

Mental Wellbeing

Supporting Each Other through Mental Health Challenges







Have you
ever just said
"I'm fine"
when you
weren't because
some people
wouldn't
understand.



Carries a heavy workload with grit and determination



Arrives to meetings on time, organized and prepared



Cares about their team



Strong business knowledge



Energizing and passionate about their role



Servant leader



Engages with stakeholders to identify solutions

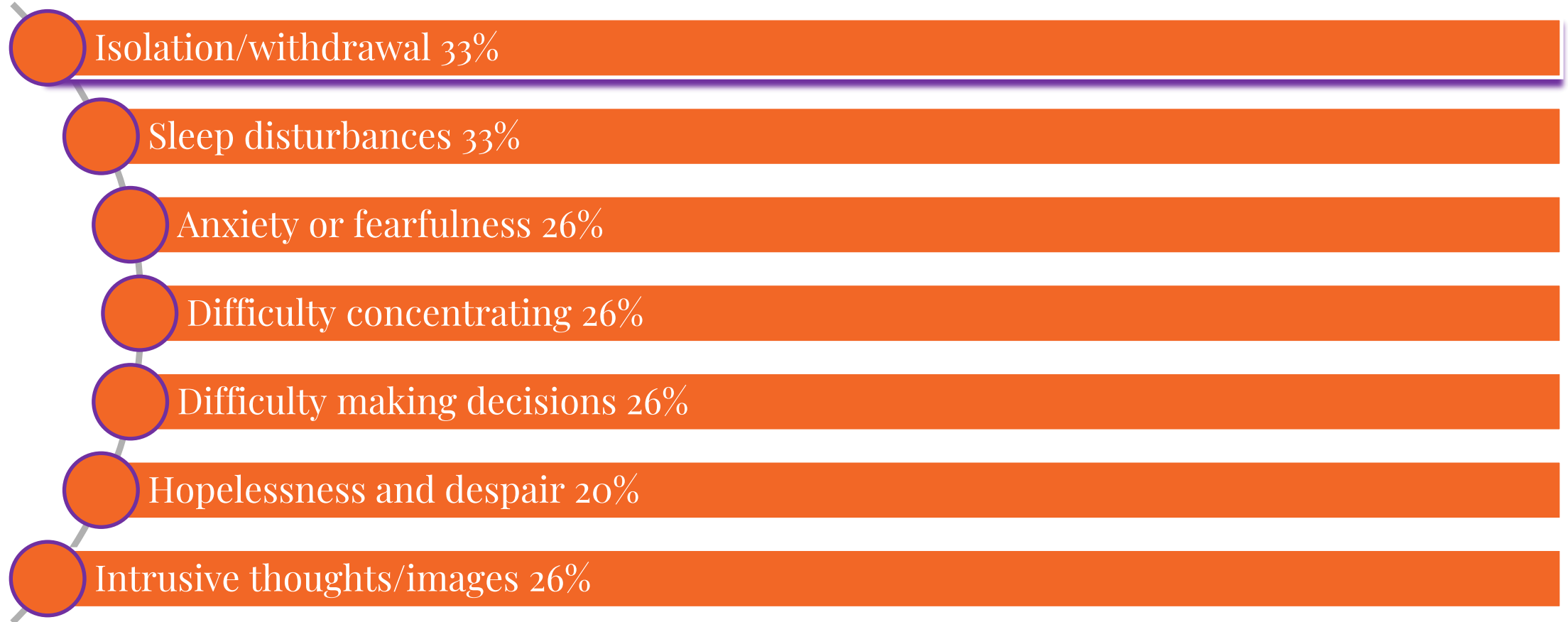
Fell asleep in the leader meeting

Did not review meeting material prior to critical meeting

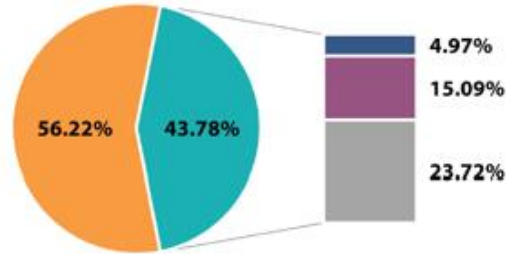
Did not show up for company event

Seems to not care about new role

Frequently misses deadlines



MY EMPLOYER PROVIDES A SAFE AND WELCOMING ENVIRONMENT FOR EMPLOYEES WHO LIVE WITH MENTAL ILLNESSES



■ Strongly Agree ■ Agree ■ Somewhat Agree ■ Disagree



ECONOMIC IMPACT

**\$210.5
BILLION**

Lost earnings per year due to serious mental illness

#1

Depression is the leading cause of disability in the United States among people ages 15-44



