

Simple Mental Health



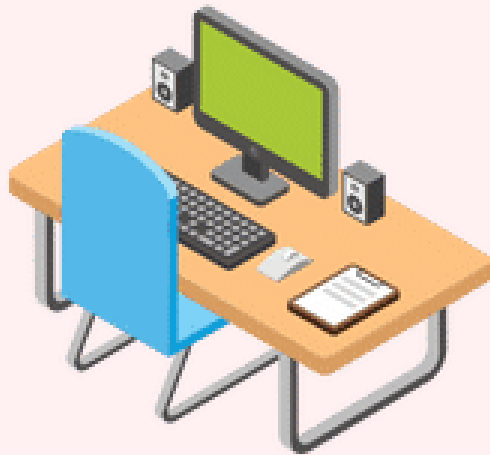




27%

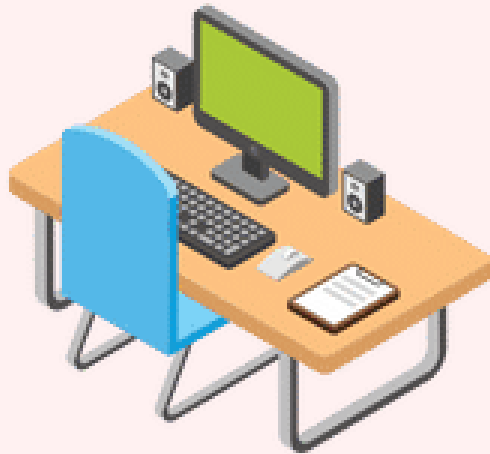


Absenteeism

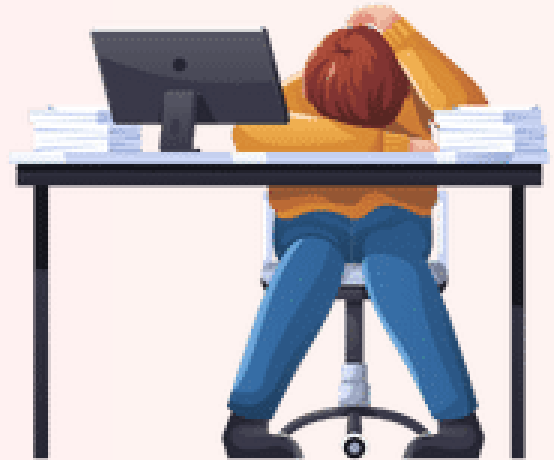




Absenteeism



Presenteeism





WORKPLACE | NOVEMBER 3, 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



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The 2024 NAMI Workplace Mental Health Poll



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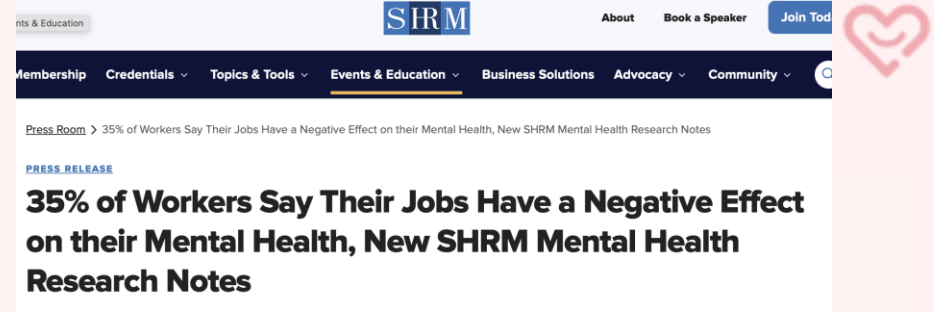
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[Press Room](#) ▸ 35% of Workers Say Their Jobs Have a Negative Effect on their Mental Health, New SHRM Mental Health Research Notes

[PRESS RELEASE](#)

