

Mental Health in the Workplace



According to the National Alliance on Mental Illness (NAMI), one in five Americans experiences mental illness in any given year



About 18% of U.S. workers report having a mental health condition in any given month



Approximately 18% have an anxiety disorder



About 10% have depression

Impact of Mental Illness on Industry



According to the CDC - Depression can reduce a person's ability to complete job functions by 20% and reduce productivity by 35%



Anxiety and depression are associated with higher rates of absenteeism and workplace injury - Loss of over \$210.5 billion a year to U.S. economy



The US loses approximately 80 million workdays per year due to anxiety and depression

Recognizing Mental Illness in the Workplace



High rate of absenteeism



Changes in mood



Employee appears tired or slow



Employee makes excessive mistakes



Sudden decline in productivity

Actions Employers Can Take



Train supervisors and HR team to recognize warning signs of mental health issues and how to navigate these discussions without running afoul of the ADA



Break through the stigma by encouraging open and honest communication about mental health issues in the workplace



Evaluate your workplace culture to determine if it supports employee mental health



Understand how your work environment impacts employee mental health



Know what resources you have and promote them, including benefits, employee assistance programs, paid time off, etc.