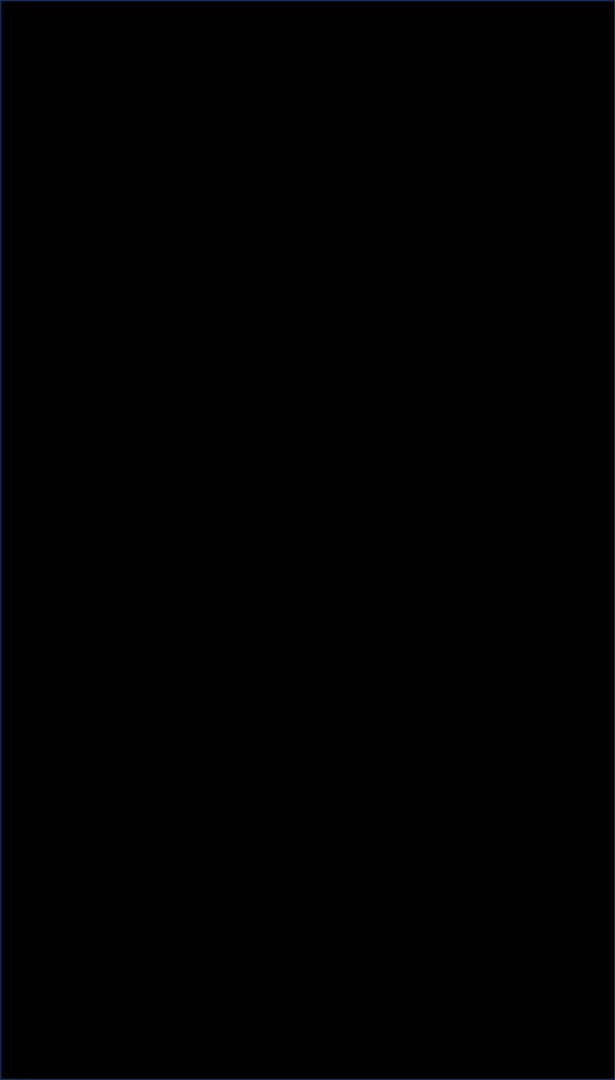
shame

"I'm not telling ANYONE about this!"

silence

"I feel depressed, so I must be a weak person."







Productivity



Attendance



Retention



Employee
Satisfaction

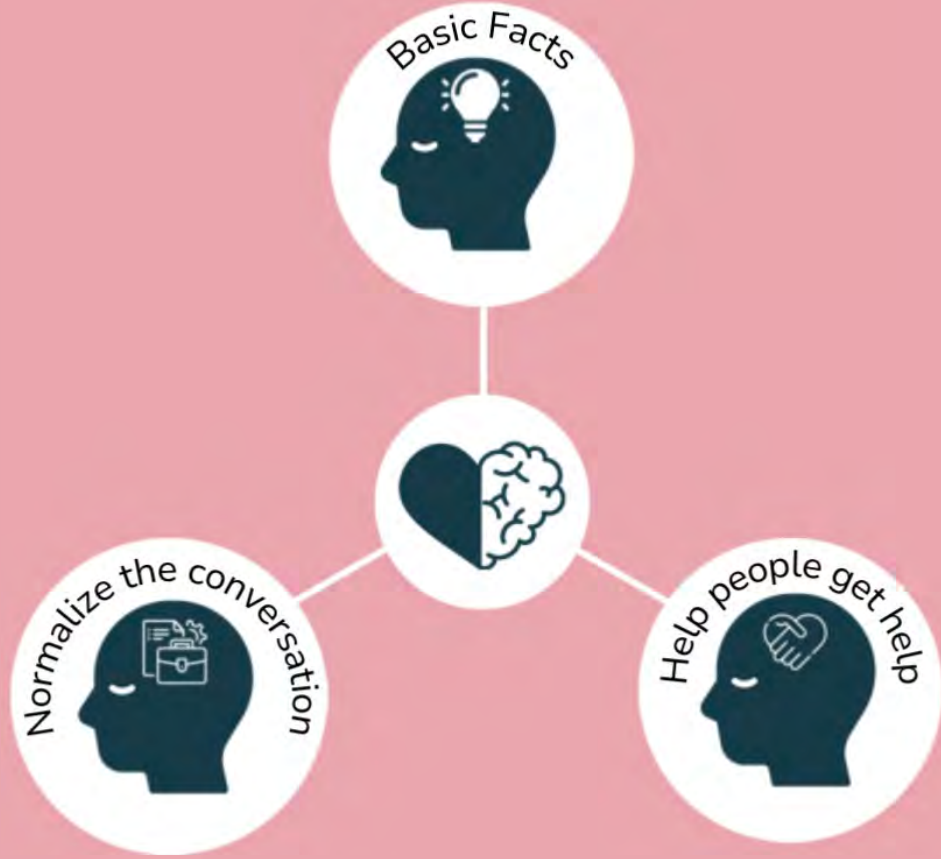


Healthcare
Costs



Overall Team
Performance







What are the possible signs and symptoms of a mental health challenge?



