



Ten Ways To Support Mental Health and Wellbeing At Work

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Agenda

- Mental health care crisis continues to impact our country,
- Companies are faced with employees coping with stressors to their mental health and well-being.
- This workshop will explore how to augment traditional ways to support the mental health.
- Included in the ten ways to bolster mental health are wellness programs.



- Prior To Covid-A Mental Health Crisis

In 2019, just prior to the COVID-19 pandemic, 19.86% of adults experienced a mental illness, equivalent to nearly 50 million Americans.



Suicidal Thoughts Rising

Suicidal ideation continues to increase among adults in the U.S. 4.58% of adults report having serious thoughts of suicide, an increase of 664,000 people

The national rate of suicidal ideation among adults has increased every year since 2011-2012. This was a larger increase than seen in 2019.



Untreated

- **Over half of adults with a mental illness do not receive treatment, totaling over 27 million adults in the U.S. who are going untreated.**
- **10 years between onset and treatment is the norm across many groups.**
- **Does not include undertreated, poorly treated.**



And Then...Covid



Unprecedented Times

2.5 years into Pandemic

Worldwide

Economic Impacts

Political Unrest



A Troubling Time

- Trauma
- Grief
- Loss of Routines, Celebrations, Closeness
- COVID-19
- Civil Unrest
- Financial Hardships
- Mental Health Prior to COVID-19
 - 1 in 5 children mental health, behavioral, ADHD disorders
 - Only 20 percent getting help
 - Rate of Depression, Anxiety and Suicide all rising in the past decade
- CDC reports over 30 percent of Americans reporting symptoms of anxiety and depression



Covid Impacts Economic Impacts

- Their families have suffered disproportionate economic setbacks as well, with Hispanic women and immigrants among the groups most affected by job loss during the pandemic, according to the Pew Research Center.
- Young people in these hard-hit families are at risk for food insecurity, unstable housing, and even the effects of domestic violence, which rises during tough financial times.



Covid Losses

- **Changes in their routines** (e.g., having to physically distance from family, friends, worship community)
- **Breaks in continuity of working** (e.g., virtual working environments, technology access and connectivity issues)
- **Breaks in continuity of health care** (e.g., missed well-child and immunization visits, limited access to mental, speech, and occupational health services)
- **Missed significant life events** (e.g., grief of missing celebrations, vacation plans, and/or milestone life events)
- **Lost security and safety** (e.g., housing and food insecurity, increased exposure to violence and online harms, threat of physical illness and uncertainty for the future)



Mental Health Impacts

- According to the Census Bureau, during the Coronavirus, a third of Americans are showing signs of clinical anxiety or depression, the most definitive and alarming sign yet of the psychological toll exacted by the coronavirus pandemic
- Hospitalizations Are Up
- Drug and Alcohol Relapse Up
- Eating Disorder Relapse Up
- Child Abuse Reports Up



Mental Health Statistics at a Glance

- 21% of U.S. adults experienced a mental health condition in 2020^[1]
- 5.6% of U.S. adults experienced a serious mental health condition in 2020, which is often defined as a psychotic disorder, bipolar disorder or a severe anxiety or eating disorder that significantly impairs functioning^[2]
- In 2020, 32.1% of U.S. adults experienced both a mental health condition and substance abuse^[3]
- In 2019, 15.3% of U.S. veterans experienced a mental health condition^[4], such as post-traumatic stress disorder (PTSD), depression or substance abuse
- As of 2020, suicide is the second leading cause of death for U.S. children ages 10 to 14, preceded only by unintentional injury^[5]



Mental Health Statistics at a Glance

- In 2020, 51.2% of U.S. females received mental health services, while only 37.4% of males received mental health services^[7]
- Young adults ages 18 to 25 in the U.S have the highest rate of experiencing any mental health concerns (30.6%) compared to adults aged 26 to 49 years, and the highest rate of serious mental illness (9.7%)^[8]
- Females are diagnosed with serious mental health conditions at higher rates than males, 7% to 4.2%, respectively^[9]
- The percentage of U.S. adults receiving mental health treatment rose from 19.2% in 2019 to 21.6% in 2021^[10]



