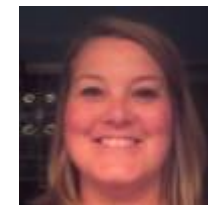


DEVELOPING A FRAMEWORK FOR WORKPLACE MENTAL HEALTH AND WELL-BEING



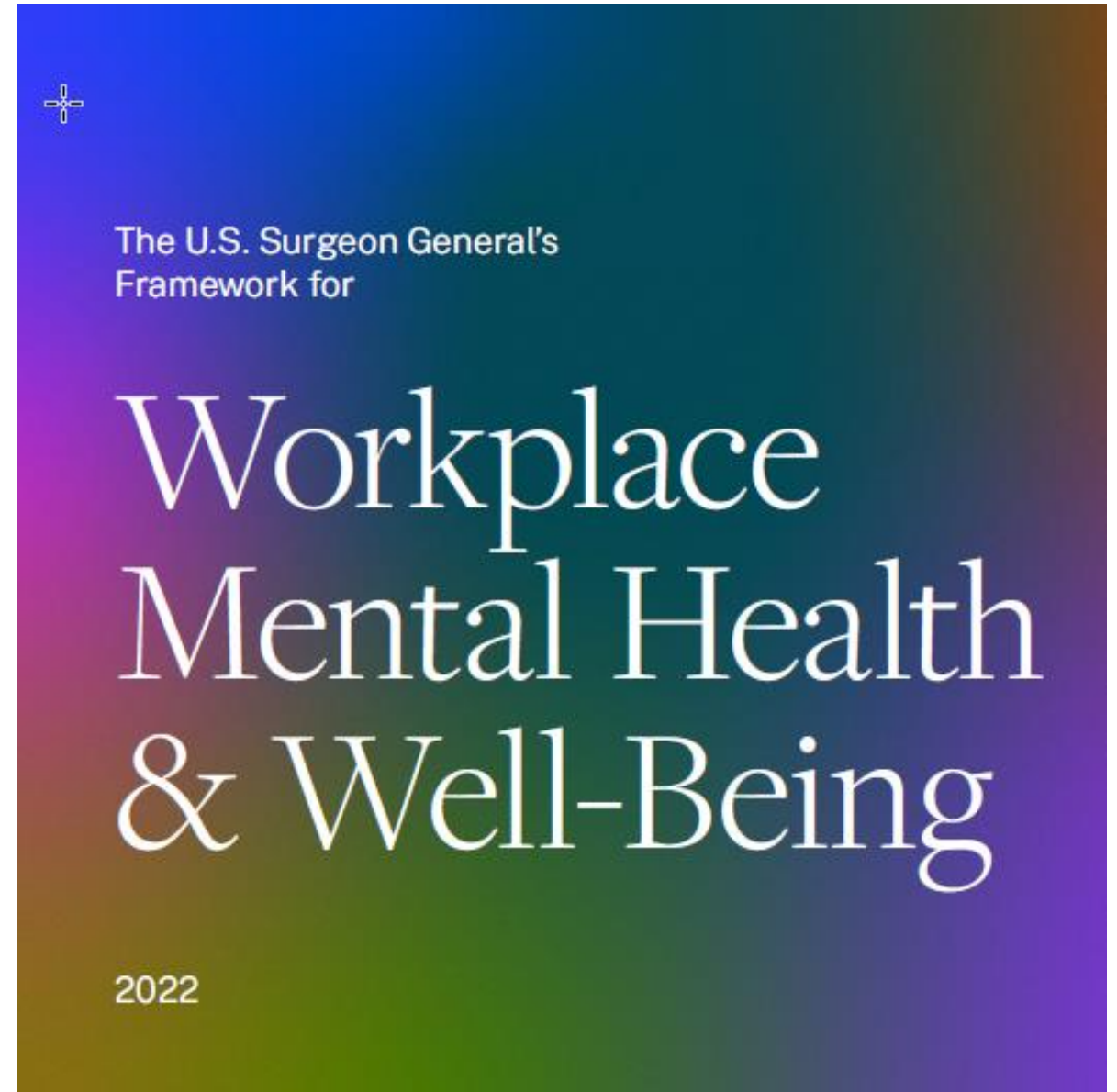
Cheryl Paxton Hughes
**Director, Strategy
Services**



Angel Seufert
**Executive Vice
President, Human
Resources**



A prescription
for Today's
Workforce





“

When the mental health of workers suffers, so does workplace productivity, creativity, and retention.

