

# The State of Workplace Mental Health: 2024

**Wednesday, May 15 | 11:00am–12:00pm MT**

Mental health in the workplace affects nearly everyone. When employers support mental well-being, workers are healthier and more successful and lead better lives. Unfortunately, many employees struggle with mental health and feel like they aren't receiving enough support from their organization. While mental health challenges in the workplace can feel pervasive, there are many ways employers can support their team members.

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This webinar may have short mentions of mental health challenges, suicide, racism, and homophobia. Please engage with our webinar to the level of comfort that best suits you. A recording and summary of key takeaways will be shared after the session.

# Mental Well-Being in the Workplace

Alex J. Reed, PsyD, MPH





# Objectives

- ▶ Understand the workers want and need for mental health support.
- ▶ Describe strategies to talk to someone if you are concerned about the mental well-being
- ▶ Identify resources and tools for mental well-being.





# Mental Health Prevalence

- ▶ Nearly 1 in 5 American adults will have a diagnosable mental health condition in any given year
- ▶ 46 percent of Americans will meet the criteria for a diagnosable mental health condition sometime in their life, and half of those people will develop conditions by the age of 14
- ▶ Colorado ranks 30th in the US in terms of prevalence of mental health conditions and access to care.

State of mental health in America. Ranking the states 2023  
<https://mhanational.org/issues/2023/ranking-states#overall-ranking>



# Mental Health in the Workplace

- ▶ Job performance and productivity.
- ▶ Engagement with one's work.
- ▶ Communication with coworkers.
- ▶ Physical capability and daily functioning.
- ▶ Even after taking other health risks—like smoking and obesity—into account, employees at high risk of depression had the highest health care costs during the 3 years after an initial health risk assessment.

From: <https://www.cdc.gov/workplacehealthpromotion/tools-resources/workplace-health/mental-health/index.html>





# My Story with the Nuggets





# My Story with the Nuggets



# Psychological well-being is a very high priority for workers.

- ▶ 92% of workers said it is very (57%) or somewhat (35%) important to them to work for an organization that values their emotional and psychological well-being.
- ▶ 92% said it is very (52%) or somewhat (40%) important to them to work for an organization that provides support for employee mental health.
- ▶ 95% said it is very (61%) or somewhat (34%) important to them to work for an organization that respects the boundaries between work and nonwork time.





# Workers are reporting support from their employers

- ▶ The majority (77%) of workers reported being very (36%) or somewhat (41%) satisfied with the support for mental health and well-being they receive from their employers
- ▶ More than half (59%) strongly (22%) or somewhat (37%) agreed that their employer regularly provides information about available mental health resources.
- ▶ 72% of workers strongly (30%) or somewhat (42%) agreed that their employer helps employees develop and maintain a healthy lifestyle.





# When challenges begin to get in the way

- ▶ Too intense or causing too much distress for either themselves or when they interact with others
- ▶ Lasting too long (generally 2 weeks or more)
- ▶ Keep happening over and over.



# How to **A**pproach your employees who are struggling

- ▶ **A**ttune

- ▶ Ability to know yourself and others

- ▶ **A**ffirm

- ▶ Ability to validate self and others

- ▶ **A**dvance

- ▶ Ability to enrich others and oneself through the creating and delivery of ideas, which allows the conversation to move forward

Belinda Fu (2019) Common Ground: Frameworks for Teaching Improvisational Ability in Medical Education, Teaching and Learning in Medicine, 31:3, 342-355, DOI: [10.1080/10401334.2018.1537880](https://doi.org/10.1080/10401334.2018.1537880)



# Additional Attuning Strategies

- ▶ Set aside time with no distractions. Offer an observation
  - ▶ “I have noticed that you don’t seem yourself lately. You seem to be keeping to yourself and are less talkative than usual.”
- ▶ Getting background information
  - ▶ What’s been going on for you?
- ▶ Listening to feelings
  - ▶ How are you feeling this past week?
  - ▶ How does this make you feel?
- ▶ Diving Deeper
  - ▶ Of everything that’s going on, what’s troubling you the most?



# Additional Attuning/Advancing Strategies

- ▶ Allow them to share as much or as little as they want to
- ▶ Listen carefully
  - ▶ Repeat back what was said to make sure you understood it.
  - ▶ It make sense that you're frustrated...
- ▶ Ask "How have you been trying to handle the problem?"
- ▶ Ask "What do you think would be helpful for you?"
- ▶ Ask "Would you like me to help you problem solve or connect you with additional support?"





# A few additional tools for Mental Well-Being



# Do something pleasurable

- ▶ Behavioral Activation
- ▶ Schedule pleasurable activities
- ▶ As effective as cognitive therapy and some antidepressants



Dimidjian S, Dobson K, Kohlenberg RJ, Gallop R, Markley DK, Atkins DC, et al. Randomized trial of behavioral activation, cognitive therapy and antidepressant medication in the acute treatment of adults with major depression. *J Consult Clin Psychol*. 2006;74(4):658-670.



