

Employee Mental Wellness

BUSINESS NAVIGATOR ALLIANCE
OF SOUTHCENTRAL & SOUTHEASTERN ILLINOIS

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Business Navigator Alliance of Southcentral and Southeastern Illinois

- Regional collaboration for the Community Navigator Program
- Purpose: provide professional outreach and technical assistance for local, state, and federal economic relief programs
- Mission: to ensure that small businesses in our region are competitive in applying for necessary resources
- Goal: position local businesses for success by acceleration business recovery and growth




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BUSINESS NAVIGATOR ALLIANCE

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Webinars
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Offer 1-on-1 Technical Assistance

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WHAT IS MENTAL WELLNESS?

Why is it important to our workforce?

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“ A STATE OF MENTAL WELL-BEING THAT ENABLES PEOPLE TO COPE WITH THE STRESSES OF LIFE, REALIZE THEIR ABILITIES, LEARN WELL AND WORK WELL, AND CONTRIBUTE TO THEIR COMMUNITY. ”

WHO, June 2022

The definition of mental wellness according to the World Health Organization

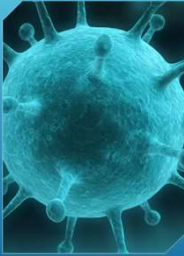
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- Anxiety
- Depression
- Loneliness
- Financial Stress
- Grief and Loss
- Substance Abuse

TOP CHALLENGES TO MENTAL WELLNESS INCLUDE:



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COVID-19 PANDEMIC

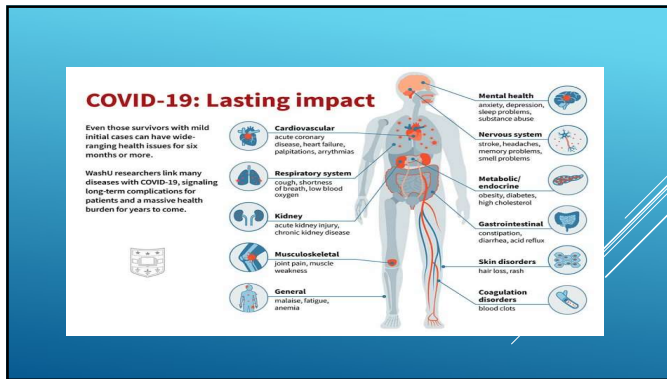
For more than three years, we have weathered the storm of wearing masks, cancelling visits with loved ones, remote work and/or learning, debilitating illness and sadly, the loss of many lives.

What are the after-effects of these major life stressors that were thrust upon us with so little time to prepare?

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WHAT IS THE IMPACT OF COVID-19 ON MENTAL HEALTH? PHYSICAL HEALTH? OTHER?


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DECLINES IN GENERAL WELL-BEING REPORTED:

- Mental health significantly deteriorated
- Lack of separation between home and work
- Less social interaction
- Trouble meeting basic needs



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DECLINES IN WORKPLACE WELL-BEING REPORTED:



- No balance or separation between work and home life
- Increased pressure to produce
- No respect for time boundaries
- Lost connection with co-workers
- Technology challenges

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How does mental wellness create resilience in individuals?

—in the workforce?

According to workplacementalhealth.org: "**Resilience** is a key strategy that helps employees tackle stress, a competitive job market, workplace conflicts, and address challenges on the job. Improving **resilience** is important because many employees identify work as the number one stressor in their lives (as high as 65% of U.S. employees)."

RESILIENCE

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WHY SHOULD EMPLOYERS CARE ABOUT RESILIENCE?

- ✦ A resilient worker can bounce back and even thrive from major challenges
- ✦ **Resilience** can lead to improved job satisfaction, work happiness, organizational commitment, employee engagement and increased productivity

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On a personal level, **resilience** can lead to improved self-esteem, a greater sense of control over life events, a greater sense of purpose in life and improved interpersonal relationships.



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TOOLS TO ACHIEVE MENTAL WELLNESS – WHAT CAN EMPLOYERS DO?

- ▶ 1. Understand employees
- ▶ 2. Engage leadership
- ▶ 3. Create a resilient culture
- ▶ 4. Resilience training
- ▶ 5. Improve work environment
- ▶ 6. Autonomy
- ▶ 7. Reward good work
- ▶ 8. Access to services and supports
- ▶ 9. Flexible schedules
- ▶ 10. Be reasonable about work expectations

"Your mental health is a priority. Your happiness is an essential. Your self-care is a necessity."
TherapistsRecovery.com


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- ▶ Wellness program
- ▶ Employee assistance program
- ▶ Rounding/leader engagement
- ▶ Special programs



SARAH BUSH LINCOLN HEALTH CENTER

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Behavioral health services, including mental health and substance abuse treatment, are required to maintain the highest level of privacy. This includes separate scheduling and record-keeping protocols for employee assistance programming.