Vivek H. Murthy, M.D., M.B.A.
Vice Admiral, U.S. Public Health Service
Surgeon General of the United States

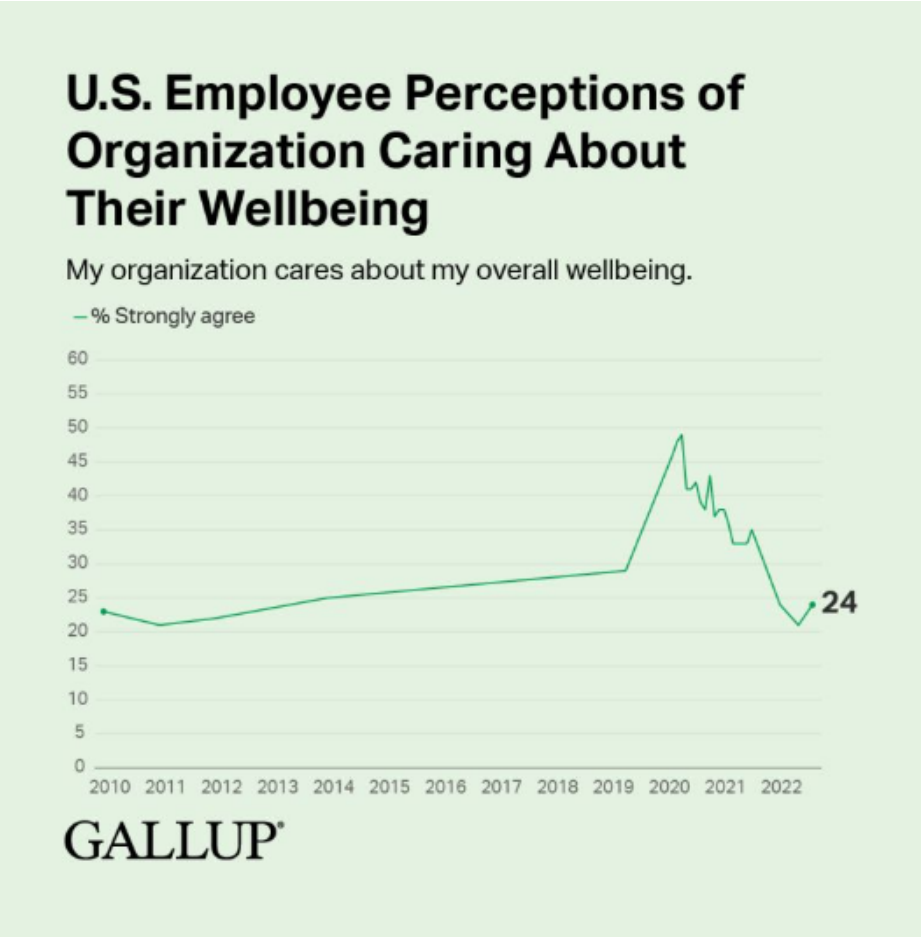


World Health Organization

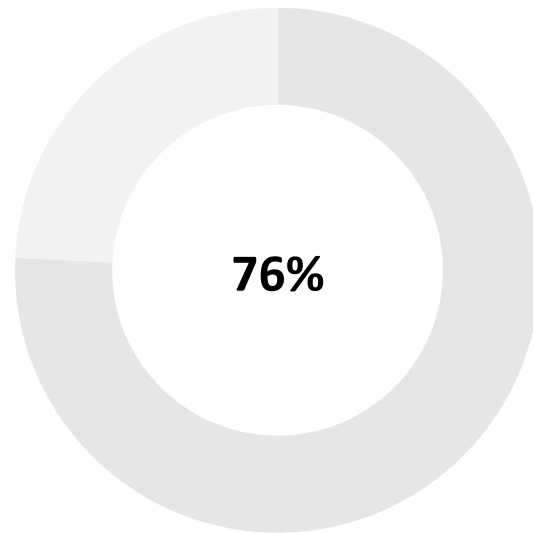
- **60% of the world population** is in work
- **15% of working-age adults** are estimated to have a **mental health disorder**
- Globally, **12 billion working days** a year are lost to **depression and anxiety**
- This equates to a cost of **\$1 trillion per year** in lost productivity