# Mindfulness/Meditation





# Exercise

- ▶ Investigators have found that exercise improves symptom in people with depression compared with control treatment or no intervention.
- ▶ Begin exercising slowly and choose an enjoyable mode of exercise which can result in a more positive exercise experience and increase the likelihood of maintained exercise involvement.

Rimer J, Dwan K, Lawlor DA, Greig CA, McMurdo M, Morley W, Mead GE. Exercise for depression. Cochrane Database Syst Rev. 2013;(9):CD004366.

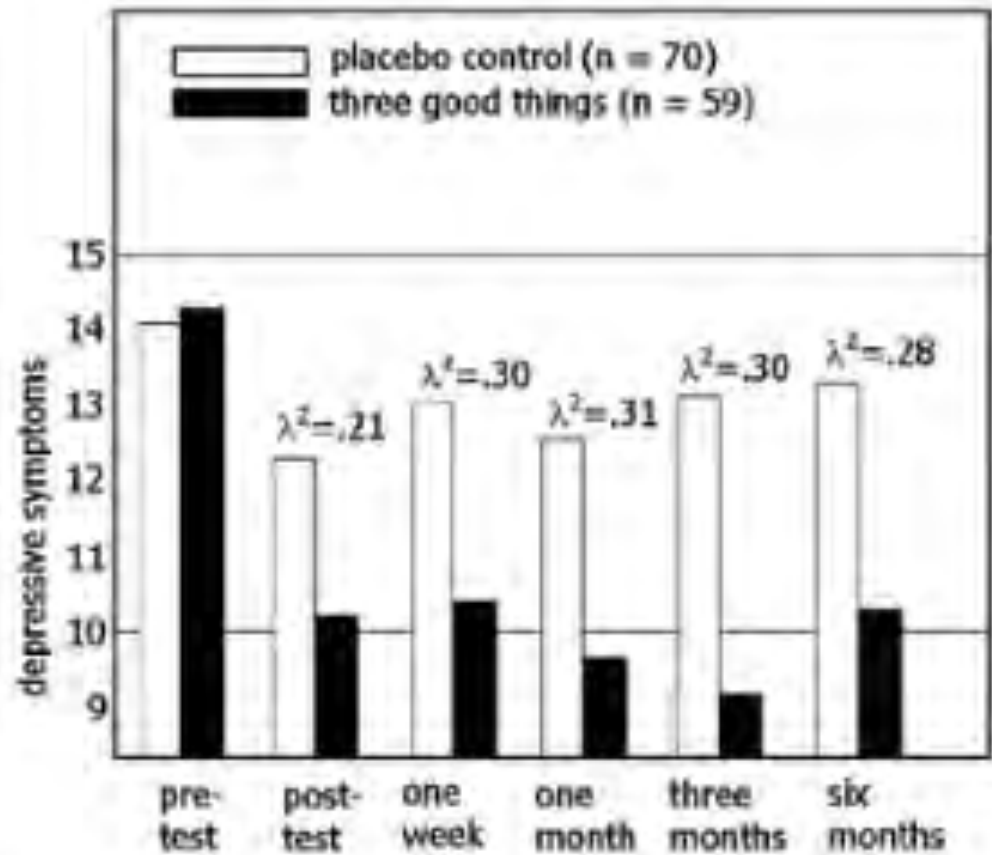


# 3 Good Things

- ▶ Each day for at least one week, write down three things that went well for you today,
- ▶ The items can be relatively small (e.g., “my partner made the coffee today”) or large (e.g., “I earned a big promotion”).
- ▶ Give the event a title (e.g., “My daughter made a hilarious joke”).
- ▶ Write down exactly what happened in as much detail as possible, including what you did or said and, if others were involved, what they did or said.
- ▶ Include how this event made you feel at the time and how this event made you feel later (including now, as you remember it).
- ▶ Explain what you think caused this event—why it came to pass.
- ▶ Use whatever writing style you please, and do not worry about perfect grammar and spelling. Use as much detail as you'd like.



# Three Good Things



Seligman ME, Steen TA, Park N, Peterson C. Positive psychology progress: empirical validation of interventions. *Am Psychol.* 2005;60(5):410–421



# Interventions in Everyday Life to Improve Mental Health and Reduce Symptoms of Psychiatric Disorders

Alan E. Kazdin

Department of Psychology, Yale University

The high prevalence rates of mental disorders worldwide and the paucity of services constitute a mental health crisis. The vast majority of people in low-, middle-, and high-income countries do not receive any intervention for their symptoms of mental disorders, despite enormous advances in developing evidence-based psychosocial treatments and medications. The article proposes greater utilization of interventions in everyday life as an addition to the more traditional and commonly used mental-health interventions. The article delineates criteria to help identify what such interventions ought to include to permit accessibility, scalability, and reach to special populations. Physical activity, contact with nature, and yoga are examples to illustrate the class of everyday interventions that have evidence attesting to their impact on mental health and symptoms of psychopathology. The challenge is to integrate such interventions in mental health practices to better promote these at the population level and to monitor the impact. Many components of what is needed are in place but are not coordinated in an effective way to have widespread impact on mental health.

