



Naturally Informed: Stress & Mental Wellness

Creating Mentally Wealthy Workplace

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A Mentally Healthy Organization

In this type of organization:

- **Awareness:** Mental health is recognized as an important part of employee well-being.
- **Support:** There are programs and policies in place (e.g., EAPs, mental health days, counseling services) to help employees manage mental health issues.
- **Stigma Reduction:** Leaders and employees feel more comfortable discussing mental health, and there is a visible effort to reduce stigma.
- **Reactive:** Mental health challenges are addressed when they arise, with systems in place to support those experiencing difficulties.



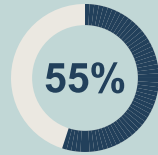
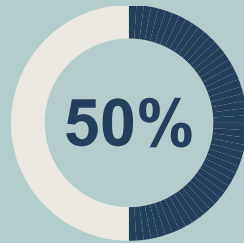
Mental Health Stats

1 in 20 employees live with depression

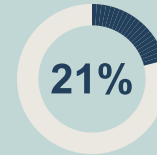


1 in 5 people live with a mental health disorder

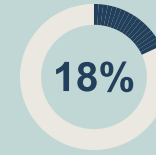
Nearly 1/2 of people reported in engaging in heavy episodic drinking



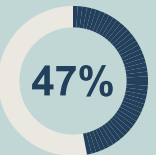
Financial Stress



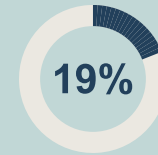
Job Insecurity



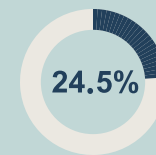
Working Long Hours



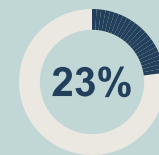
Work Stress



Conflicts with Partner



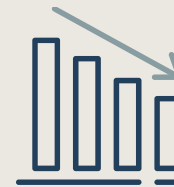
Felt Lonely



More Mental Stress



Women had a larger increase in mental stress



Psychological health is at its lowest



Anxiety disorder highest amongst 26-39 year old



Depression is highest amongst 49+ year olds

Impact to the Bottomline

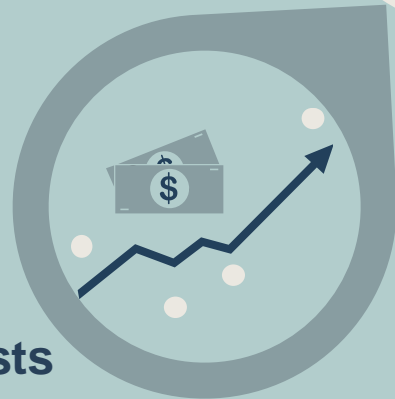
210 billion for depression alone and **45-47%** is direct treatment costs

\$210Bn.

50%

50% is associated with lost productivity, absenteeism and disability

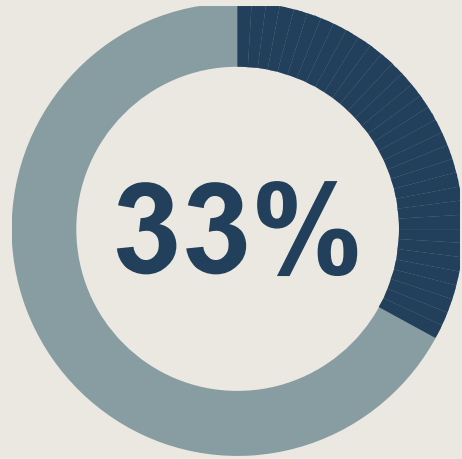
Exacerbates other health costs



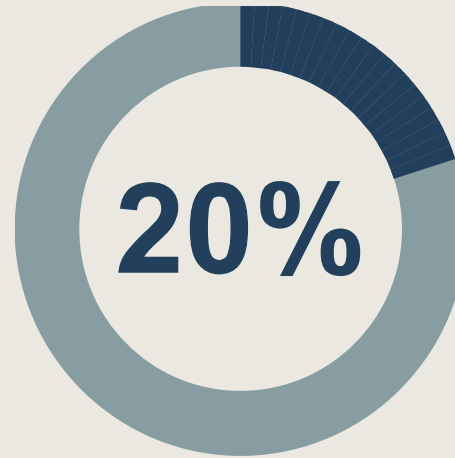
In a **3 month** period, people with depression miss an average of **4.8 workdays** and **11.5 days** of reduced productivity



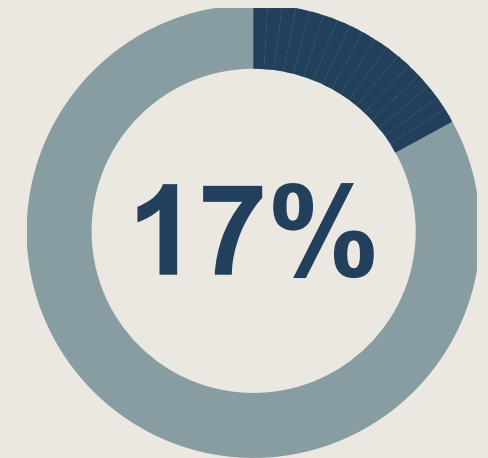
What People Need



say flexibility is the most important action that their employer has taken to support mental health



say making them feel valued is most important



say that empathy is most important

Key aspects which facilitate or increase effectiveness of workplace in addressing mental health issues

