

Workplace Mental Health



MICHIGAN DEPARTMENT OF
LABOR & ECONOMIC
OPPORTUNITY

Workgroup Recommendations

- Employers:

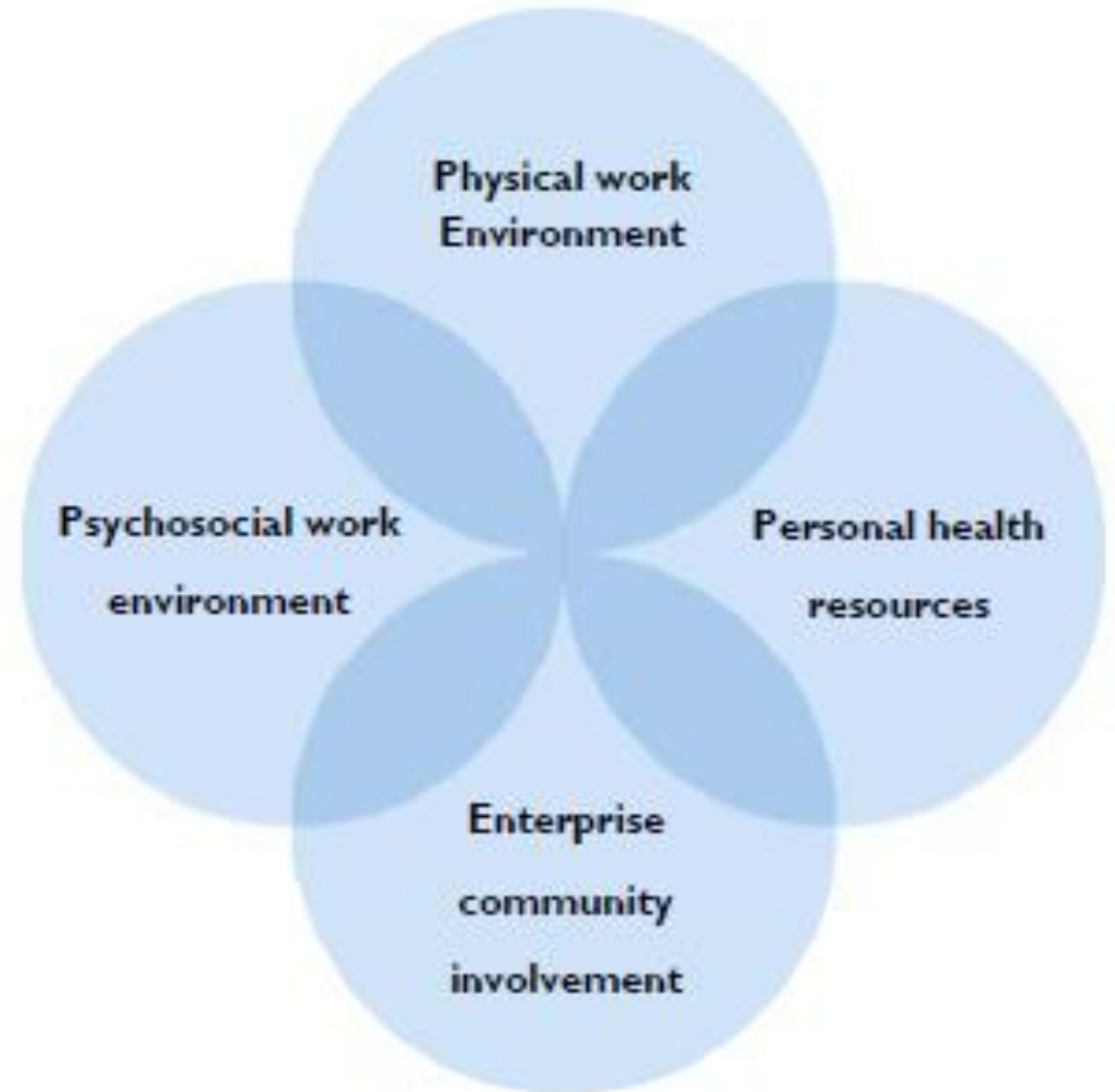
- Assess Your Workplace and Culture
- Consider Workplace Policies, Practices and Procedures
- Recommit to Employee Assistance Programs
- Consider adding or expanding Employee Resource Groups
- Consider adding mental health to joint employer/employee safety committees