U.S. Employee Perceptions of Organization Caring About Their Wellbeing

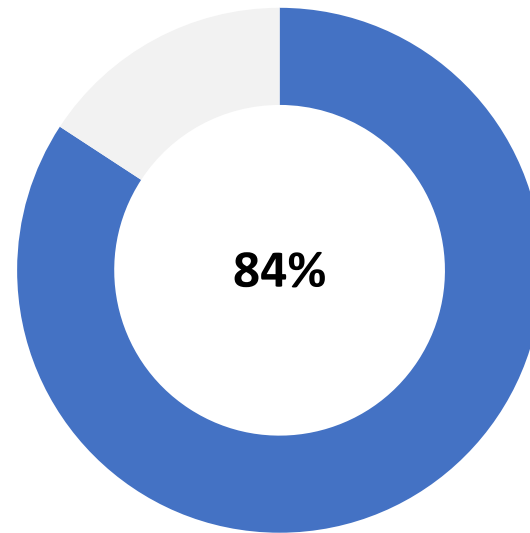
LOWEST IN 10 YEARS



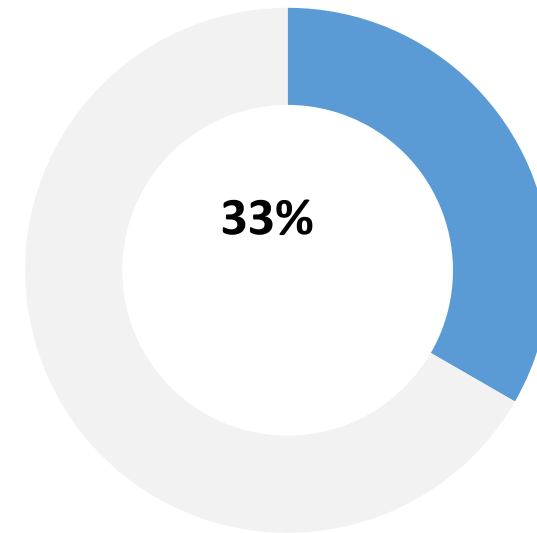
Workers manage daily stress that affects their health and organizational performance.



Reported at least one symptom of a mental health condition



Reported at least one workplace factor that had a negative impact on their mental health



Say that their mental health harmed their productivity in the past year.



Five Essentials for Workplace Mental Health & Well-Being

Source: Office of the Surgeon
General – Framework for
Workplace Mental Health &
Well-Being



