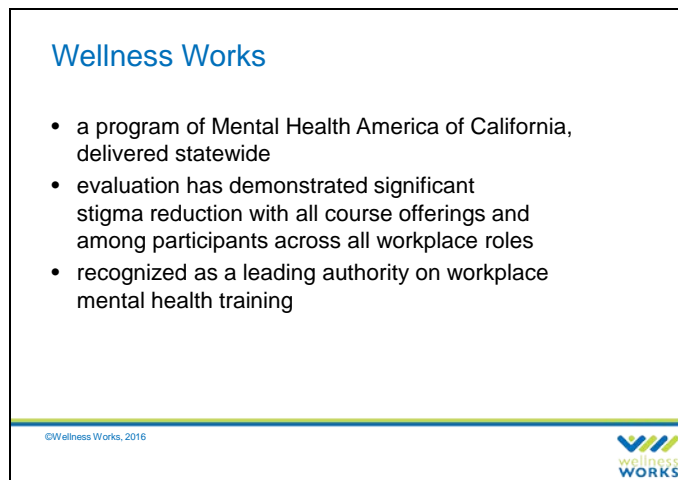


Wellness Works presentation for IPMA
October 6, 2016

info@wellnessworksmentalhealth.org
WellnessWorksMentalHealth.org

Trainer: Lisa Jing
lisa@synergyatwork.com



Wellness Works curriculum

- multiple award-winning training that balances attitudinal shifts with practical tools
- strategies are evidence-based
- designed to be easy to apply immediately
- simple and powerful intervention model using a functional, performance-based approach

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Legal disclaimer

The information contained in this training and in all related materials is not intended to serve as legal advice.

Do not rely on the information presented as legal advice.

For legal matters please consult a qualified attorney specializing in employment law.

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Today we will



- look at mental health and mental illness in a workplace context
- look at why organizations are redefining and reframing the issues
- look at how Wellness Works defines and approaches the issues
- invite you to consider new viewpoints

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Business cost



- by 2020 depression will be the second leading cause of disability, trailing only heart disease
- mental illnesses account for more disability than any other group of illness, including cancer and heart disease
- mental illness and substance abuse annually cost employers an estimated \$80 to \$100 billion

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Disability and accommodation issues



- mental illness is a recognized disability under the Americans With Disabilities Act and the California Fair Employment and Housing Act
- the duty for employers to accommodate employees with disabilities is explicit in all codes
- accommodation is more than individual job modifications
- includes removal of barriers, inclusive design

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Organizational challenges

- changing and increasing workplace demands with fewer resources
- lack of training for managers to address complex issues
- ineffective management approaches to interpersonal problems
- hiring people managers without considering emotional intelligence

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Organizational challenges, cont'd

- high workplace mental health risk factors, low protective factors
- systemic stigma and discrimination
- disability management processes that contribute to illness

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Wellness Works Strategy

1. I notice...

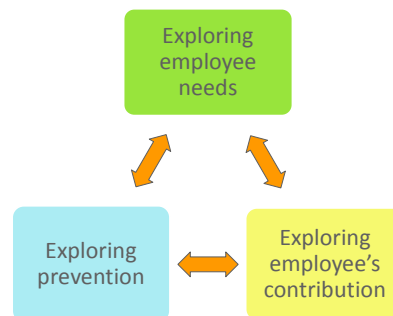
2. I'm wondering...

3. Let's focus on solutions at work.

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When we focus on solutions at work,
we use the Wellness Works Themed Approach



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Return on Investment (ROI)



The quality of an employee's relationship with their supervisor, a sense of psychological empowerment, and a supportive culture and leadership contribute to job performance.

-Lee and Tan, 2012

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What's in it for me?



- greater effectiveness, confidence, your own wellbeing
- contributing to employee productivity, engagement, employee wellbeing
- avoiding performance problems, discipline, legal problems
- contributing to organizational effectiveness and integrity
- contributing to a healthy work environment

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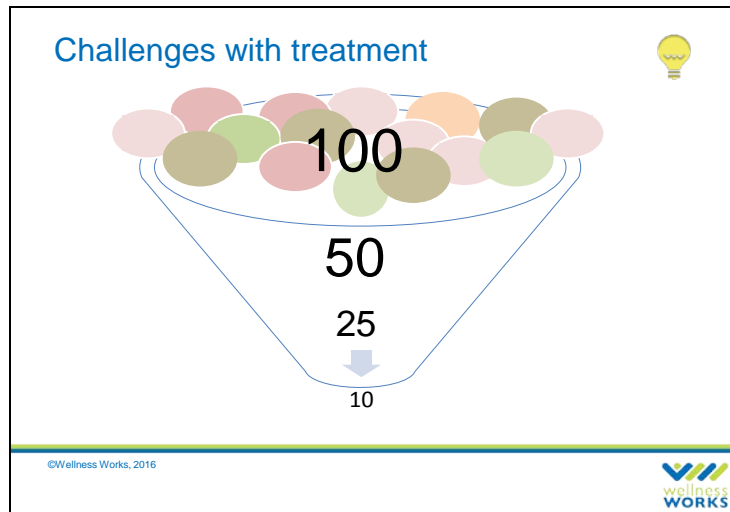
Why is this a workplace issue?



