Considerations for Mental Health and Well-Being in the Workplace: a Systems Perspective

HR Lunch and Learn Series

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Today's Plan

Objectives:

- Learn about the framework described in US Surgeon General's Framework for Workplace Mental Health & Well-Being

- Learn about the "Five Essentials for Workplace Mental Health & Well-Being"

- Connect the Five Essentials to our workplaces and the work we do

- Generate ideas and approaches to promote and foster well-being in the context of the Five Essentials

The Workplace Landscape in the US

76%

Mental health symptoms

The percentage of workers reporting at least one symptom of a mental health condition.

Mindshare 2021 Report

84%

Workplace conditions

The percentage who said their workplaces contributed to at least one mental health challenge.

Mindshare 2021 Report

81%

Looking for workplaces

Workers who reported they will be looking for workplaces supporting mental health.

APA Work and Well-Being

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EAP Counseling Cases

20%

Workplace Concerns as Presenting Problem

- ✓ Bullying/Mistreatment
- ✓ Burnout
- ✓ Conflict at Work
- ✓ Discrimination
- ✓ Job Transition
- ✓ Layoff
- ✓ Performance Issues
- ✓ Retaliation
- ✓ Sexual Harassment
- ✓ Stress at Work
- ✓ Termination

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"The Surgeon General's Framework for Workplace Mental Health & Well-Being is intended to spark organizational dialogue and change in the workplace."

"Organizations can use this Framework to support their workplaces as engines of mental health and well-being."

Five Essentials for Workplace Mental Health & Well-Being

Centered on the worker voice and equity, these five Essentials support workplaces as engines of well-being. Each Essential is grounded in two human needs, shared across industries and roles.

Protection from Harm
- Safety
- Security

Opportunity for Growth
- Learning
- Accomplishment

Connection & Community
- Social Support
- Belonging

Centered on
Worker Voice and Equity

Mattering at Work
- Dignity
- Meaning

Work-Life Harmony
- Autonomy
- Flexibility

Components

Creating a plan with all workers to enact these components can help reimagine workplaces as engines of well-being.

Protection from Harm
- Prioritize workplace physical and psychological safety
- Enable adequate rest
- Normalize and support mental health
- Operationalize DEIA* norms, policies, and programs

Connection & Community
- Create cultures of inclusion and belonging
- Cultivate trusted relationships
- Foster collaboration and teamwork

Work-Life Harmony
- Provide more autonomy over how work is done
- Make schedules as flexible and predictable as possible
- Increase access to paid leave
- Respect boundaries between work and non-work time

Mattering at Work
- Provide a living wage
- Engage workers in workplace decisions
- Build a culture of gratitude and recognition
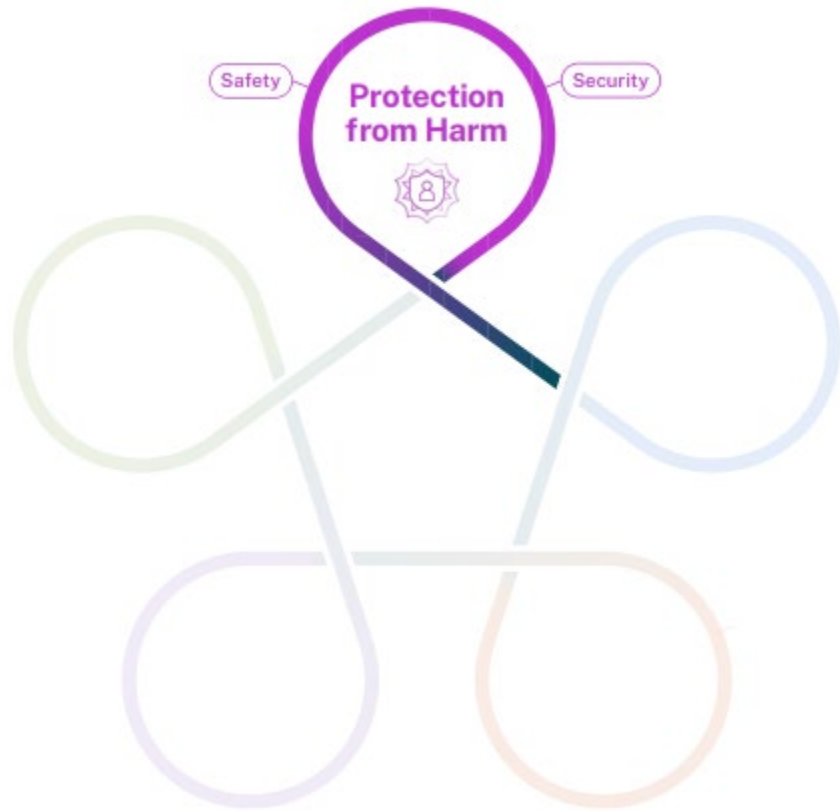- Connect individual work with organizational mission