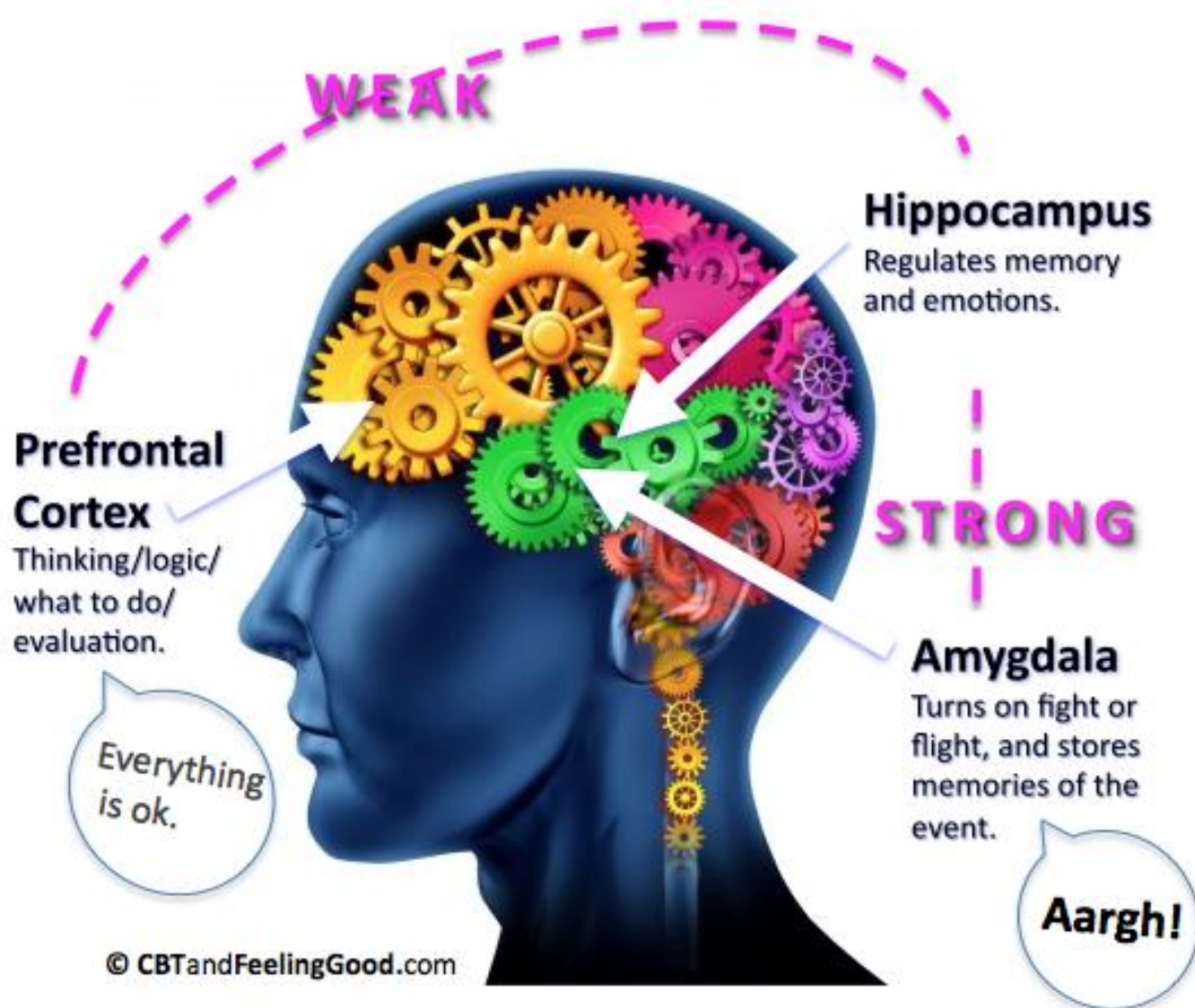
- State of Michigan:

- Make the State of Michigan, as an employer, a model of workplace mental health and safety for other businesses.
- Give preference for businesses incorporating employee mental health improvement strategies through the State's procurement or grant processes.
- Offer financial support from the State for businesses to implement employee mental health improvement strategies.
- Develop a resource hub that allows various groups to access plans, policies and other information that is being used by employers in Michigan.
- Continue workgroup efforts that identify specific workplace challenges and opportunities for specific industries (e.g., healthcare, manufacturing, education, service workers, etc.).
- Develop Michigan-specific data tools for tracking progress on improving workplace mental health and safety.
- Develop a State recognition or "pledge" concept to encourage employers to integrate mental health strategies into their workplace.
- Identify incentives for recruitment and retention and work to alleviate potential shortages of mental health services providers in the community.
- Provide opportunities for learning about successful strategies and programs from across the country and provide peer-sharing and learning opportunities in the state of Michigan.



World Health
Organization
Workplace
Mental Health
Framework





THE BRAIN ON TOXIC STRESS AND TRAUMA

Normal responses to abnormal experiences

Abnormal experiences:

- Adverse Childhood Experiences (ACEs)
- Chronic work stress
- Climate change trauma
- COVID-19 pandemic
- Poverty
- Racial trauma, violence and reckoning
- War



Fight
Flight
Freeze
Fawn

Normal *automatic* bodily responses:

- Anger
- Anxiety
- Body aches
- Brain fog
- Confusion
- Depression
- Fatigue
- Fearful
- Fed up
- Feeling physically older
- Irritated
- Numb
- Untrusting



THE IMPACT OF TOXIC AND CHRONIC STRESS

Chronic stress is linked to other conditions, both psychological and physical. These can include:



Diseases such as hypertension, heart disease, obesity and metabolic syndrome, Type II diabetes and arthritis.