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“ STIGMA IS WHEN SOMEONE, OR EVEN YOU YOURSELF, VIEWS A PERSON IN A NEGATIVE WAY JUST BECAUSE THEY HAVE A MENTAL HEALTH CONDITION. STIGMA CAN EVEN COME FROM AN INTERNAL PLACE, CONFUSING *FEELING BAD* WITH *BEING BAD* ”

National Alliance on Mental Illness

According to NAMI: Three Steps for Being StigmaFree:

- 1) Educate yourself and others
- 2) See the person, not the condition
- 3) Take action

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ADDITIONAL MENTAL HEALTH RESOURCES IN YOUR COMMUNITY

Clark County: Human Resource Center, 1006 S. 6th Street, Marshall, IL 62441
217-826-6212 Crisis: 866-567-2400

Coles County: LifeLinks, 750 Broadway Avenue E, Mattoon, IL 61938
217-238-5700 Crisis: 866-567-2400

Crawford County: Crawford County Health Dept, 202 N. Christopher Blvd, Robinson, IL 62454
618-544-8798 Crisis: 988 (Suicide and Crisis Lifeline)

Edgar County: Human Resource Center, 118 E. Court Street, Paris, IL 61944
217-465-4118 Crisis: 866-567-2400

Effingham County: Heartland Human Services, 1200 N. Fourth Street, Effingham, IL 62401
217-347-7179 Crisis: 217-342-5504

Moultrie County: Moultrie County Counseling, 12 W. Harrison Street, Sullivan, IL 61951
217-728-4358 Crisis: 988 (Suicide and Crisis Lifeline)

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RESOURCES (CONTINUED)

FindSupport.gov – US Department of Health & Human Services
helps individuals identify available resources for mental health, drugs or alcohol

Recommended reading:

Emotional First Aid – Guy Winch, Ph.D.

Hope and Help for Your Nerves: End Anxiety Now – Dr. Claire Weekes

Burnout: The Secret to Unlocking the Stress Cycle – Emily Nagoski, Ph.D. and Amelia Nagoski, DMA

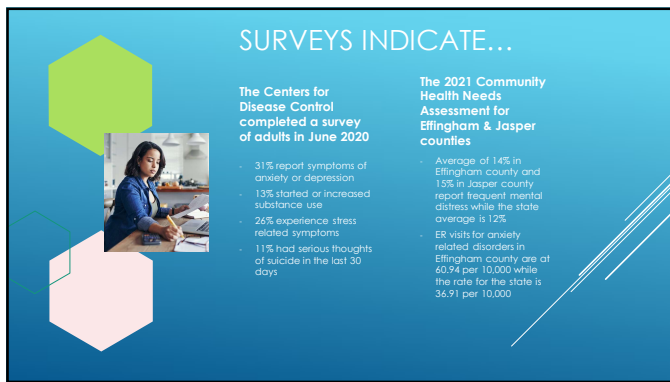
7 Habits of Highly Effective People – Stephen Covey

The Unexpected Joy of Being Sober – Catherine Gray

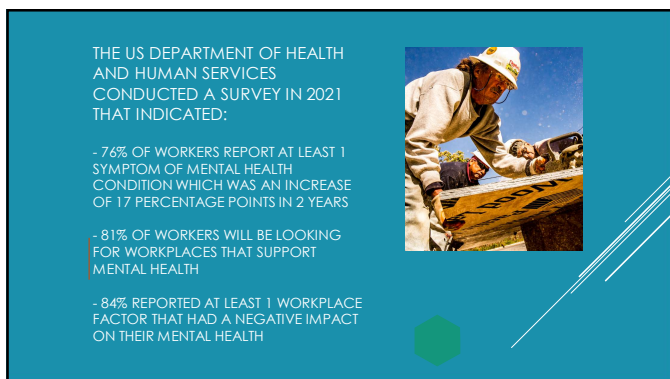
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WHAT DO EMPLOYEES LOOK FOR IN AN EMPLOYER?

- 70% of workers believe their employer is more concerned about mental health of employees now than in the past
- 81% said they will be looking for workplaces that support mental health in the future
- When asked to select from a list of a dozen possible supports that they would like to see employers offer:
 - 41% chose flexible work hours
 - 34% chose workplace culture that respects time off
 - 33% chose the ability to work remotely
 - 31% chose a 4 day work week

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5 ESSENTIALS FOR WORKPLACE MENTAL HEALTH & WELL-BEING				
Protection from Harm	Connection & Community	Work-Life Harmony	Mattering at Work	Opportunities for Growth
<ul style="list-style-type: none"> Create conditions for physical & psychological safety Enable rest Normalize focusing on mental health Operationalize DEI & accessibility norms 	<ul style="list-style-type: none"> Foster positive social interaction & relationships Cultivating trusted relationships Utilize collaboration & teamwork 	<ul style="list-style-type: none"> Allow for autonomy over how work is complete Allow flexible schedules Increase access to paid leave Respect boundaries between work and non-work time 	<ul style="list-style-type: none"> Engage workers in workplace decisions Build culture of gratitude and recognition Connect individual work with organizational mission 	<ul style="list-style-type: none"> Offer quality training, education & mentoring Foster equitable pathways for career advancement Ensure relevant & reciprocal feedback

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MARRYING WORKPLACE ESSENTIALS FOR WELL-BEING WITH TOOLS TO ACHIEVE MENTAL WELLNESS

- ▶ Protection from Harm
 - ▶ Improve work environment
 - ▶ Create a resilient culture
 - ▶ Resilience training
- ▶ Connection & Community
 - ▶ Understand employees
 - ▶ Engage leadership
 - ▶ Access to services and supports
- ▶ Work-Life Harmony
 - ▶ Autonomy
 - ▶ Flexible schedules
 - ▶ Be reasonable about work expectations

- ▶ Mattering at Work
 - ▶ Reward good work
- ▶ Opportunities for Growth



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Thank you!

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