

PRIORITIZING MENTAL HEALTH IN THE WORKPLACE

Good for Employees & Good for Business



Historically, organizations have addressed mental health and illness in the workplace by **responding to workplace incidents with restrictive policies that often hinder or worsen conditions for employees.** In addition, workplace policies are often crafted to protect the organization, not individuals, from litigation.



Employers that **prioritize mental health can see the positive impact it has on employee retention, engagement, and health care costs.** For every one dollar invested into scaled-up treatment for common mental disorders, there is a four-dollar return on investment in improved health and productivity.⁶

Neither reactive policy nor an organization-first approach completely protects the organization or its workforce for the long term. **MHA aims to shift the paradigm by focusing on workplace policies, practices, and programs rooted in prevention and early intervention and holistically supports workers' mental health and well-being.**

Millennials (35%) and Generation Z (5%) comprise 40% of the U.S. workforce.⁷ Research shows that both generations are more accepting and outspoken about mental health and illness in the workplace.⁸ **As workforce values shift, employers must adapt to build an engaged workforce and remain competitive in their industry.**

MHA developed its Workplace Mental Health Toolkit: Creating a Culture of Support and Well-being to help organizations contribute to a mentally healthy workforce by providing leadership, human resources, people managers, and employees with public education and other resources that can be used to improve workplace culture and benefits that support mental health.

1. Adams, T & Nguyen, T (February 2022). Mind the Workplace 2022 Report: Employer Responsibility to Employer Mental Health. Mental Health America, Alexandria VA.
2. Adams, T, Reinert, M, Fritze, D, & Nguyen, T (March 2021). Mind the Workplace 2021 Report. Mental Health America, Alexandria VA.
3. Ibid.

4. "Mental Illness." National Institute of Mental Health, U.S. Department of Health and Human Services, <https://www.nimh.nih.gov/health/statistics/mental-illness>.
5. "Mental Health in the Workplace." World Health Organization, World Health Organization, <https://www.who.int/teams/mental-health-and-substance-use/promotion-prevention/mental-health-in-the-workplace>.
6. Ibid.

7. "Generational Differences in the Workplace [Infographic]." Purdue Global, <https://www.purdueglobal.edu/education-partnerships/generational-workforce-differences-infographic/>.
8. Millennials and Generation Z—Making Mental Health at Work - Deloitte. <https://www2.deloitte.com/content/dam/Deloitte/global/Documents/About-Deloitte/gx-deloitte-2021-mental-health-millennials-white-paper.pdf>.

4 IN 5

WORKERS REPORT THAT **WORKPLACE STRESS AFFECTS THEIR RELATIONSHIPS WITH FRIENDS, FAMILY, AND COWORKERS.**¹

4 IN 5

WORKERS FEEL **EMOTIONALLY DRAINED FROM THEIR WORK, AN EARLY SIGN OF BURNOUT.**²

1 IN 4

WORKERS ARE EXPERIENCING THE **MORE SEVERE SIGNS OF BURNOUT, INCLUDING REDUCED PERSONAL EFFICACY AND CYNICISM TOWARDS PEERS AND THEIR JOBS.**³ **CHRONIC WORKPLACE STRESS AND BURNOUT CAN LEAD TO MENTAL HEALTH CONCERNS IF LEFT UNTREATED.**

1 IN 5

WORKERS WILL EXPERIENCE **A MENTAL HEALTH CONDITION IN A YEAR.**⁴

DEPRESSION AND ANXIETY DISORDERS COST THE U.S. ECONOMY \$200 BILLION IN LOST PRODUCTIVITY ANNUALLY.⁵