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



- ☐ 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

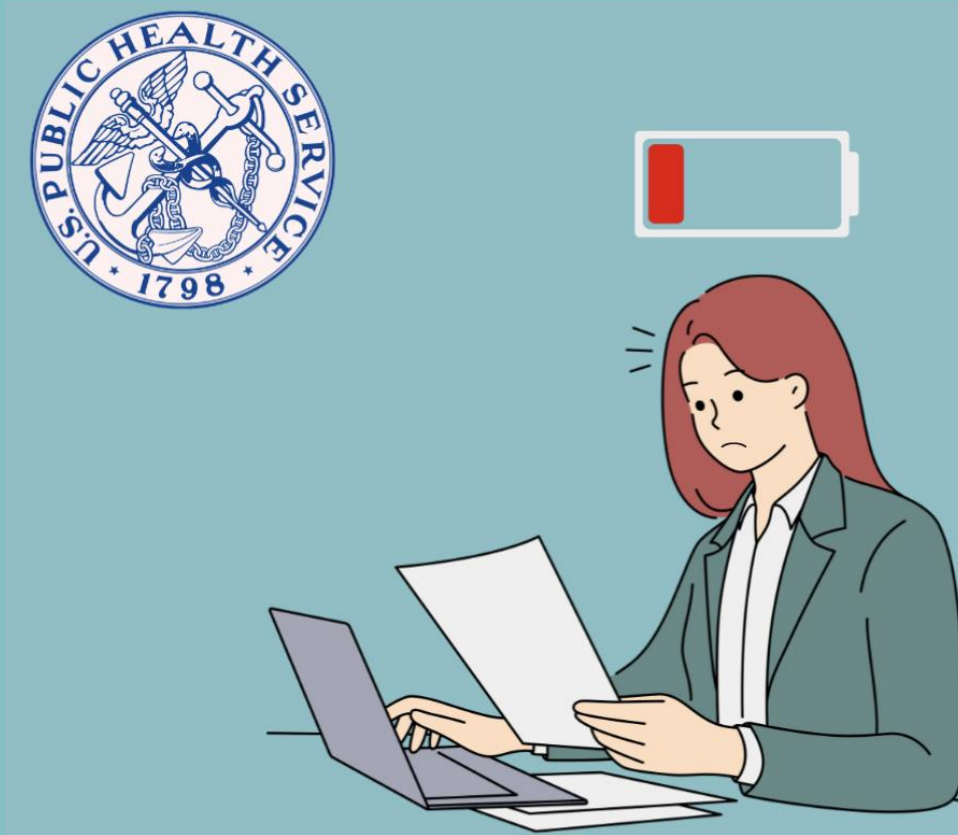
WASHINGTON (AP) — Widespread loneliness in the U.S. poses health risks as deadly as **smoking up to 15 cigarettes daily**, costing the health industry billions of dollars annually, the U.S. surgeon general said Tuesday in declaring the latest public health epidemic.



\$1 / \$4





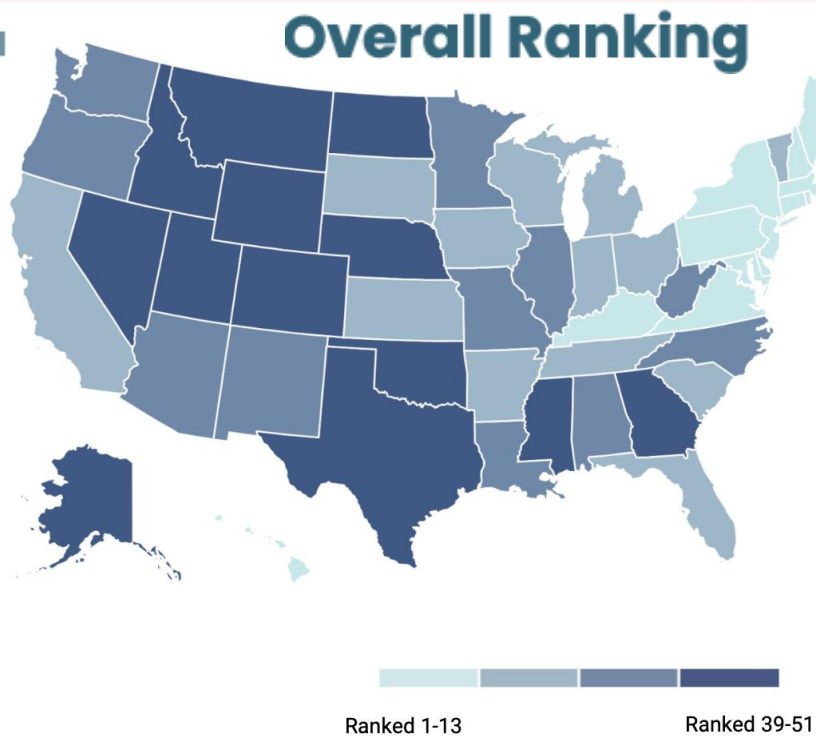








State	Rank
Massachusetts	1
Connecticut	2
Maine	3
New York	4
New Jersey	5
District of Columbia	6
Vermont	7
New Hampshire	8
Hawaii	9
Pennsylvania	10
Michigan	11
Virginia	12
Wisconsin	13
Maryland	14
Illinois	15
Rhode Island	16
California	17
Delaware	18
Kentucky	19
Ohio	20
Florida	21
Kansas	22
Minnesota	23
Indiana	24
Iowa	25



