

MAKING THE CASE FOR MENTAL WELLNESS IN THE WORKPLACE

Good for Employees & Good for Business



Organizations historically have addressed mental health and illness in the workplace by responding to workplace incidents with restrictive policies that often hinder or worsen conditions for employees. In addition, many workplace policies usually are crafted to avoid litigation without also helping to drive business strategy.



Employers that **prioritize mental health can see the positive impact it has on employee retention, engagement, and health care costs.** For every one dollar invested into scaled-up treatment for common mental disorders, there is a four-dollar return on investment in improved health and productivity.⁶

Neither reactive policy nor an organization-first approach completely protects the organization or its workforce for the long term. **Mental Health America (MHA) aims to shift the paradigm by focusing on workplace policies, practices, and programs that are rooted in prevention and early intervention, holistically support workers' mental health, and improve the health of the business.**

Millennials (39%) and Generation Z (6%) comprise 45% of the U.S. workforce.⁷ Research shows that both generations are more accepting and outspoken about mental health and illness in the workplace.⁸ **As workforce values shift, employers must adapt to build an engaged workforce and remain competitive in their industry.**

MHA developed the Workplace Wellness Resource Center to help organizations identify the support and best practices needed for leadership, human resources, people managers, and employees to create a workplace culture that supports mental health.

Visit MHA's Workplace Wellness Resource Center at:
www.mhanational.org/workplace

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2. Adams, T, Reinert, M, Fritze, D, & Nguyen, T (March 2021). Mind the Workplace 2021 Report. Mental Health America, Alexandria VA.
3. Ibid.

4. "Mental Illness." National Institute of Mental Health, U.S. Department of Health and Human Services, <https://www.nimh.nih.gov/health/statistics/mental-illness>.
5. "Mental Health in the Workplace." World Health Organization, World Health Organization, <https://www.who.int/teams/mental-health-and-substance-use/promotion-prevention/mental-health-in-the-workplace>.
6. Ibid.

7. "Gen Z in the Workplace: How Should Companies Adapt?" Imagine, Johns Hopkins University, 1 Aug. 2023, imagine.jhu.edu/blog/2023/04/18/gen-z-in-the-workplace-how-should-companies-adapt/#:~:text=Today%2C%20a%20large%20chunk%20of,about%2030%25%20of%20the%20workforce.
8. Millennials and Generation Z—Making Mental Health at Work - Deloitte. <https://www2.deloitte.com/content/dam/Deloitte/global/Documents/About-Deloitte/gx-deloitte-2021-mental-health-millennials-white-paper.pdf>.

4 IN 5

WORKERS REPORT THAT **WORKPLACE STRESS** AFFECTS THEIR RELATIONSHIPS WITH **FRIENDS, FAMILY, AND COWORKERS.**¹

4 IN 5

WORKERS FEEL **EMOTIONALLY DRAINED** FROM THEIR WORK, AN EARLY **SIGN OF BURNOUT.**²

1 IN 4

WORKERS ARE EXPERIENCING THE **MORE SEVERE SIGNS OF BURNOUT, INCLUDING REDUCED PERSONAL EFFICACY AND CYNICISM TOWARDS PEERS AND THEIR JOBS.**³ **CHRONIC WORKPLACE STRESS AND BURNOUT CAN LEAD TO MENTAL HEALTH CONCERNS IF LEFT UNTREATED.**

1 IN 5

WORKERS WILL EXPERIENCE **A MENTAL HEALTH CONDITION IN A YEAR.**⁴

DEPRESSION AND ANXIETY DISORDERS COST THE U.S. ECONOMY \$200 BILLION IN LOST PRODUCTIVITY ANNUALLY.⁵