## *Public Significance Statement*

Most individuals with mental disorders receive no treatment. This article focuses on activities in everyday life that can improve mental health, decrease psychiatric symptoms, and surmount many of the barriers that impede obtaining treatment. The activities are posed to promote a class of interventions known to improve mental health, are readily available, and overcome many of the barriers to receiving mental health services.





## Denver Nuggets Staff Wellness Challenge

A friendly competition meant to promote self-care and healthy behaviors.

### Rules:

- 1) There is a list of activities that you can choose to complete throughout the month. Each item is worth a designated number of points. These items will be a mix of activities that can be done at home or on the road.
- 2) To earn points, you must text a photo of you participating in the activity to a within 48 hours of completing it to [https://ucdenver.co1.qualtrics.com/jfe/form/SV\\_87EiDaibRnfaGlo](https://ucdenver.co1.qualtrics.com/jfe/form/SV_87EiDaibRnfaGlo). If it is unclear from the photo, please note what activity you completed.
- 3) Points will be tallied weekly and will be sent out to all staff at the end of each week. The top 5 leaderboard will shared on the first day of the second month of the challenge.

### Prizes:

The monthly winner will receive a custom "trophy".

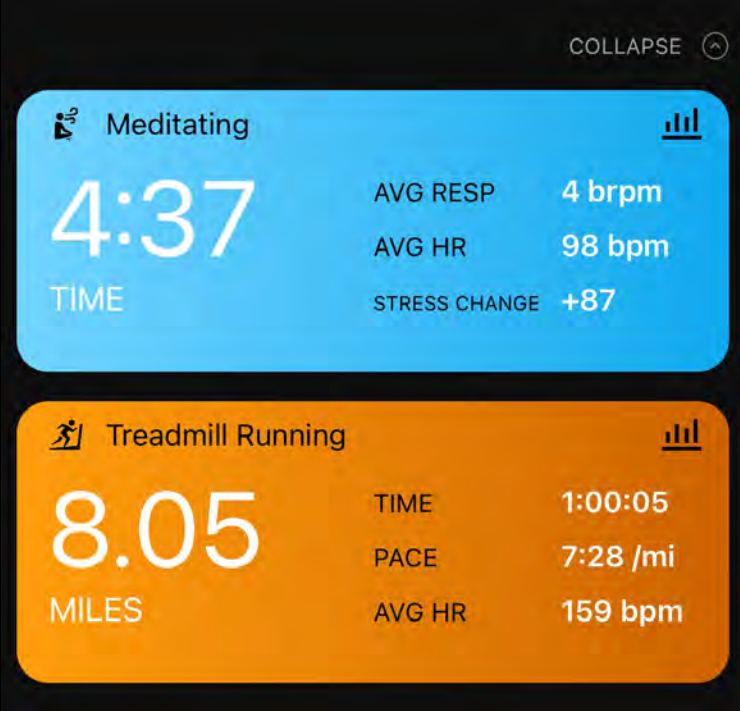
End of month overall winners will receive:

1<sup>st</sup> place: \$250 gift card to Edible Beats Restaurant Group ([www.ediblebeats.com](http://www.ediblebeats.com))

2<sup>nd</sup> place: \$150 spa gift certificate

3<sup>rd</sup> place: 1 Calmstone Stress tool ([www.thecalmstone.com](http://www.thecalmstone.com))







# Resources

- ▶ CDC: <https://www.cdc.gov/coronavirus/2019-ncov/daily-life-coping/managing-stress-anxiety.html>
- ▶ American Psychological Association: <https://www.apa.org/topics/covid-19>
- ▶ University of Colorado Dept of Psychiatry COVID19 resources: <https://medschool.cuanschutz.edu/psychiatry/covid-19-support>
- ▶ NAMI: <https://www.nami.org/getattachment/About-NAMI/NAMI-News/2020/NAMI-Updates-on-the-Coronavirus/COVID-19-Updated-Guide-1.pdf>
- ▶ Greater Good Science Center at Berkeley: <https://ggia.berkeley.edu/practice/three-good-things>



# Objectives

- ▶ Understand the increasing prevalence of mental health concerns for workers
- ▶ Describe strategies to talk to someone if you are concerned about the mental well-being
- ▶ Identify resources and tools for mental well-being.





