

When a Day Off Isn't Enough: Improving Workplace Mental Health Strategy

MENTAL HEALTH AWARENESS MONTH » MAY 2023

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Introductions



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Objectives

- Discuss best practices, tools, and resources
- Enhance awareness of signs and symptoms of mental health issues
- Learn communication skills and empathetic response techniques

Mental Health in the Workplace

76%

of U.S. workers reported at least one symptom of a mental health condition.

84%

of respondents said their workplace conditions had contributed to at least one mental health challenge.

81%

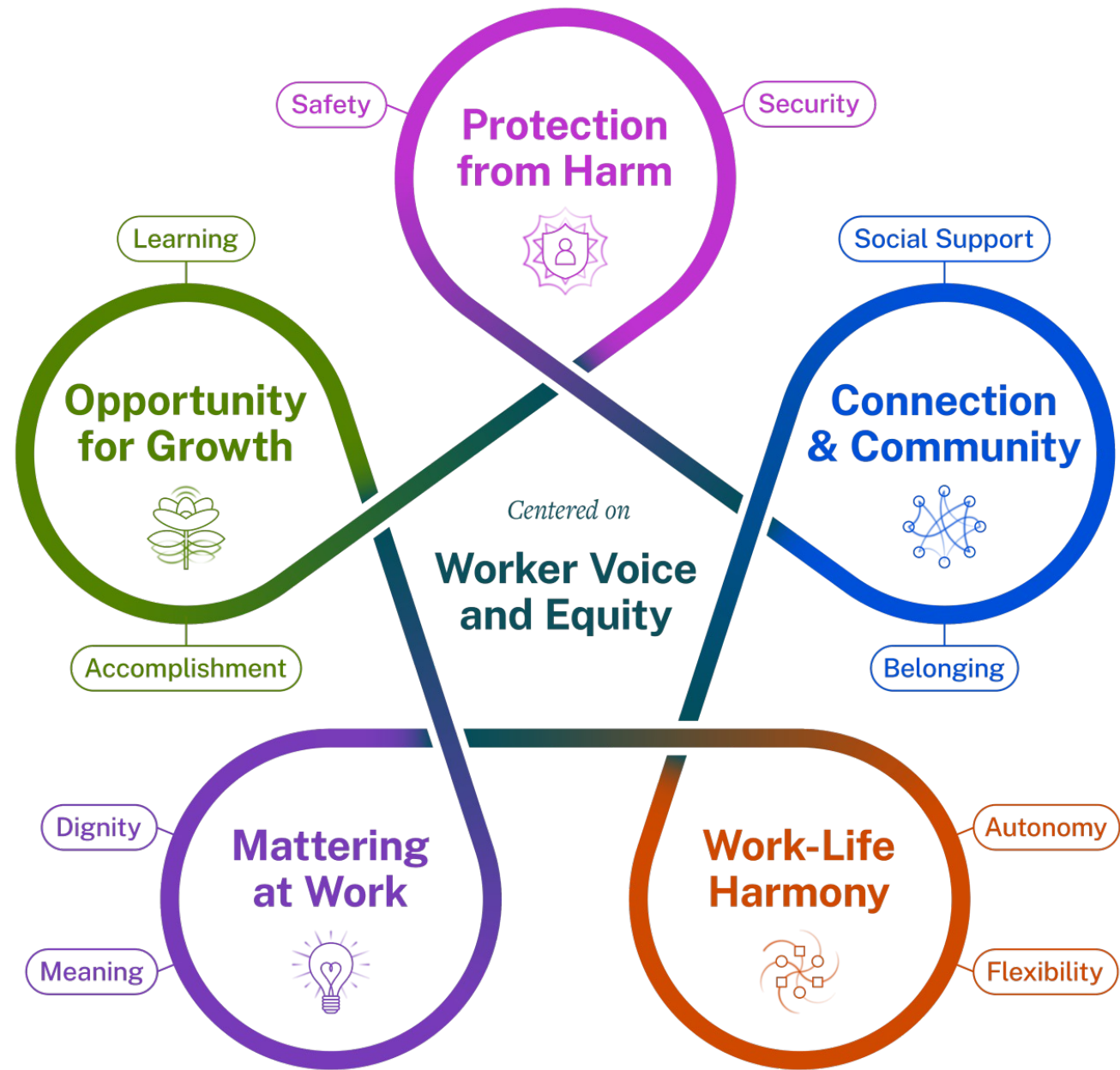
of workers reported that they will be looking for workplaces that support mental health in the future.

Mental Health and Wellbeing is a Spectrum



The Framework

The Surgeon General's Framework for Workplace Mental Health and Well-Being



Bell Seal for Workplace Mental Health



Criteria across
four categories

1. Supportive Workplace Culture

- Responding to Employee Needs
- Mental Health Education and Training
- Fair and Effective Management
- Employee Growth and Empowerment

Bell Seal continued



Criteria across
four categories

2. Benefits that Support Mental Health

- Health Insurance and EAP
- PTO
- Stress and Burnout Mitigation

Bell Seal continued



Criteria across
four categories

3. Caring Beyond Compliance

- Inclusive and Diverse Talent Recruitment
- Representation and ADA Education

Bell Seal continued



Criteria across
four categories

4. Holistic Wellness at Work

- Additional Resource Support
 1. Remote work
 2. Flexible work arrangements
 3. Physical wellness programs
 4. Financial education

Signs and Symptoms

- Burnout
- Depression, anxiety, or other mental health disorders
- Self harm and/or suicide



Let's Skill Build

Communication

| Active Listening

| Empathetic Response

Communication

- How to ask
- How to respond
- Adjust style when needed
- Use "I" statements
- Don't make assumptions
- Ask questions
- "Tell me more"

Five Levels of Listening

Understanding

Gleaning

Judging

Waiting my turn

Pretending

What is empathy?



Your Organizational Checklist

- Have an *updated emergency contact on file for every employee
- Develop an emergency plan that includes suicide risk
- Have files accessible with appointed HR staff and designated leaders and communicate it out
- Assess your benefits
- Start a Mental Health ERG
- Provide Mental Health Response Training
- Create a magnet/wallet card with important numbers and contacts
- Distribute 988 Crisis Line

Not Just an HR Issue

Assess your Culture:

- Educate and skill build for leaders
- Host trainings on mental health, resilience and self care, stress management
- Embrace psychological safety
- Establish rewards and recognition program
- Employ meeting management techniques
- Establish boundaries around communication
- Plan for flexible and hybrid work environment
- Re-recruit your current staff

How We Can Help

WeAreCompass.com



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