**Protection
from Harm**



**Connection &
Community**



**Work-Life
Harmony**



**Mattering
at Work**



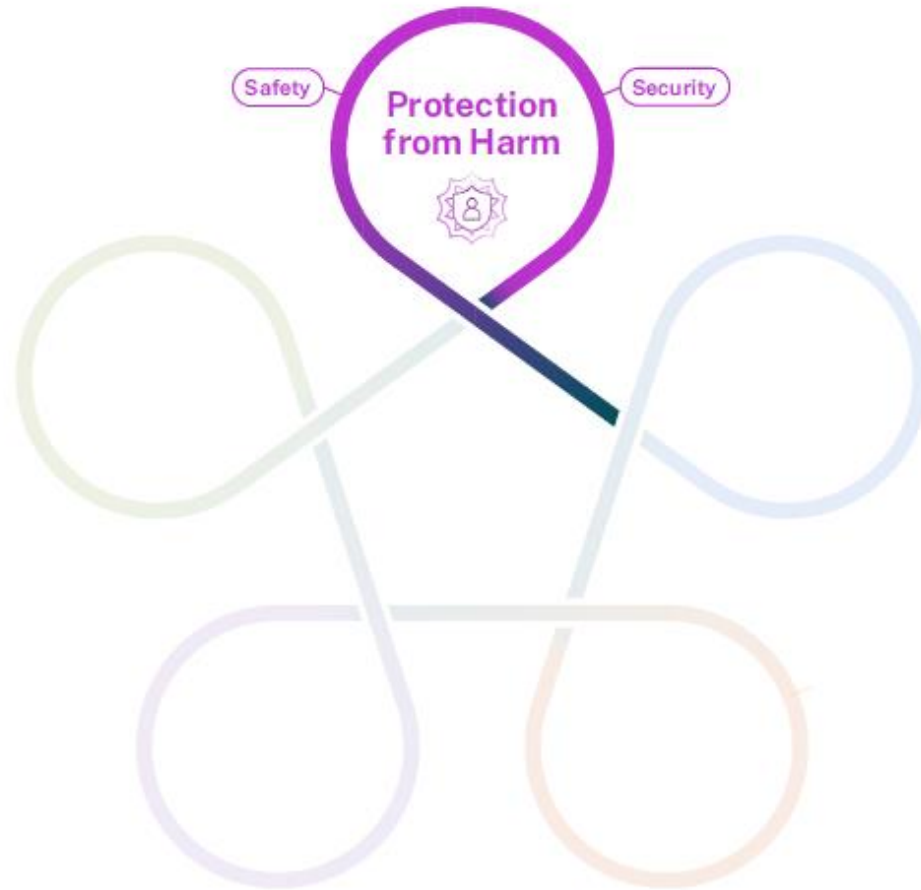
**Opportunity
for Growth**

“

This Framework is dedicated to all the workers who lost their lives during the pandemic and to their families. May this serve as a call to action to lift the voices of workers.

- US Surgeon General Workplace Mental Health & Well Being Report

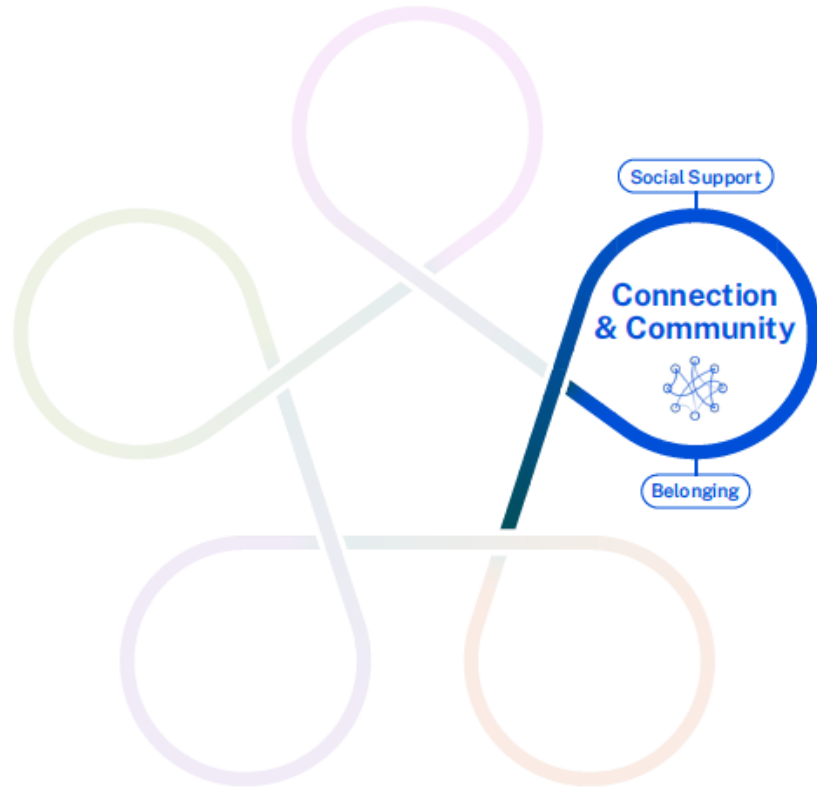
Essential 1: Protection from Harm



Operational Best practices

- Prioritize workplace physical and psychological safety
- Enable adequate rest
- Normalize and support mental health
- Operationalize DEIA* norms, policies, and programs