Why Should Companies Care About Mental Health



Workers and Community

Beleaguered Work Force

Re-evaluating Options

Great Resignation

Productivity

Retention



Mental Health at Work

- [World Health Organization](#)
- One Dollar in Treatment = four dollars in improved productivity.
- With approximately [1 in 5 U.S. adults](#) likely to experience a mental illness each year, the ROI on mental health treatment is an advantage to all organizations.
- When left untreated, employees with mental illness do not perform in their work nearly as well as their healthy peer



Mental Health At Work

- According to the Centers for Disease Control, a mental illness like depression reduces a person's cognitive performance by about 35% and interferes with their ability to complete physical tasks about 20% of the time.
- Coworker communication can also be significantly slower or less productive when one or more members of a team is suffering from a mental illness.



The Costs

- There is plenty of motivation for them to step up.
- Mental health conditions cost employers more than [\\$100 billion and 217 million lost workdays](#) each year.
- By addressing mental health issues in the workplace and investing in mental health care for workers, employers can increase productivity and employee retention.



Monetary Impact-Worldwide

- The impact depression and anxiety has on the global economy can be measured in \$1 trillion in lost productivity each year



Ten Ways To Impact Mental Health At Corporate Level



1. Mental Health First Aid/Programming

- Mental Health First Aid Programs
 - Educate about Stress, Mental Illness
 - Bystander-How To Support Co-Workers
- Expansive Definition of Well-Being
 - Body, Mind and Spirit



2. Alignment with Call-In/Online Providers

- Corporate Alignments with Call in Mental Health Providers
- Coaching



3. Expansive Support for Mental Health and Well Being

- Encompass Holistic Person
- Coaching Programs and Packages
- Support Groups
- Nutrition
- Stress Release
- Fitness
- Other Ways to Help Make Life Easier-Organizer
- Arts/Music/Martial Arts/Meditation/Journalling



4. Wellness Officer

- Set An Ostensible Signal That Wellness Is Important
- Central Repository
- Organize Programs



5. EAP Programs

- Review For Efficacy
- Underutilized-Figure Out Why
- Increase Session Limit
- Expand Types of Treatment
- Discount for Future Services
- Communications To Publicize



6. Clear, Consistent and Transparent Communications About Mental Wellness

- From The Top
- Featured in communications
- Communicate Using Various Methods
 - Newsletters
 - Speeches
 - Press Releases
 - Strategic Plans



7. No Reason Leave

- Days each year that are paid that do not require explanation
- Could be combined with annual and sick leave
- Overall Benefits Package



8. Menu of Benefits

- Review and Revamp HSAs
- Coaching Benefits
- Group Therapy
- Fitness, Wellness Programs
- Leave Policies



9. Innovative Approaches

- Technology
 - Mental Health Apps
 - Meditation
 - Mood
- Healing Circles
- Community Resources Publicized



10. Customize According To Employee Demographics

- Younger Employees vs. Older Employees
 - Technology
 - Time Off
 - Programmatic Offerings



First Steps-Know Where You Are



Review Current Benefits

- Health Plans
- EAP
- HSA
- Wellness Initiatives
- Mentoring
- DEI
- Professional Development
- Information About Wellness and Mental Health
- Safety and Security
 - Do employees feel safe talking about Mental Health



Current Policies

- Are Your Policies Legal and Ethical?
- Are they Fair?
- Are they Humane?
- What is our Company is making mental health worse?



Implementation and Priorities

- Compassionate, Fair and Uniform Rules on Handling MH
- Legal and Confidentiality Issues
- Lean Into Investments At The Front End-Wellness and Self Care



Opportunities For The Future



Final Thoughts



Extraordinary Times Require Extraordinary
Actions

Opportunities To Differentiate Your
Company

Leaders Take Care of Yourself



It's not us vs
them

It's Just Us

Kindness and
Compassion
Go A Long Way



Thank You!
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