



Navigations

Your Organizational Compass

IN THIS ISSUE

**MAY IS MENTAL
HEALTH MONTH**

**MANAGER'S ROLE
IN A HEALTHY
WORKPLACE**

Issue: 8

MAY 2012

MAY IS MENTAL HEALTH MONTH

The data shows that 1 in 4 adults have a diagnosable mental illness. Mental illness is treatable yet many go without treatment due to lack of information and the stigma often associated with mental illness. The types of mental illness experience by adults are variable and can include: depression, anxiety, substance abuse, psychotic disorders, eating disorders and many more. With 1 in 4 adults struggling with mental illness, the impact in the workplace is significant.

What can the workplace do to encourage employees to seek help and decrease the stigma associated with seeking help. Employees spend most of their day in the workplace and mental health concerns manifest in decreased productivity, absenteeism, presenteeism and workplace conflicts. Medical care health costs increase as employees seek help for physical conditions rather than mental health concerns. A workplace that is educated about mental health and encourages respectful and proactive treatment makes good business sense. A mentally healthy workplace can do the following;

- Educate across the organization to reduce fear and stigma associated with mental illness
- Educate managers to know the clues that employees may be coping with mental health concerns
- Foster a healthy work culture that values physical and mental wellness
- Educate organizational leaders to lead by their example in treating mental health concerns with respect and dignity
- Promote the use of the EAP and other resources to assist employees in seeking help early

A healthy organization is committed to educating the workforce and promoting early recognition and treatment of mental health concerns.

QUICK LINKS

American Psychiatric
Foundation- First Quarter 2012
– [Mental Health Works](#)

This issue is packed with
information about mental
health parity, NIOSH trends,
Latino employee education
and depression in the
workplace.

<http://www.nxtbook.com/nxtb>

QUICK LINKS

Make the business case for
treating mental illness.
Connect to cost calculators for
alcohol, depression and
substance abuse at the
Partnership for Workplace
Mental Health

<http://www.workplacementalhealth.org/Business-Case/Depression-Calculator.aspx>

CONTACT INFORMATION

Beth Gilley, Managing Partner
Lytle EAP Partners
703-444-2254
bagilley@lytleap.com