

Mental health in the Workplace



May 13, 2019



Improving business. Improving lives.

THE CASE FOR MENTAL HEALTH IN THE WORKPLACE

Mental health issues and illness are prevalent in the workplace and are costly to the organization and the broader Canadian economy.

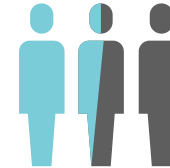


3 OUT OF 5

EMPLOYEES HAVE EXPERIENCED MENTAL HEALTH ISSUES IN THE PAST YEAR BECAUSE OF WORK²



WOULD DISCLOSE THEIR MENTAL ILLNESS TO THEIR EMPLOYER⁴



MORE THAN 1 IN 3

EMPLOYEES AND MANAGERS REPORT BEING MORE STRESSED NOW THAN FIVE YEARS AGO¹

\$50B

MENTAL ILLNESS COSTS \$50 BILLION A YEAR⁵



IT AFFECTS **20%** OF THE CANADIAN POPULATION⁶



2/3

OF THOSE FACING MENTAL HEALTH CHALLENGES DO NOT ACCESS HELP³

Sources:

1. Morneau Shepell's 5th Annual Survey on Workplace Mental Health, 2018; 2. National Employee Mental Wellbeing Survey, 2017 (UK); 3. Canadian Community Health Survey, Statistics Canada, 2003; 4. 8th Annual National Report Card on Health Care, Canadian Medical Association, 2008; 5. Mental Health Commission of Canada/Canadian Mental Health Association



**What role does the workplace play
in mental health?**

The workplace can help, but first and foremost, *do no harm*

58%

Indicate that their **workplace is helpful** to their own mental health

24%

Indicate that their **workplace is harmful** to their own mental health

18%

Are **not sure**

From the experience of employees...

Factors that are helpful

- Support for mental wellness
- Less stigma
- Supportive supervisors
- Positive culture
- Feeling valued

Factors that are harmful

- The absence/opposite of the helpful factors, plus
- High levels of work stress
- Feeling of isolation in the workplace

A theme of trust – employees' comments regarding supervisors who those employees see as helpful to mental health

"...is supportive and approachable. She tells me often that she appreciates the work I do."

"...can bounce ideas off him without feeling they will be disregarded."

"...is aware of what I suffer from and is always accommodating with appointments."

"...open and honest discussions."

"...listens and provides help without judgement."

"...a good person."

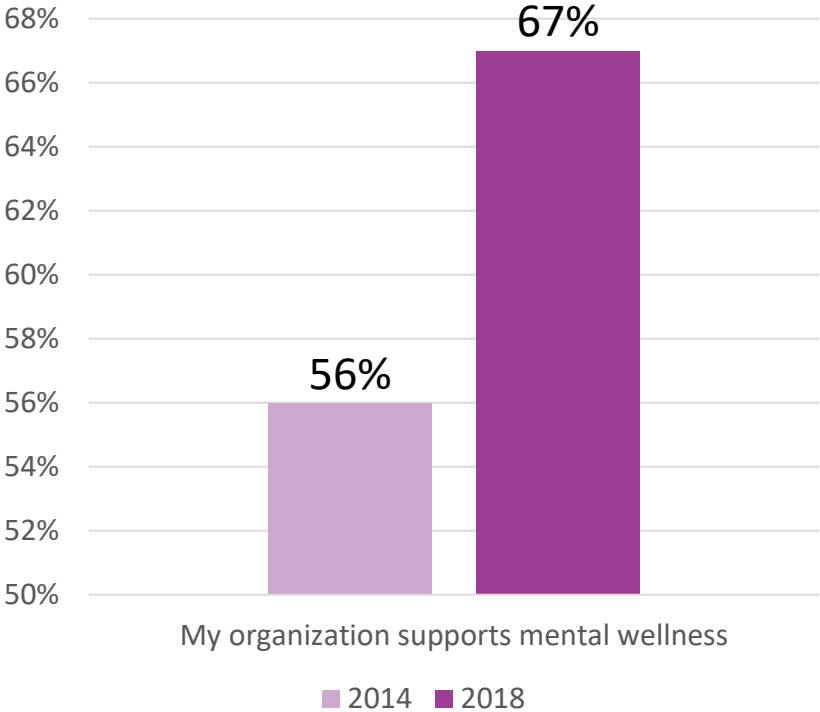
"...talks to us."