Opportunity for Growth
- Offer quality training, education, and mentoring
- Foster clear, equitable pathways for career advancement
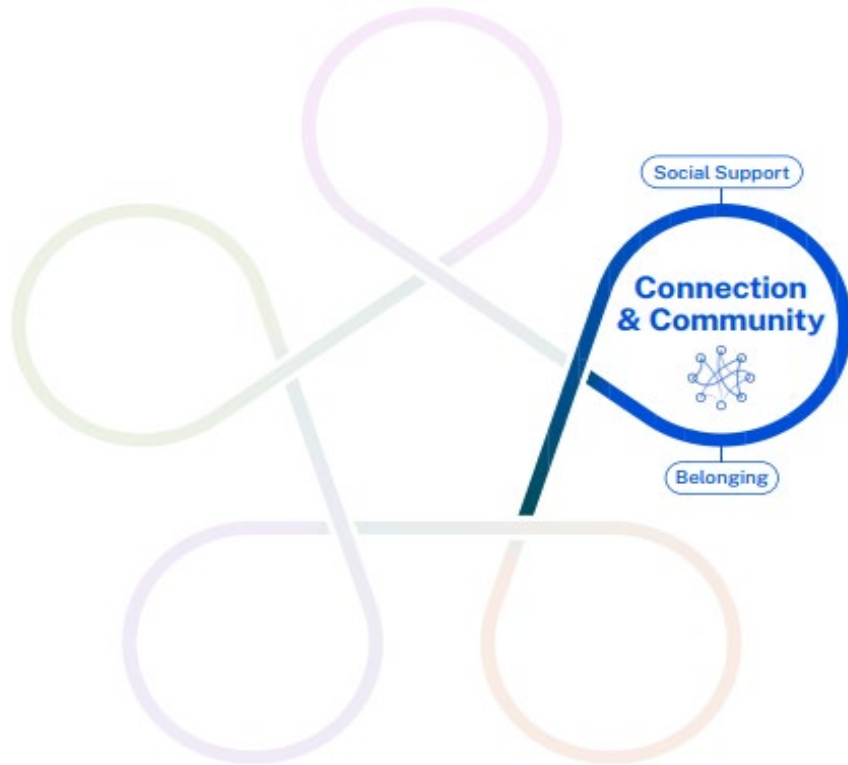- Ensure relevant, reciprocal feedback

Diversity, Equity, Inclusion & Accessibility

**Office** *of the* **U.S. Surgeon General**

- Prioritize workplace physical and psychological safety
- Enable adequate rest
- Normalize and support mental health
- Operationalize Diversity, Equity, Inclusion, and Accessibility (DEIA) norms, policies, and programs

- Create cultures of inclusion and belonging
- Cultivate trusted relationships
- Foster collaboration and teamwork
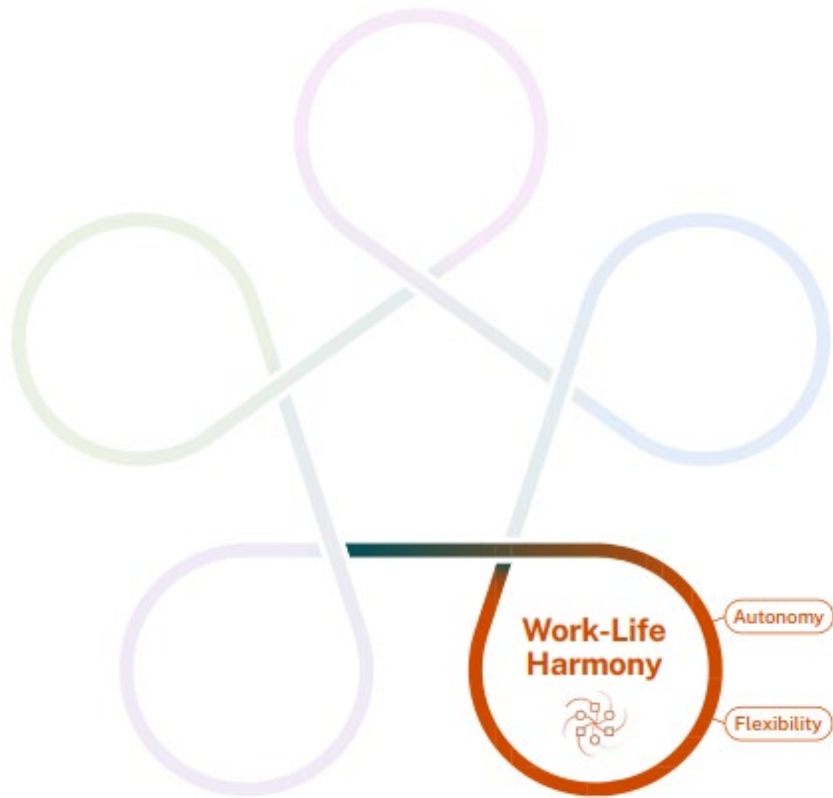
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Reflection

Reflection Question

How can our workplace better support both the physical and mental health needs of all workers?

Protection from Harm

Reflection Question

What does mentorship look like in our workplace? How could it be improved?

Opportunity for Growth

Reflection Question

What would it look like for workers to manage their own time in our workplace?

Work-Life Harmony

Reflection Question

How might we facilitate respectful, friendly working relationships between coworkers?

Connection & Community

Reflection Question

What opportunities are there in our workplace to meaningfully recognize and appreciate workers' efforts?

Mattering at Work

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Breakout

- What connection do you see between the Five Essentials, your workplace and the work you do?
- What idea do you have that would promote workpalce mental health and well-being in the context of the Five Essentials
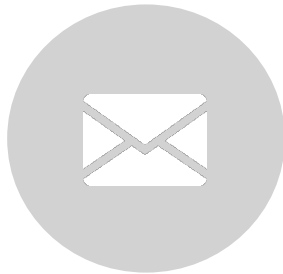
Links

- U.S. Surgeon General - <u>Current Priorities</u>
- U.S. Surgeon General - <u>Framework for Workplace Mental Health and Well-Being</u>
- U.S. Surgeon General – <u>Reflection Questions</u>
- Washington State EAP – <u>Home Page</u>

Thank You

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