Unhelpful Approaches to Engage in the Conversation

Helpful Approaches to Engage in the Conversation



Hey what's up? You haven't seemed like yourself lately?

Helpful Approaches to Engage in the Conversation



Hey what's up? You haven't
seemed like yourself lately?

**Unhelpful Approaches to
Engage in the Conversation**

**Helpful Approaches to
Engage in the Conversation**



Is it possible that you could be
overreacting to the situation?

Unhelpful Approaches to Engage in the Conversation



Is it possible that you could be overreacting to the situation?

Unhelpful Approaches to Engage in the Conversation

Helpful Approaches to Engage in the Conversation



That sounds really tough. I
imagine that would feel
stressful.

Helpful Approaches to Engage in the Conversation



That sounds really tough. I
imagine that would feel
stressful.

**Unhelpful Approaches to
Engage in the Conversation**

**Helpful Approaches to
Engage in the Conversation**



Think of all the things that you
have to be grateful for.

Unhelpful Approaches to Engage in the Conversation



Think of all the things that you
have to be grateful for.

Simple Mental Health First Aid Kit



Mental Health & Addiction Benefits:

- [CIGNA PPO Mental Health Benefits](#)
- [Kaiser Permanente HMO Mental Health Benefits](#)

Therapy Network:

- [CIGNA PPO Mental Health Provider Network Link](#)
- [Kaiser Permanente HMO Mental Health Provider Network link](#)

Support Groups:

- [Find a NAMI Family Support Group Near You](#)
- [Alcoholics Anonymous](#)
- [Gamblers Anonymous](#)
- [Narcotics Anonymous](#)

Suicide & Crisis Lifeline:

- [Dial or Text 988](#)

EAP Benefits:

- [6 EAP sessions](#)

EAP Phone #:

- 800-874-1234

EAP on-line:

- www.eaporg.com

Helpful Phrases:

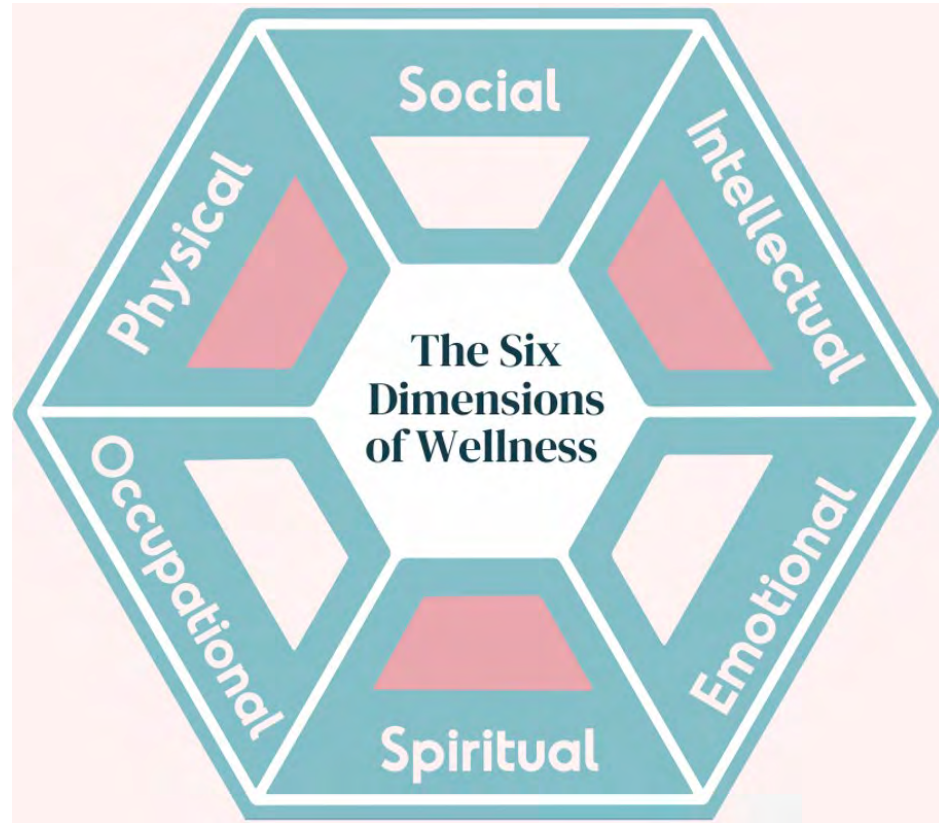
- How are you feeling? I've noticed that you seem a little _____. Is everything OK?
- Hey, _____. You haven't seemed like yourself lately. Are you doing ok?
- Would you like to talk about it?
- You know, we have a great benefit program for mental health services at _____. Can I show you how to access it on their website?
- Have you had thoughts of suicide?

Crisis





988





Daily

✓ Yoga ✓ be moving

✓ Swing a club

✓ Talk w/ kids

✓ "Be Walton"

✓ "Watch ~~me~~ my thought's"

✓ Get your shit DONE!!!

✓ Call friends

866-239-3993

www.winterparkresort.com





**Mental Health
FIRST AID**

from NATIONAL COUNCIL FOR
MENTAL WELLBEING



nami

National Alliance on Mental Illness



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