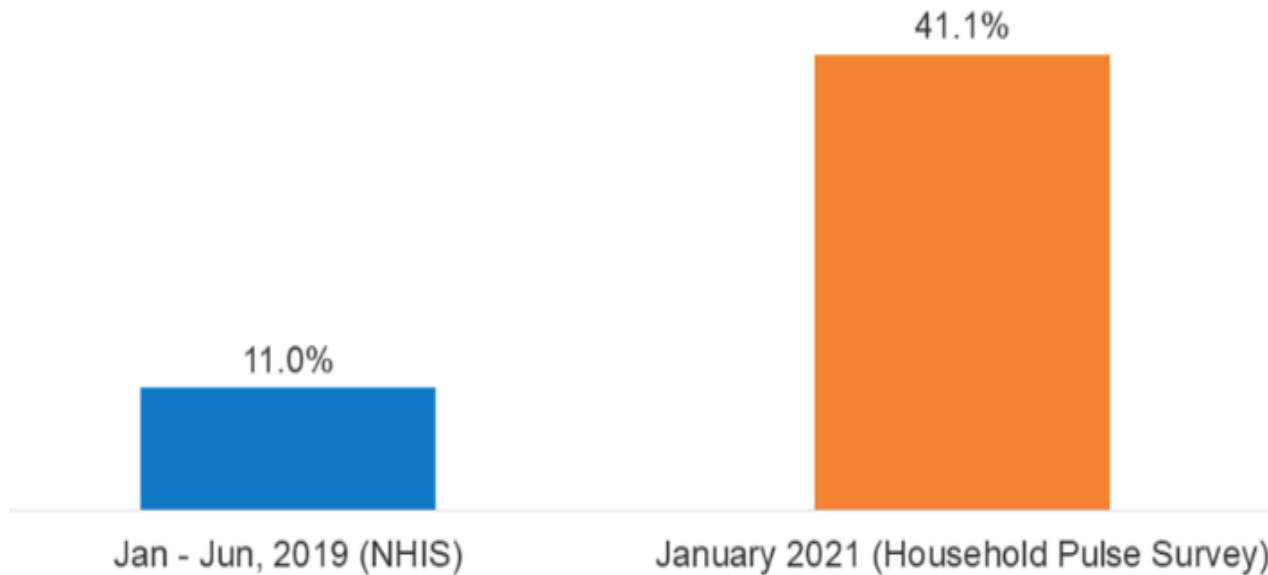


Addiction to alcohol, nicotine and/or prescription drugs, and behavioral-related activities such as addiction to the internet, food or gambling.



Mood disorders and anxiety disorders, which are common secondary diagnoses for people with chronic stress.

Average Share of Adults Reporting Symptoms of Anxiety Disorder and/or Depressive Disorder January – June 2019 Vs. January 2021



The Impact of the Pandemic

With the COVID-19 pandemic, Americans experienced toxic and chronic stress, and many have experienced significant trauma.



This has increased symptoms of anxiety and depression in a large way.

NOTES: Percentages are based on responses to the GAD-2 and PHQ-2 scales. Pulse findings (shown here for January 6 – 18, 2021) have been stable overall since data collection began in April 2020.

Share of Adults Reporting Symptoms of Anxiety and/or Depressive Disorder, February 2023

All Adults

All Adults 32.3%



Age

18-24	49.9%
25-49	38.0%
50-64	29.3%
65+	20.1%

NOTE: Adults having symptoms of depressive or anxiety disorder were determined based on having a score of 3 or more on the Patient Health Questionnaire (PHQ-2) and/or Generalized Anxiety Disorder (GAD-2) scale.