"...helps me balance my priorities."

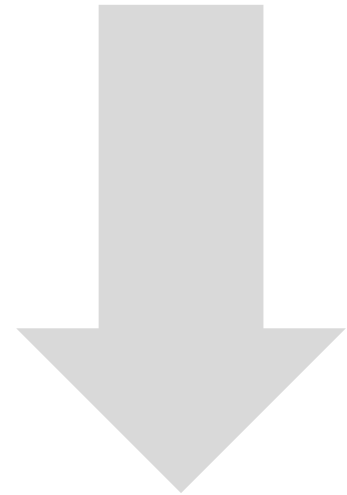
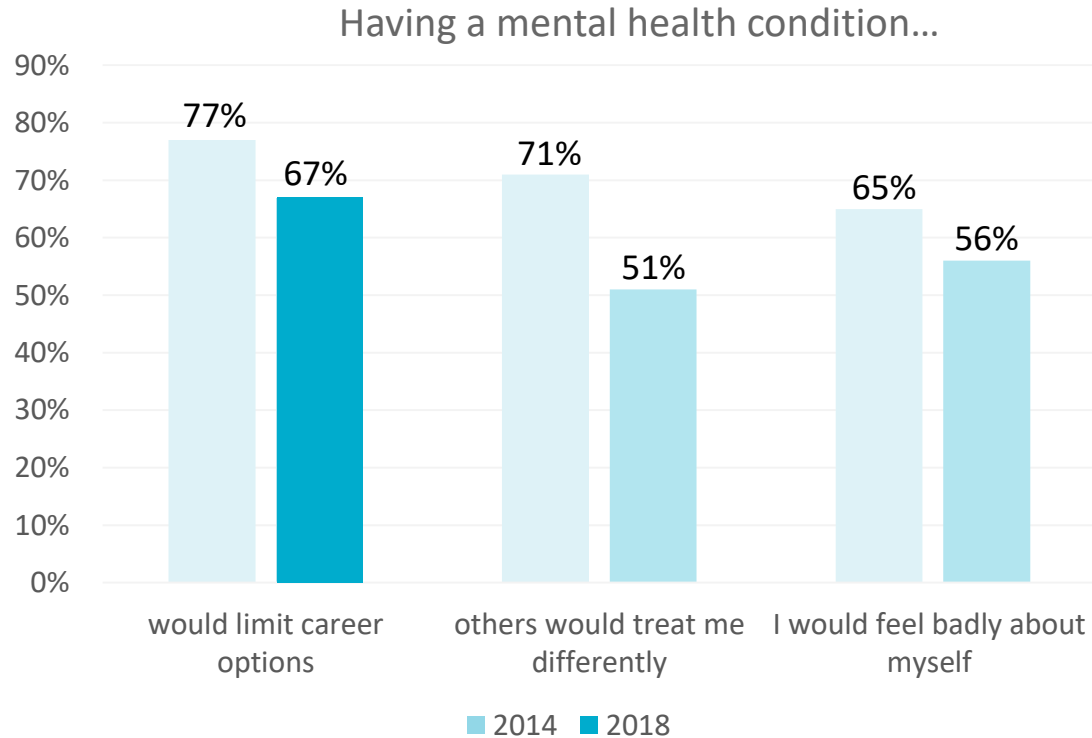
"...listens to me."

"...helps me when I need it."

More employees are feeling that their **workplace supports mental wellness**



Issues with stigma have decreased but **remain a concern**





Workplaces can.....

Know the facts

**Build knowledge and
leaders' skill**

Build trust

**Offer support and be
supportive**

**Communicate
commitment**

**Build that commitment into
your way of doing business**