# Thank you!

Questions or comments  
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# Veterans Mental Health

Dr. Toshi Francis





# Taking a look at Veterans Mental Health

## Risk Factors

- Homelessness
- Mental health Diagnosis
- Substance Abuse
- Legal and Financial Challenges
- Recent discharge from the military
- Unemployment
- Strain on relationships with family and friends
- MST (Military Sexual Trauma)
- IPV (Intimate Partner Violence)

## Protective Factors

- Getting access to mental health care and health care
- Connecting with the VA and Community Agencies (SSVF, DVS etc.)
- Social and emotional well-being
- Employment
- Connection to the Veteran Service Organizations





# Warning signs as clinicians we look out for in our work with veterans

1. Hopelessness, feeling like there is no way out
2. Anxiety, agitation, sleeplessness, or mood swings
3. Feeling like there is no reason to live
4. Rage or anger
5. Engaging in risky activities without thinking
6. Increasing alcohol or drug use
7. Withdrawing from family and friends

Maintaining composure during a conversation with a veteran is essential in being effective in assisting the veteran with their mental health needs. Important to consider the following tips for staying composed:

- Stay calm
- Actively listen
- Pause and reflect
- Maintain eye contact





# Thank you

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# **Workplace Mental Health**

## **For LGBTQ+ Workers**

Bernie Wong (he/him)  
Knowledge Lead & Principal



# Key Statistics & Trends

LGBTQ+ workers...

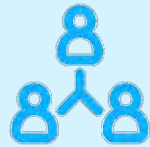
... Face greater challenges at work.



Mental health



Impact of  
work/place



Relationship w/  
manager



Supportive  
response



Voluntary  
attrition



Engagement



[bit.ly/msp-2023](https://bit.ly/msp-2023)





# Key Statistics & Trends

LGBTQ+ workers...

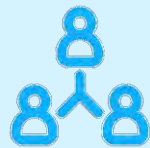
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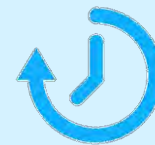


Voluntary  
attrition



Engagement

... Are uniquely positioned to be champions.



Recency talking



Comfort talking  
w/ friends



Willingness to  
hire/work



[bit.ly/msp-2023](https://bit.ly/msp-2023)



# Unique Obstacles to Wellbeing

LGBTQ+ workers face particular barriers around...

## Resources

“T O B E”



Basic needs



Physical  
healthcare



Mental  
healthcare



Family  
benefits



Finances



# Unique Obstacles to Wellbeing

LGBTQ+ workers face particular barriers around...

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“TO BE”



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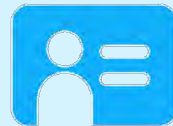
Finances

## Inclusion

“TO BELONG”



Navigating  
disclosure



Pronouns



Bias



Micro-  
aggressions



Conflict

# Supporting LGBTQ+ mental health

## Key Principles



**Basic needs**



# Supporting LGBTQ+ mental health

## Key Principles



**Basic needs**



**Celebration**

# Supporting LGBTQ+ mental health

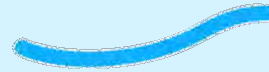
## Key Principles



**Basic needs**



**Celebration**



**Normalized**



# Supporting LGBTQ+ mental health

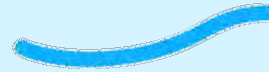
## Key Principles



**Basic needs**



**Celebration**



**Normalized**



**Voice**

# Supporting LGBTQ+ mental health

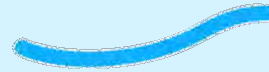
## Key Principles



**Basic needs**



**Celebration**



**Normalized**



**Voice**



**Investment**



# Supporting LGBTQ+ mental health

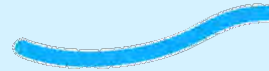
## Key Principles



**Basic needs**



**Celebration**



**Normalized**



**Voice**



**Investment**



**Work**

# Supporting LGBTQ+ mental health

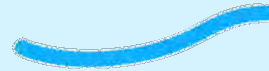
## Key Principles



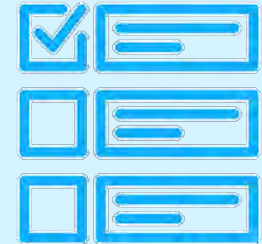
**Basic needs**



**Celebration**



**Normalized**



**Accountability**



**Voice**



**Investment**



**Work**



# Thank you!

[www.mindsharepartners.org](http://www.mindsharepartners.org)



## FURTHER READING

*Mind Share Partners*, “2023 Mental Health at Work Report”

*Harvard Business Review*, “Supporting LGBTQ+ Workers’ Mental Health”

*Harvard Business Review*, “The Future of Mental Health at Work is... Culture”

*McKinsey*, “How the LGBTQ+ community fares in the workplace”





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