SOURCE: KFF analysis of U.S. Census Bureau, Household Pulse Survey, 2023



48M

In 2020, roughly 48M people suffered from an anxiety disorder,

21M

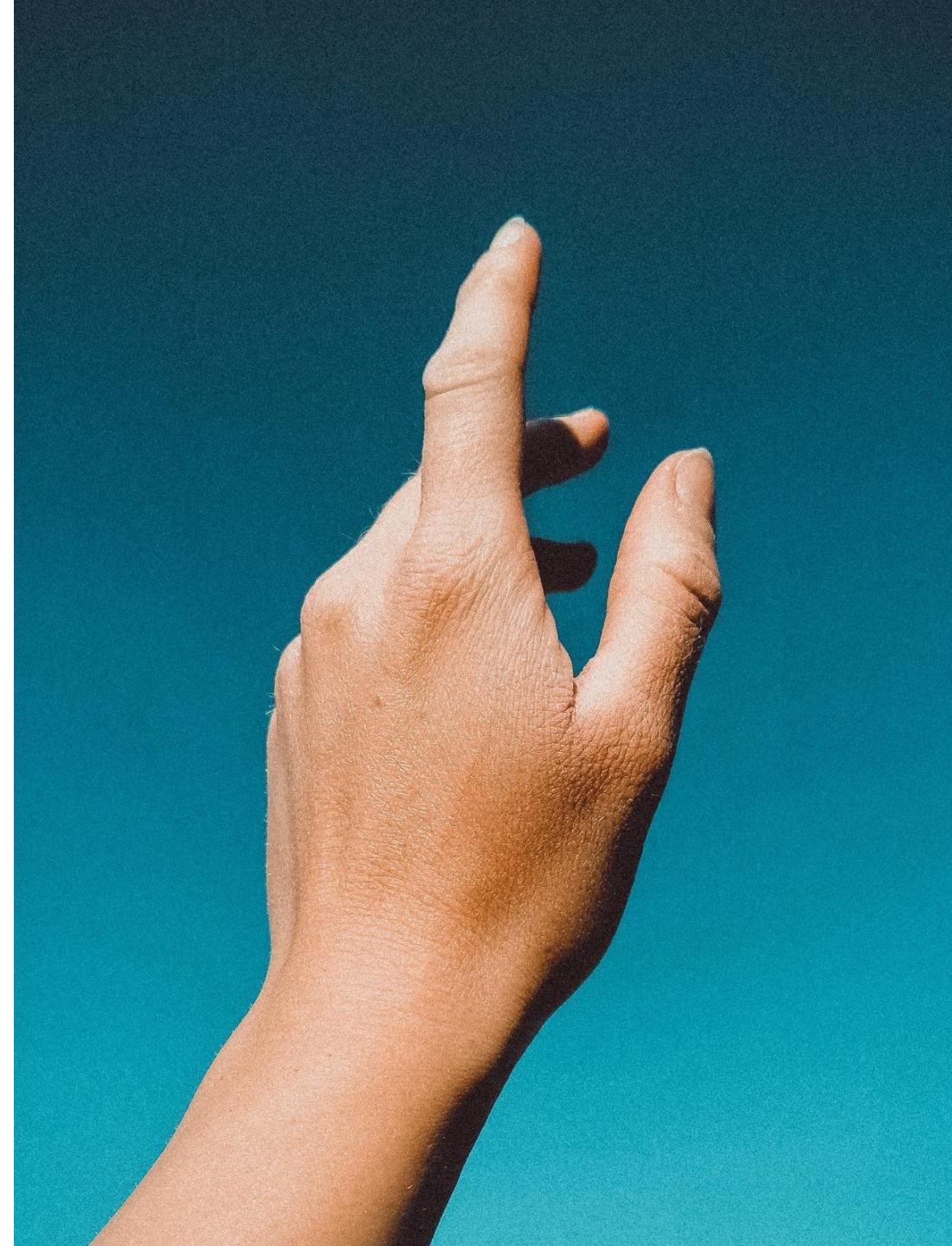
While 21M suffered from a major depressive episode.

46%

However, less than half, 46.2%, received treatment for a mental illness in 2020.

21%

Overall, 21% of the U.S. adult population will have a mental illness in any given year.

