

# **CREATING A MENTALLY** **HEALTHY WORKPLACE**

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# Mental Health in the Workplace



**1 in 5  
PEOPLE**

live with a diagnosable mental health illness



**217  
MILLION**

Workdays lost due to depression each year



**\$80-100  
BILLION**

Mental health cost to companies (absenteeism, presenteeism, disability etc.)



**\$221  
BILLION**

Single most expensive medical condition in U.S.

# Negative Consequences/Coping Mechanisms

## Consequences at work if left unaddressed

- Not meeting deadlines
- Errors and accidents
- Absenteeism
- “Presentism”
- Unhealthy relationships
- Resentment

## Unhealthy Coping

- Substance use
- Over eating
- Isolating
- Shopping
- Blaming Others
- Denial
- Hostility



# Open up the Conversation

- Remember you are not alone
- Remind people its okay to talk about mental health just as it is physical health
- Celebrate respect differences
- Be supportive, be open, share your story and listen (respect privacy)
- Make sure resources are available and easy to access
- Encourage people to seek help

# SELF-CARE & WELL-BEING

## Organizational

- Include mental and emotional health in your wellness program (don't just address physical health)
- There is no one-size-fits all approach
- Use data from claims and health assessments to drive programming
- Create policies around mental health and enforce them

## Individual

- Take breaks from your desk during the day
- Be empowered to say “no”
- Make healthy choices
- Create open communication with your management and leadership teams
- Put YOUR health first

# Dos and Don'ts of Helping

## Do's

- Indicate a behavior change
- Suggest they get help if needed
- Refer them to resources
- Ask how things are going
- Encourage them to use the employee wellness program and stay well
- Appreciate their openness to talk with you (respect boundaries)

## Don't

- Judge
- Pressure them to “snap out of it”
- Stay away from them
- Assume the problem will fix itself
- Pry (they have no legal obligation to discuss it if it does not affect their job)

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# mindset

**Thank You.  
Questions?**