Georgia	26
Utah	27
South Dakota	28
North Carolina	29
South Carolina	30
Arkansas	31
Nebraska	32
Louisiana	33
Mississippi	34
New Mexico	35
Texas	36
West Virginia	37
Oklahoma	38
Alabama	39
Wyoming	40
Washington	41
Tennessee	42
North Dakota	43
Missouri	44
Idaho	45
Colorado	46
Oregon	47
Alaska	48
Montana	49
Arizona	50
Nevada	51



"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

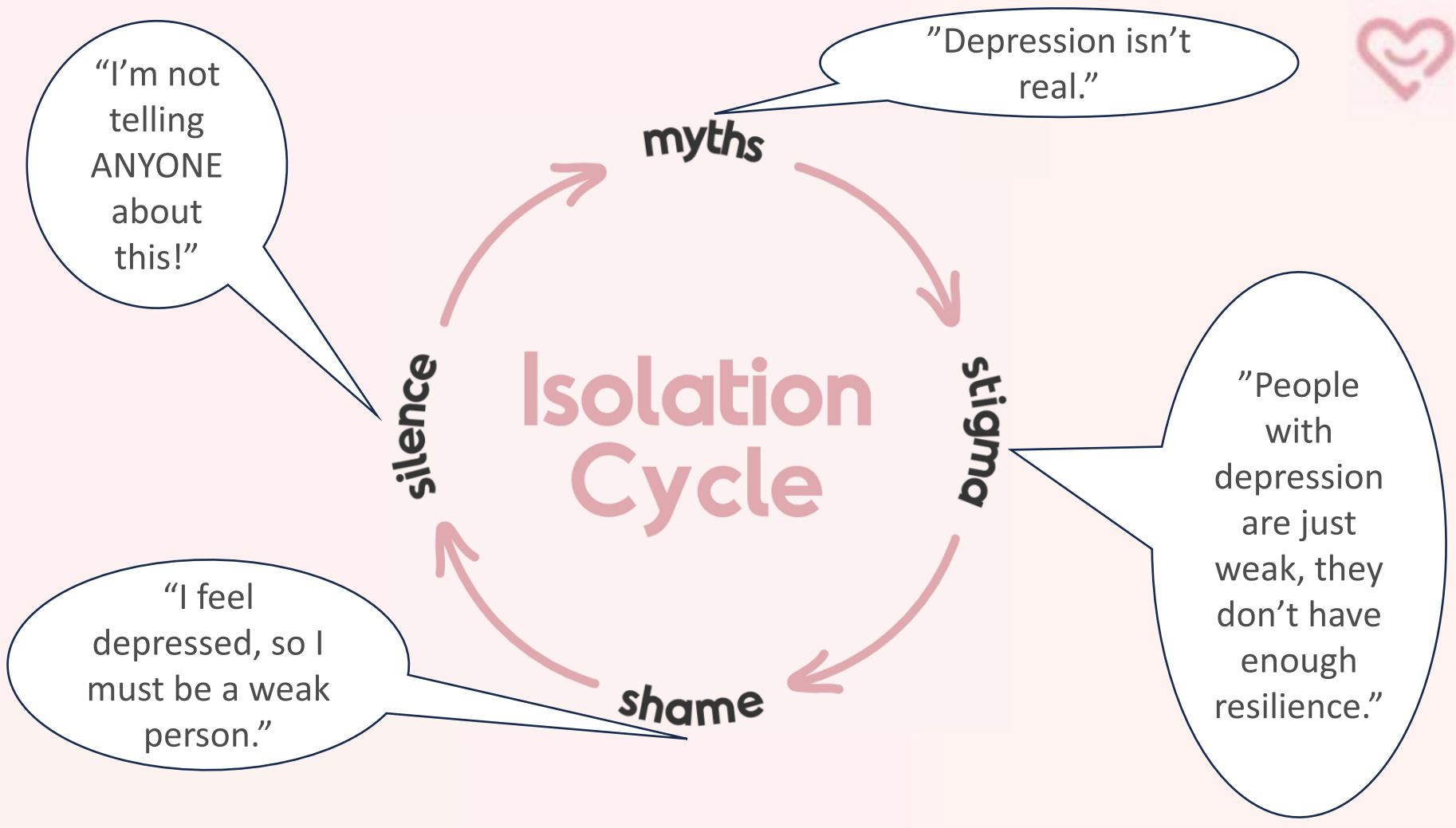
"People with depression are just weak, they don't have enough resilience."