Depression ranks among the top 3 workplace issues in the United States, along with family crisis and stress

Understanding Mental Health Challenges

Take the time to educate yourself and/or your team about various mental health conditions to foster empathy and understanding.

Key Understandings



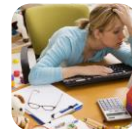
Person First Language



Mental Health



Mental Health Challenge



Burnout



Mental Disorder



Substance Use Disorder

Your Employees' Mental Health is Under Siege



3 Most Common Mental Health Issues in the Workplace

1 Burnout 🕒

Recognize the signs of burnout and implement strategies to prevent it.

2 Anxiety 😬

Learn how to create an environment that helps reduce anxiety triggers.

3 Depression 😞

Understanding depression and providing appropriate support.

Recognizing Signs of Mental Health Struggles

Behavioral Signs

- Isolation
- Changes in productivity
- Increased irritability

Physical Signs

- Frequent headaches
- Insomnia or oversleeping
- Unexplained weight changes

Emotional Signs

- Depressed mood
- Extreme mood swings
- Loss of interest in activities

Breakout

How would you respond if a team member says “I’m overwhelmed.”



psychologist
therapist
purpose
dialog
open
relationships
illness
stigma
belonging
fatigue
engagement
psychological
self-worth
social
depression
anxiety
counselor
support
resilience
awareness
prevention
strategy
connection
burnout
experience
medication
skills
psychiatrist
mindfulness
outpatient
activity
stress

mental
employee
wellness

Providing Resources and Employee Assistance Programs



Online Resources

Offer access to trusted mental health resources and professional support services.



Employee Assistance Program (EAP)

Connect team members with confidential counseling and additional mental health support.

Creating a Supportive Work Environment

1

Open Communication

Foster an environment where team members feel comfortable discussing their concerns.

2

Flexible Work Arrangements

Provide options for remote work or flexible schedules to accommodate different needs.

3

Peer Support Networks

Encourage connection and support among team members through mentorship programs or employee resource groups.

Promoting Work-Life Balance and Self-Care

1 — Work-Life Integration

Encourage team members to find harmony between work and personal life through flexible boundaries.

2 — Wellness Programs

Offer wellness initiatives such as yoga classes or mindfulness workshops to support mental well-being.

3 — Self-Care Training

Self-care wheel



This Self-Care Wheel was inspired by and adapted from "Self-Care Assessment Worksheet" from *Transforming the Pain: A Workbook on Vicarious Traumatization* by Saakvitta, Pearlman & Staff of TSI/CAAP (Norton, 1996). Created by Olga Phoenix Project: Healing for Social Change (2013). Dedicated to all trauma professionals worldwide.

www.OlgaPhoenix.com

I Leave You With Two Thoughts:

“It is not the critic who counts; not the man who points out how the strong man stumbles, or where the doer of deeds could have done them better. The credit belongs to the man who is actually in the arena, whose face is marred by dust and sweat and blood; who strives valiantly; who errs, who comes short again and again, because there is no effort without error and shortcoming; but who does actually strive to do the deeds; who knows great enthusiasms, the great devotions; who spends himself in a worthy cause; who at the best knows in the end the triumph of high achievement, and who at the worst, if he fails, at least fails while daring greatly, so that his place shall never be with those cold and timid souls who neither know victory nor defeat.”

***- Theodore Roosevelt, Excerpt from the speech “Citizenship In A Republic”
delivered at the Sorbonne, in Paris, France on 23 April, 1910***





Connect

- Chris Mills
- COO, Partner
- ML Talent Strategies and trueU
- chris.mills@mltalentstrategies.com