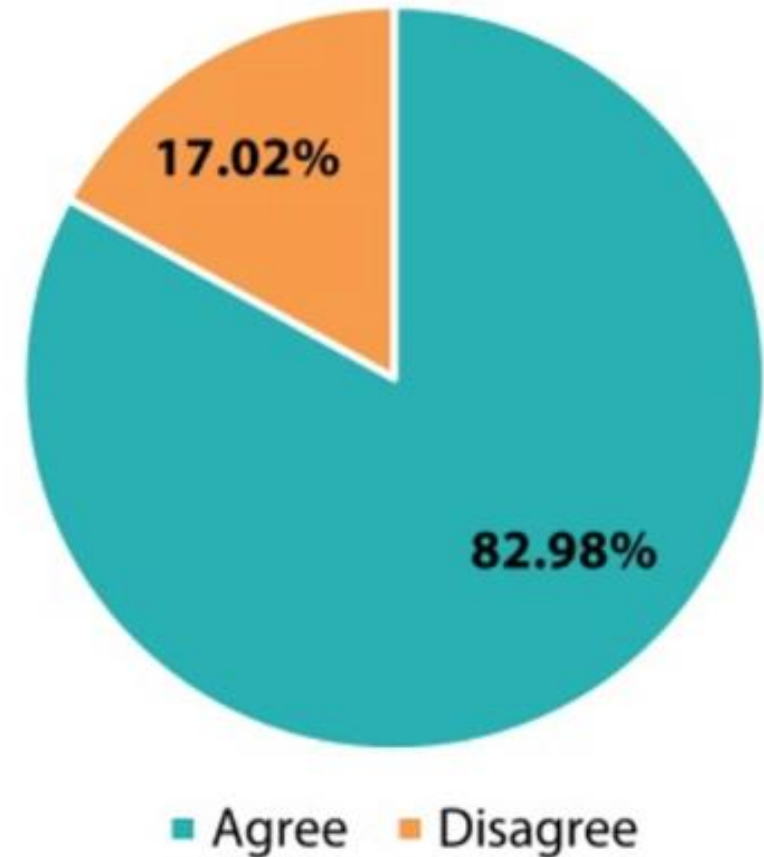


WORKPLACE STRESS AND IMPACTS ARE PREVALENT

2021 MHA Workplace Survey

- Exhaustion, including emotional exhaustion, is one of the earliest signs of burnout.
- Employees who are feeling emotionally drained from work are at a higher risk of workplace stress, leading to burnout and other mental health concerns.

I FEEL EMOTIONALLY DRAINED FROM MY WORK



Source: mhanational.org



Mental Health in the Workplace



[LEO Initiatives](#)



[Mental Health in the Workplace](#)

Investing in mental health and safety is critical to build strong workplaces, a strong workforce and strong communities.

Employees and employers across the state are encouraged to review these resources and build on mental health strategies that will have a positive impact on employee wellbeing, the employer's bottom line and our communities.



Workplace Stress



- [Home](#)
- [Understanding the Problem](#)
- [Guidance & Tips for Employers](#)
- [Training Resources](#)
- [Real-World Solutions](#)
- [Outreach Materials](#)
- [Workers' Rights](#)**

Overview

Stress can be harmful to our health and increase mental health challenges. Mental health challenges can include clinical mental illness and substance use disorders as well as other emotions like stress, grief, feeling sad and anxious, where these feelings are temporary and not part of a diagnosable condition. While there are many things in life that induce stress, work can be one of those factors. However, workplaces can also be a key place for resources, solutions, and activities designed to improve our mental health and well-being.

Workplace stress and poor mental health can negatively affect workers through¹:

- Job performance
- Productivity
- Work engagement and communication
- Physical capability and daily functioning



Statistics

- Nearly one in five US adults live with a mental illness².
- Workplace stress has been reported to cause 120,000 deaths in the US each year³.
- Approximately 65% of U.S. workers surveyed have characterized work as being a very significant or somewhat significant source of stress in each year from 2019-2021⁴.
- 83% of US workers suffer from work-related stress 54% of workers report that work stress affects their home life⁵.





Get help now.

If you're having trouble coping with work-related stress, talk with someone who can help.

- Call the new three-digit dialing code 988 or find online chat at 988lifeline.org/chat
- Para obtener información en español, llame al 1-888-628-9454 o visite el sitio web

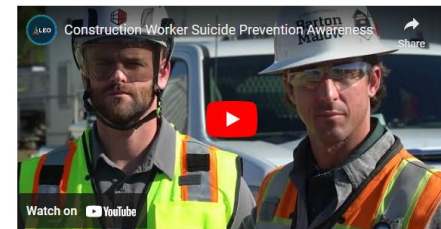


If you're in crisis, there are options available to help you cope. You can also call the Suicide and Crisis Lifeline at any time to speak with someone and get support. For confidential support available 24/7 for everyone in the United States, call 988.

Construction Suicide Prevention

The construction industry has one of the highest rates of suicides among all occupations — four times higher than the general population. In Michigan, the construction and extraction occupation suicide rate was 75.4 per 100,000 people in 2019 according to MDHHS. Each year in Sept., OSHA dedicates a week to raising awareness about the challenges workers face in the construction industry that may lead to suicide or other mental health issues and methods to prevent it.

[Learn more about our 2022 efforts >](#)



Building the Business Case



WHY THE WORKPLACE?