shame

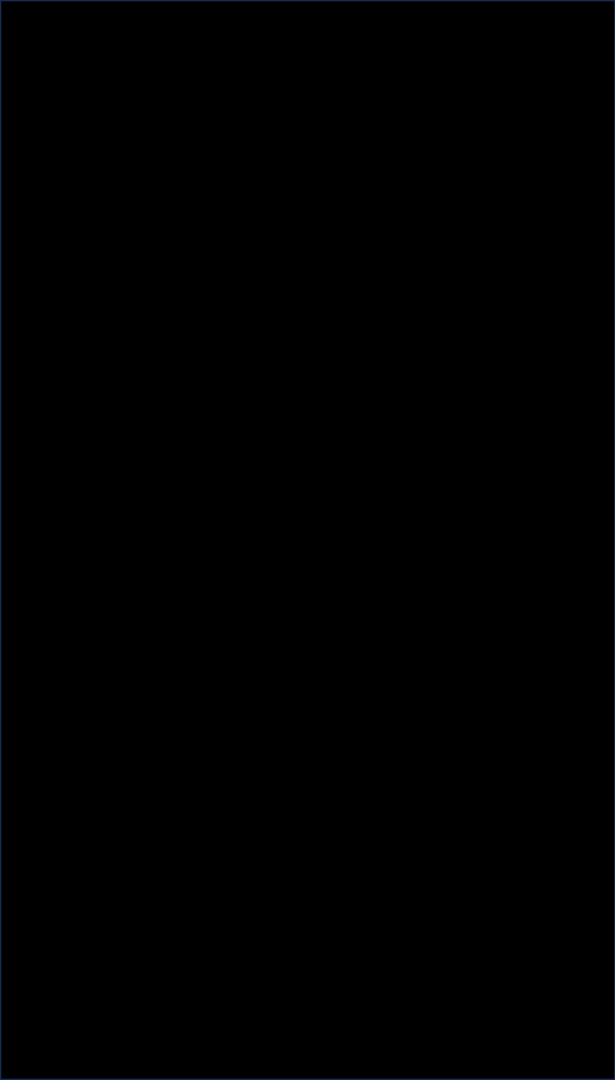
"I'm not telling ANYONE about this!"

silence

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









Productivity



Attendance



Retention



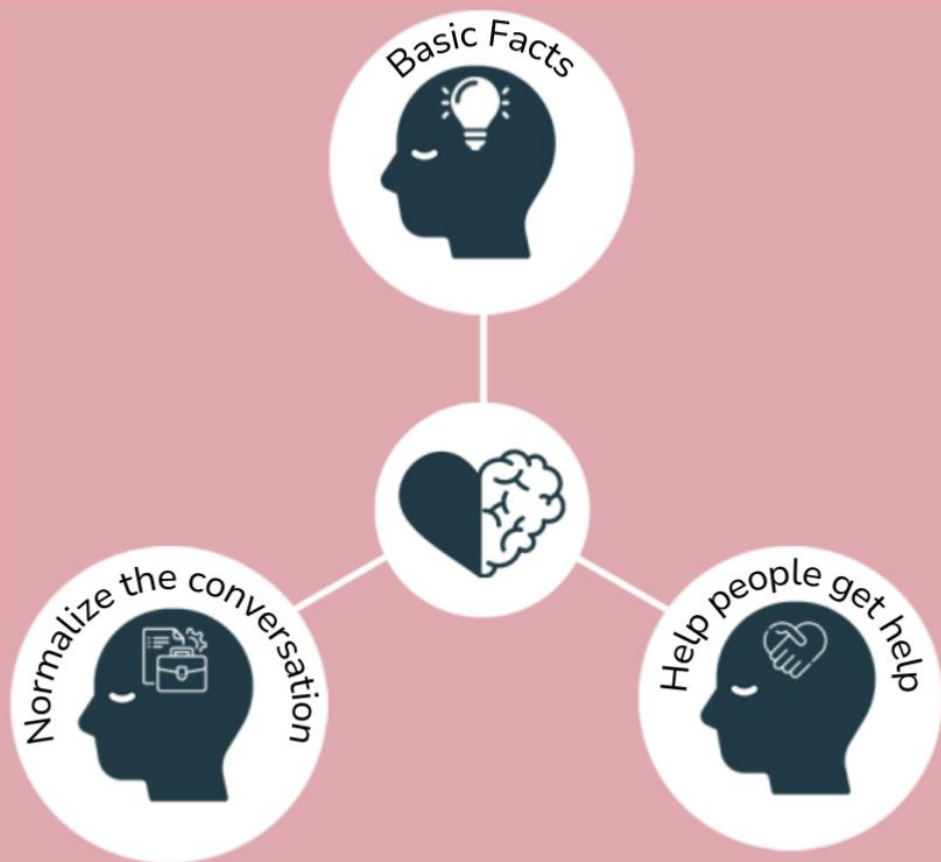
Employee
Satisfaction



Healthcare
Costs



Overall Team
Performance





Possible Signs and Symptoms of a Mental Health Challenge



Physical signs & symptoms (eg: fatigue, Frequent illness, and challenges sleeping)

