A National Business Group on Health® Infographic

Mental Health at Work

43% of large employers have a formal mental health strategy

DID YOU KNOW?

1 in 5 U.S. adults experience a mental illness in a given year

Most Prevalent Mental Health Issues Among Working Adults

- Anxiety Disorders
- Depression
- Bipolar Disorders
- Attention-deficit/Hyperactivity Disorder

Triggering Mental Health Conditions to Flare Up or Worsen

- Work Stress
- Work-Life
- Social Stress
- Financial Stress
- Physical Stress

Work Positively Impacts Mental Health by Boosting...

- Self-Esteem
- Well-Being
- Social Connectedness
- Recovery

Business Impacts

- Globally, mental health disorders cost $2.5 trillion annually— that's roughly equivalent to the combined cost of cardiovascular diseases and diabetes.
- 62% of missed work days are attributed to mental health.
- 57% say mental health conditions cause a lack of focus.
- 45% say mental health conditions lower productivity.

Workplace Mental Health Programs

Top Concerns Employers Aim to Address

- Stigma in-network providers
- Availability
- Access to low cost, high quality behavioral health providers
- Undiagnosed/untreated depression

Top Components of Mental Health Awareness Campaigns

- Awareness Communication
- Manager Training
- Resource Toolkits
- Awareness Events
- Employee Testimonials

30% of large employers indicate their leaders are actively involved in their mental health awareness campaign.

It'd be easier for employees to disclose a mental health issue if...

- They were aware of resources
- The workplace was open about mental health
- Someone within the company talked to them about mental health

What to Do When a Colleague or Employee Shares

Don't Say

- “It could be worse”
- “Just deal with it”
- “Everyone feels that way sometimes”
- “You’ve got to pull yourself together”

Do Say

- “Thank you for telling me”
- “Can I do something to help?”
- “I’m here for you”
- “I can’t imagine what you’re going through”

Call to Action

Mental Health is everyone’s issue. Employers must embrace holistic well-being and make mental health matter as much as physical health.

Offer a variety of mental and emotional health supports, such as resilience training, flexible work arrangements, on-site mental health care and digital solutions.

Ask leaders to lead by sharing their stories, showing compassion and normalizing the conversation about emotional health.

Train managers to identify issues and refer employees to appropriate resources.

Launch a communication plan to address the stigma and rebrand services available to boost engagement.

Empower employees to address stigma through champions and peer advocates.

Make the connection between mental health and other business and employee priorities, like diversity and inclusion, caregiving, performance, and even sleep.

Increase access to high-quality, low-cost information and care.

What is a variety of mental and emotional health supports, and how do they help improve employee health outcomes?

- Resilience training: Helps employees develop the skills and strategies needed to cope with stress and adversity.
- Flexible work arrangements: Allows employees to balance work and personal responsibilities, reducing stress and burnout.
- On-site mental health care: Provides immediate access to mental health professionals, reducing stigma and improving access to care.
- Digital solutions: Offers convenient and confidential access to mental health resources through mobile apps and online platforms.

How does the connection between mental health and other business and employee priorities impact workplace well-being?

- Diversity and inclusion: A supportive workplace environment can improve mental health outcomes by reducing discrimination and creating a sense of belonging.
- Caregiving: Supporting employees facing caregiving responsibilities helps reduce stress and improve mental health.
- Performance: Addressing mental health can lead to improved job performance and productivity.

Learn more about Mental Health at Work

www.nationalbusinessgroup.org/mentalhealth

Acknowledgement

The Business Group gives a special thanks to Unum, One Mind at Work, Optum and NAMI Minnesota for the contributions provided by their team of subject matter experts in the development of this resource.

This is a product of the Business Group’s Well-being & Workforce Strategy Institute and Leave Optimization Forum.