High Leadership Involvement

- Approachable
- Supportive
- Open conversations
- Share appropriately
- Regular employee check-ins

Supportive Work Culture

- Friendly and supportive
- Understanding and empathetic line managers
- Peer support (safe place to share problems)
- Mental health champions
- High trust factor

Awareness Sessions

- Multiple awareness campaigns to reduce stigma
- Training specifically for leaders
- Training for employees

Working Arrangement Changes

- Flexible working arrangements
- Supportive leave policies, work life balance

70%

of employees report that their leader has a greater impact on their mental health than their therapist or doctor

Workforce Institute EKG 2023



What Leaders Can Do



Model supportive behavior



Create safe spaces for discussion



Offer access to mental health resources



Learn how to have compassionate and productive conversations

A Mentally **Wealthy** Workplace

- **Proactive Culture:** Mental well-being is deeply embedded in the company's culture.
- **Holistic Approach:** Well-being is integrated into the organization's values and operations.
- **Sustainable Engagement:** Invests in sustainable practices that encourage continuous learning, personal fulfillment, and strong, collaborative relationships among employees.
- **Empowerment and Ownership:** An environment where mental wellness is seen as a shared responsibility.
- **Thriving, Not Just Surviving:** Fosters a climate where people feel energized, motivated, and emotionally invested in their work.

Your Roles as Leaders...

TO DO:

- Start the conversation
- Let people know what you are seeing
- Be supportive and don't jump to assumptions
- Stay connected while employee is off if appropriate
- Stay out of negative/stigmatizing talk and minimize gossip

NOT TO DO:

- Ignore what you are hearing or seeing
- Become their therapist
- Share confidential information
- Minimize what people are feeling
- Talk to everyone but the person about what you see
- Make excuses for people

Action Plan for Leaders

1

Assess your current workplace culture regarding mental health



2

Implement or improve mental health resources and support systems



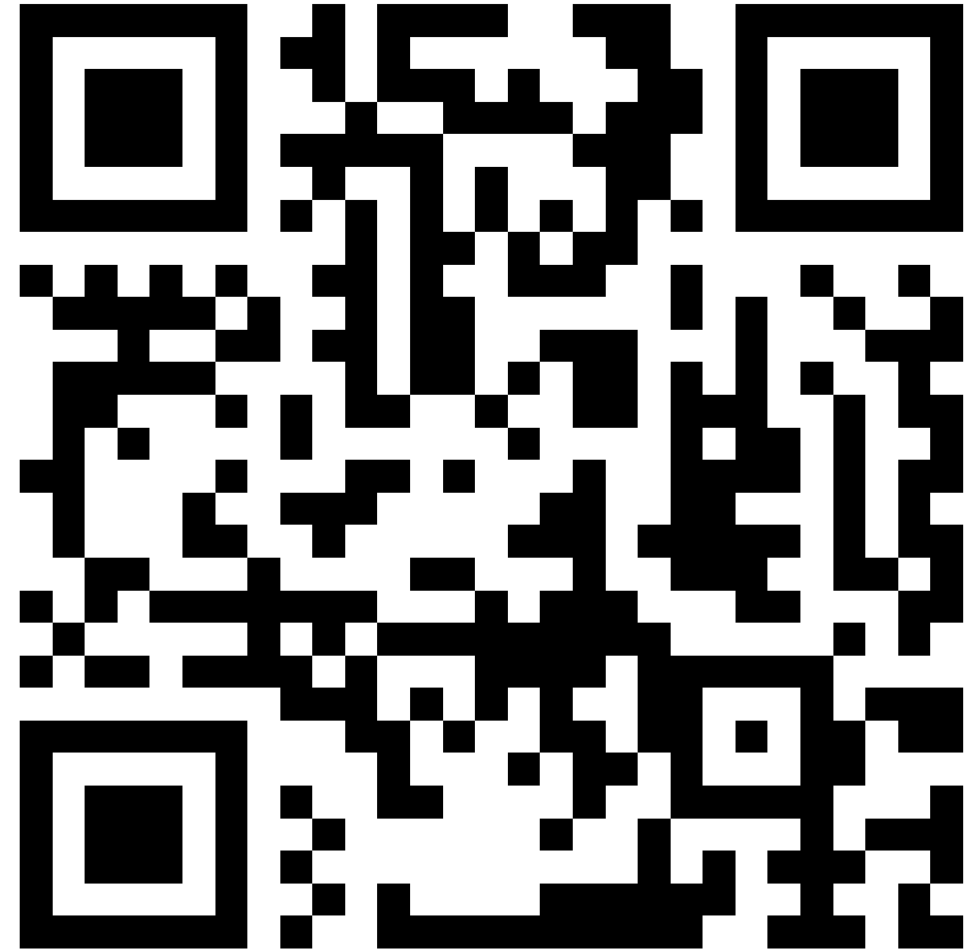
3

Commit to ongoing dialogue and training to keep mental health a priority



SCAN for a free gift

8 tips for leaders on
creating a mentally
healthy workplace



CONNECT WITH ME



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