Mental signs and symptoms (eg: decreased concentration, forgetfulness, and decision-making difficulties)

Emotional signs and symptoms (eg: mood swing, anxiety and panic, depression, fight or flight)

Behavioral signs (eg: changes in behavior, social withdrawal, decline in work performance, increased absenteeism, increased substance use)

Unhelpful Approaches to Engage in the Conversation

Helpful Approaches to Engage in the Conversation



Hey. How's it going? You haven't seemed like yourself lately? Everything OK?

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



I'm so sorry. That sounds really hard. And, it must have taken so much courage to share it with me. What can I do to help?

Helpful Approaches to Engage in the Conversation



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Unhelpful Approaches to Engage in the Conversation

Helpful Approaches to Engage in the Conversation



You have such a wonderful life.
Think of all the things that you
have to be grateful for.

Unhelpful Approaches to Engage in the Conversation



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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:

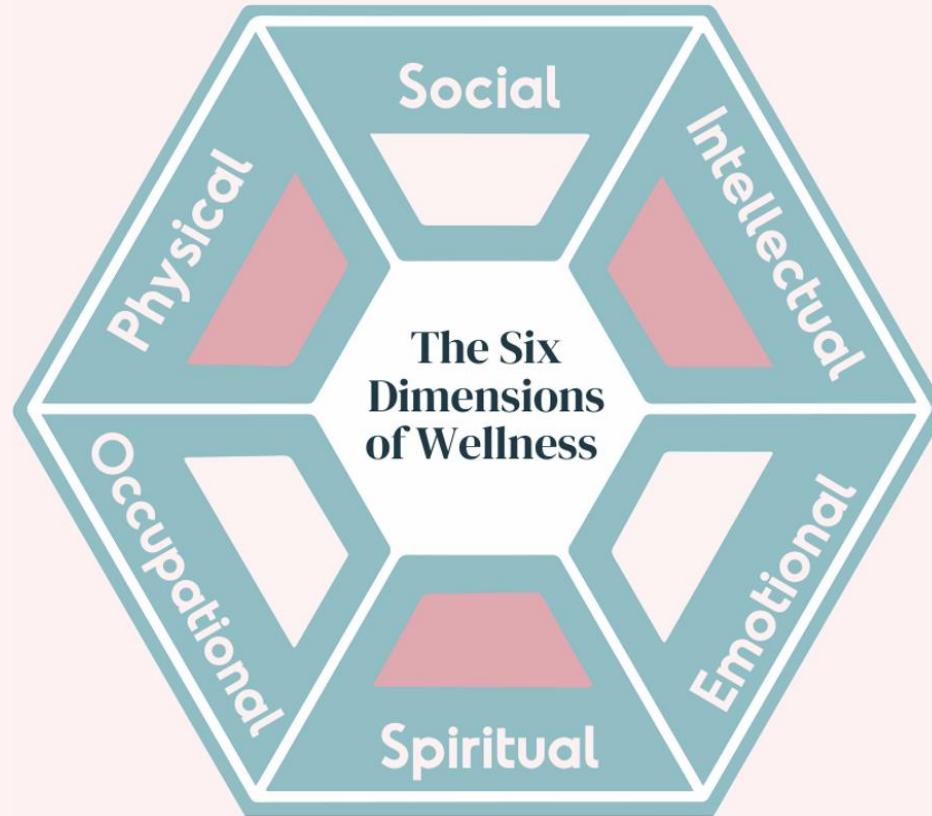
- How are you feeling? I've noticed that you seem a little _____. Is everything OK?
- Hey, _____. You haven't seemed like yourself lately. Are you doing ok?
- Would you like to talk about it?
- You know, we have a great benefit program for mental health services at _____. Can I show you how to access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

Crisis





988





Daily

- ✓ Yoga
- ✓ Swing a club
- ✓ Talk w/ kids
- ✓ "Be Walton"
- ✓ "Watch" my thoughts
- ✓ Get your ~~stuff~~ 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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Simple Mental Health
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Check-in with Adam



Scan Me