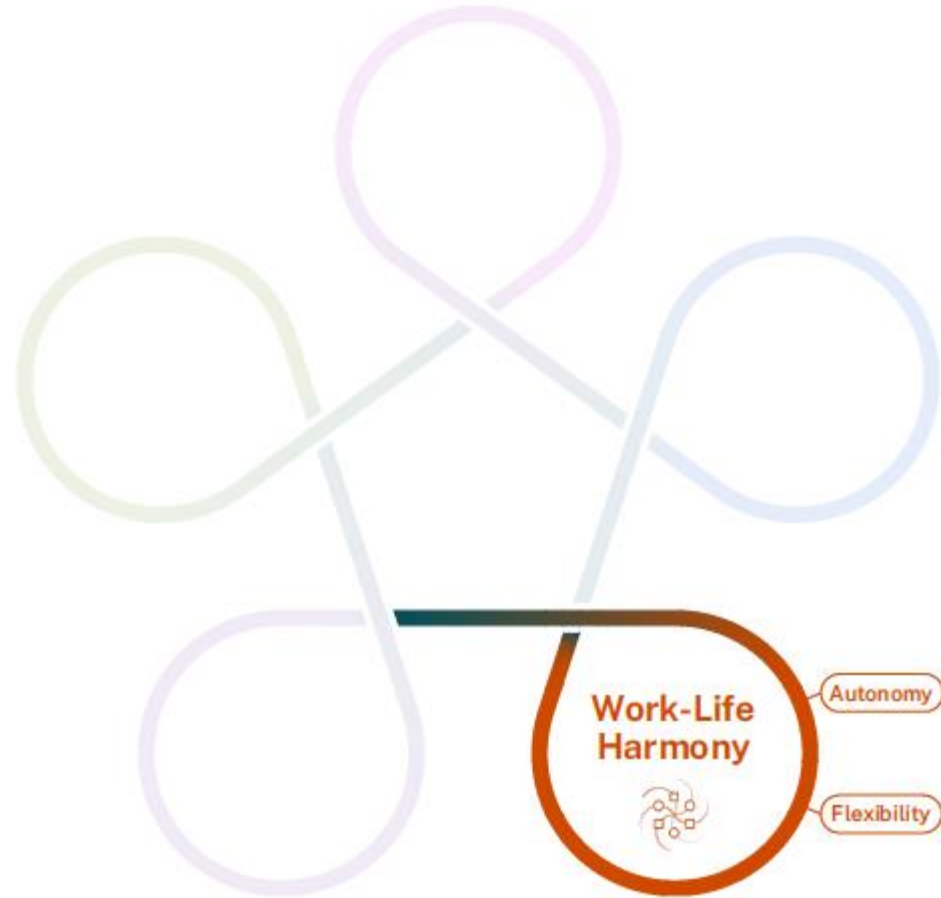
Essential 2: Connection & Community



Operational Best practices

- Create cultures of inclusion and belonging
- Cultivate trusted relationships
- Foster collaboration and teamwork

Essential 3: Work-Life Harmony



Operational Best practices

- Provide more autonomy over how work is done
- Make schedules as flexible and predictable as possible
- Increase access to paid leave
- Respect boundaries between work and non-work time

Essential 4: Mattering at Work



Operational Best practices

- Provide a living wage
- Engage workers in workplace decisions
- Build a culture of gratitude and recognition
- Connect individual work with organizational mission

Essential 5: Opportunity for Growth



Operational Best practices

- Offer quality training, education, and mentoring
- Foster clear, equitable pathways for career advancement
- Ensure relevant, reciprocal feedback

Polling Slide Questions

- Which of the 5 Essentials does your organization have the most opportunity to improve upon?
 - Protection from Harm
 - Connection & Community
 - Work Life Harmony
 - Matterng at Work
 - Opportunity for Growth

Q&A