




Mental Health Awareness



Enhancing Understanding and
Support for Mental Health in the
workplace





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Objectives



Our goal today with this presentation is to help:

- Identify the systemic workplace barriers that quietly erode trust, energy and engagement.
- Compare the real cost of training vs retaining and why support pays off more than pressure.
- Build Team rhythms that create actual time and space, for mental and emotional well-being.

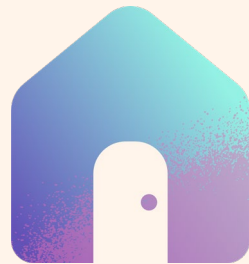


What is Mental Health?

Mental health is a state of emotional, psychological, and social well-being that affects how we think, feel, and act



The Importance of Mental Health



Impact on Overall Well - being:

Affects overall quality of life and productivity.

Stigma Surrounding Mental Health

Definition of Stigma

Stigma is the negative perception and prejudice society holds against individuals with mental health issues.



Why is Stigma Harmful?

Reduces the likelihood of seeking help due to fear of judgment.

Worsens mental health conditions due to lack of necessary treatment.

Example Case

An employee hesitates to seek help for depression due to fear of being seen as weak or unprofessional.



Barriers to Seeking help

Workplace Culture and Norms

Culture of Silence
Pressure
Digital overload
“Always on” expectations

Stigma and fear of consequences

Inflexible schedule
Inequities
Inclusion gaps

Resource Availability

Insurance
Time
Etc

Note: Pressure = short term gains, long term losses

Why go through the Trouble

Cost of not attending to mental health

Cost of training

Average job:
20- 30% of annual wage
Complex Job:
50- 100% annual wage

Time

Loss of productivity
Higher cost
Increased error rates

Reputation

Who applies for your positions

Why go through the Trouble

Cost of Support

Cost of training

Initial Manager training
Workload design
Creating resources

Time

Engaged employees are 15-25% higher in productivity

Reputation

Institutional knowledge grows
Faster execution
Stronger teams
People want to work for you

Support = sustainable performance and lower total cost



Bottom Line

Reducing Burnout and
improving mental health of
staff is cheaper than replacing
employees

Support is an operational
strategy not a perk

How Can We support our Employees?

Opportunities to improve

Culture
Environment
Process



Concrete Actions

1. Capacity First
2. Predictable weekly Rhythm
3. Meeting Hygiene

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Concrete Actions

4. Built in Pause Points
5. Energy - Aware Work
6. Supportive Environment

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Concrete Actions

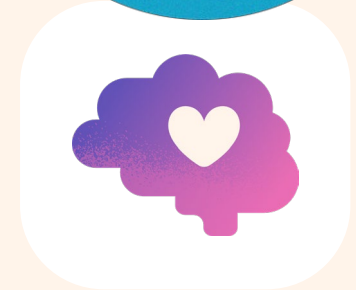
7. Accessible Support
8. Psychological Safety
9. Clear Boundaries

Bottom LINE

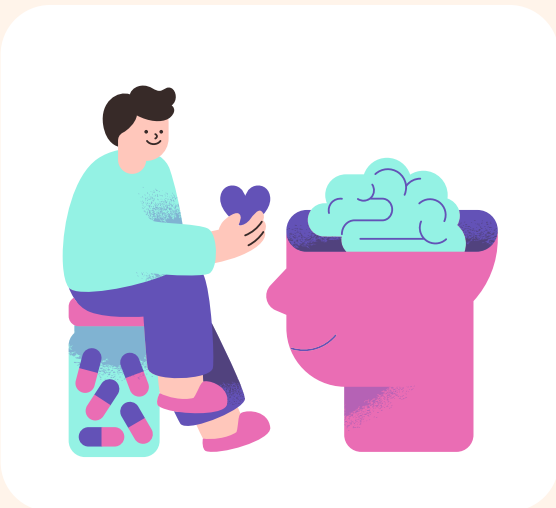


Opportunities for
change

Culture
Environment
Process



Take Aways



Normalize Mental health in
the culture.

Equip Managers and redesign
work where possible

Ensure benefits are useable in
real life

Exercise



Groups of 3 - 5



Case Example

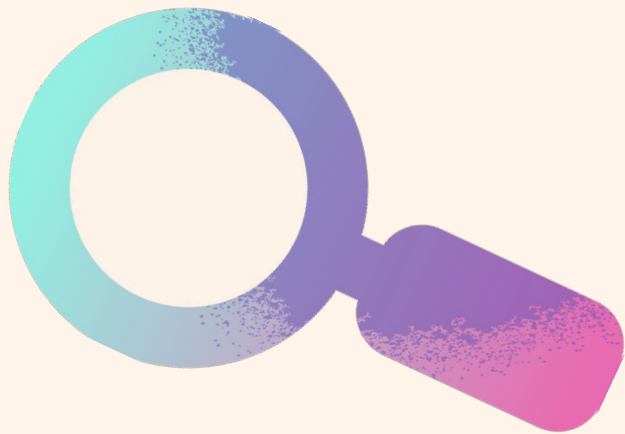


Conclusion

Mental health is a crucial part of our overall well - being.

Support and understanding from those around us can make a significant difference to your long term business outcomes.

thank
you!



Questions