- Working people spend most of their waking hours at work.
- **65% of Employees surveyed identified their job as the #1 stress in their lives.**
- Workplaces are already bearing the brunt of these costs of toxic and chronic stress, trauma, and unsafe mental health challenges.
- Workplaces are most likely the best place to offer education, support and the ability to impact good outcomes.

Impact of Job on Mental Health, by Age Group

Over the last six months, what type of impact has your job had on your mental health?

■ % Extremely or somewhat negative ■ % Extremely or somewhat positive



GALLUP PANEL, AUG. 23-SEPT. 7, 2022

GALLUP®

IGNORING IS EXPENSIVE

- The Chicago Resiliency Network found a **\$4 return for each dollar invested** in mental health treatment. Similar numbers are found in other research on mental health, which can vary a bit by condition. However, overall, the return on investment appears significant.
- Typically, Invisible Costs:
 - **Absenteeism** because of major **depressive disorder and anxiety** alone account for **27 or more lost workdays** annually per person experiencing these conditions, and **cost roughly \$250B annually**.
 - **Presenteeism** occurs when workers are in the workplace, but due to **depression are unable to fully function**. A study from Tufts University found **that depression accounted for 37% of all presenteeism losses** for the **top 10 most expensive chronic conditions** at roughly **\$109 per all employees** with or without the condition.
 - Based on prevalence data of depressive conditions, it is likely that an employer with **10,000 employees has 1,000** that are experiencing depression. These same multiples apply to smaller employers as well, meaning that the costs associated are already occurring.
 - Adding in job stress, research suggests that stress alone costs American companies over \$300B in health care costs, absenteeism and poor performance. Further, **roughly 40% of turnover is due to job stress**.



Employers who invest in their employees' mental health and safety see a significant return on investment including improved employee satisfaction, increased productivity and reduced absenteeism and turnover.

THE GOOD NEWS

Employees who strongly agree that their employer cares about their overall wellbeing, including mental health, are:

71%

less likely to report experiencing a lot of burnout

5x

more likely to advocate for their employer as a place to work

69%

less likely to search for a new job

3x

more likely to be engaged at work

36%

more likely to be thriving in their lives

What is Resilience?

- The ability, capacities, and relationships to manage and overcome adversity.
- Resilience is not binary; it can be built, particularly through recovering from toxic stress and trauma.
- By understanding toxic stress and trauma and their effects on the brain, we can transform them into resilience to fuel healing and success.



WE CAN CHOOSE HOW TO RESPOND TO OUR BODY'S AUTOMATIC RESPONSES...

Normal *automatic* bodily responses:

- Anger
- Anxiety
- Body aches
- Brain fog
- Confusion
- Depression
- Fatigue
- Fearful
- Fed up
- Feeling physically older
- Irritated
- Numb
- Untrusting



Healthy behaviors and policies:

- Understanding the brain science
- Calm your brain, e.g., breathing, mindfulness
- Exercise
- Supportive organizational culture
- Community supports, e.g., affordable housing

Unhealthy behaviors and policies:

- Drinking and drug use
- Automatic punitive workplace policies
- Defunding and closing community health clinics



In the Workplace

Directly Involving Employees and their work-related experiences

- Policies
- Procedures
- Work/Life Balance



Affecting the Workplace

External factors that indirectly impact an employee and their work-related experiences

- Trauma-Poverty, Racism, ACE's
- Societal pressures/events
- Work/Life Balance



Individualized Behavior

Personalized tools, strategies or interventions

- Parity
- Environment for Growth
- Tools/Resources

Five Steps to Start Building a Resilient Workplace

01

**Assess Your
Workplace and
Culture**

02

**Consider
Workplace
Policies,
Practices and
Procedures**

03

**Recommit to
Employee
Assistance
Programs
(EAPs)**

04

**Develop Ways
to Engage and
Empower
Employees**

05

**Consider
Adding Mental
Health to Joint
Employer/
Employee
Safety
Committees**



Investing in mental health and safety is critical to building strong workplaces, a strong workforce and strong communities.

