

A Introduction to Mental Health at Work For Managers

Thrive in your Workplace | 2019

3 Tools for Workplace Mental Health

TOOL #1: Be vulnerable

Learn to say, "I'm not doing well today. How are you?"

- This powerful pairing of honesty and vulnerability with genuine interest opens doors for real conversations.

TOOL #2: Be curious

To balance being a compassionate human and a compliant professional, remember:

- You can ALWAYS be curious about what's happening at work.
- You should NEVER ask or force information about why.

TOOL #3: Be flexible

- Be proactive about adapting your workplace to match individual working style preferences.
- When appropriate, get creative about accommodations, like making it okay to attend a weekly therapy appointment.

Mind Share Partners' N-N-N Framework for Workplace Mental Health

NAME. Only naming "stress" and "wellness" can actually further increase stigma. In order to effectively support mental health at work, we have to actually name mental health for what it is.

NORMALIZE. In order to effectively support mental health at work, it has to feel safe and natural for employees to do so. Employees need to know that managers know that mental health is part of being human.

NAVIGATE. After vocalizing and modeling support, ensure your team has practices in place that support mental health and knowledge about the resources available at your organization.

3 Truths of Mental Health at Work

TRUTH #1: Mental health is a spectrum.

- Everyone moves along this spectrum over the course of their lives.
- Don't try to diagnose others; instead, focus on providing support.

TRUTH #2: Mental health symptoms & conditions are common.

- 1 in 5 people will manage a mental health condition every year.¹
- 60% of people experience symptoms of a mental health condition each year.²
- Up to 80% of people will manage a mental health condition over a lifetime.³

TRUTH #3: Many people thrive while managing mental health symptoms & conditions.

- Up to 80% of people can live symptom-free with treatment.⁴
- Mental health conditions are equally prevalent at all levels of an organization.²

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1. Substance Abuse and Mental Health Services Administration. (2016). Key Substance Use and Mental Health Indicators in the United States: Results from the 2015 National Survey on Drug Use and Health.
 2. Mind Share Partners. (2019). Mind Share Partners' Mental Health at Work 2019 Report in partnership with SAP & Qualtrics.
 3. Schaefer, J. D., Caspi, A., Belsky, D. W., Harrington, H., Houts, R., Horwood, L. J., ... & Moffitt, T. E. (2017). Enduring mental health: Prevalence and prediction. *Journal of abnormal psychology*, 126(2), 212.
 4. World Health Organization. (2001). Mental disorders affect one in four people: Treatment available but not being used. World health report.

Questions? Get in touch with Mind Share Partners at connect@mindsharepartners.org