- 1 in 4 Americans will experience a mental illness in their lifetime, and in any given year
- most will have a significant episode between ages of 18 and 65
- 2 out of 3 do not seek treatment
- early identification and treatment = reduced disability time, reduced treatment time, reduction in severity of symptoms and shorter illness duration

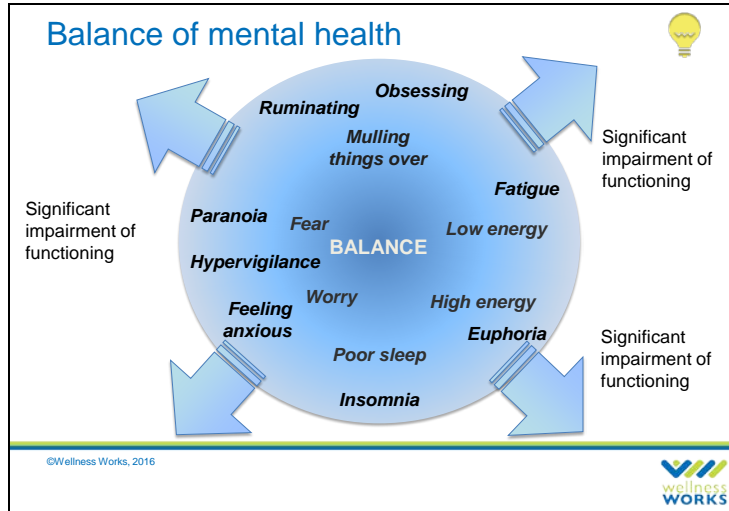
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- ### Labels for mental illness
- clinical depression
 - anxiety disorder
 - addiction
 - bipolar disorder
 - obsessive compulsive disorder (OCD)
 - eating disorder
 - post-traumatic stress disorder (PTSD)
 - schizophrenia
 - ... and many more
- ©Wellness Works, 2016
-

- ### Problems with labels
-
- incorrect, incomplete
 - extended period of disruption before diagnosis
 - illness experience is unique to the individual
 - illness is episodic
 - person is more than the diagnosis
 - doesn't offer us valuable information about what to do
- ©Wellness Works, 2016
-



- ### Risk factors for mental illness
- family history, personal history
 - trauma
 - personal stress
 - workplace stress
 - social isolation
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- wellness WORKS

- ### Difficult conversations – employee perspective
- lack of insight
 - defending behaviors
 - emotional issues
 - minimizing and avoiding
 - accommodation seen as a weakness
 - boundary issues
- ©Wellness Works, 2016
- wellness WORKS

Difficult conversations – employee perspective

- fear of
 - discrimination
 - passed over for promotion, training
 - loss of respect, authority, “losing face”
 - being regarded and treated differently
 - discipline, termination

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What “it” feels like

A segment from “Working Through It”

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Difficult conversations – management, HR, co-workers

- negative experience in past
- unintended, entrenched assumptions
- boundaries, confidentiality
- policies, protocols, legal issues
- history of passing the problem along
- can't we just get the job done?
- time pressures

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Working is part of ongoing health and recovery



- routine
- activity
- purpose, contribution
- social interaction
- identity

©Wellness Works, 2016



Organizational contribution



A supportive work environment can reduce the onset, severity, impact and duration of a mental health disorder.

-Guarding Minds @ Work

©Wellness Works, 2016



Return on Investment (ROI)



Increased job stress, low job control and lower job satisfaction are associated with higher turnover. Addressing job-related stress can help retain skilled workers.

-Olesent, Butterworth and Rogers, 2012

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Workplace psychological health and safety

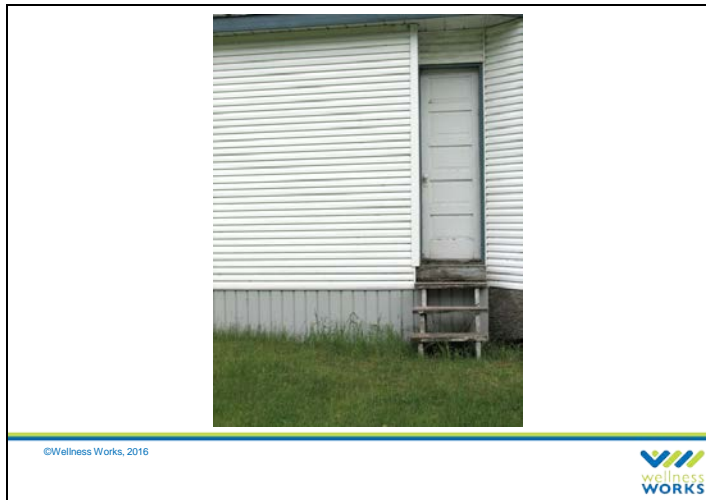
Risk factors

How many are part of this employee's situation?
How can they be mitigated, buffered, reduced?

Protective factors

Do any of these exist?
How can they be increased?
How can they be supported?

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What does inclusion look like at your workplace?

- when someone is off work due to physical illness or injury
- when someone is off work due to mental health issues
- when someone with mental health issues returns to work
- when someone is at work and obviously unwell

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At your workplace is
accommodation equated with



- weakness
- being difficult
- making a fuss
- favoritism
- not being a team player

OR

- fairness
- inclusion
- balance
- health

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If employers care about bringing out the best in their people, they must help them cope when they are struggling, and create an environment in which everyone thrives.

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