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Enhancing **People**. Improving **Colleges**.

Breaking the Silence:

Empowering HR Professionals to Tackle mental Health Stigma and Support Employees with Confidence





Learning Objectives

- What are emotions?
- Addressing the stigma of mental health in the workplace and its impact on HR.
- Effective strategies for HR to support employees facing mental health challenges.
- Coaching managers to navigate mental health issues within their teams.
- Making appropriate referrals to Employee Assistance Programs (EAPs).
- Ensuring privacy and utilizing available resources.
- Tips for minimizing risk and overcoming challenges.



A woman with curly hair and a man with glasses are sitting at a desk in an office, looking at a laptop. The woman is on the left, and the man is on the right. They are both looking at the laptop screen. The office has large windows in the background with some sticky notes on them. There are other people in the background, including a woman with long dark hair and a man with a shaved head. The overall atmosphere is professional and collaborative.

What Are Emotions



The Anatomy of an Emotion



The Mind-body Connection

- A physiological & chemical response in our body
- Triggered consciously & unconsciously
- Echoed in our nervous system
- Floods our body with neurotransmitters allowing us to spring into action

Results in increase of:

- Blood pressure
- Heart rate
- Perspiration
- Breathing
- Hormones released
- Neurotransmitters fire



Are You Too Emotional?



Why Are There Emotions?

- Humans are hard wired to have intellectual & emotional intelligence
- Just like IQ's we have EQ's
- Emotions help us survive
- Emotional Instinct allow us to avoid danger



Feelings Can Be:

- Wonderful
- Exciting
- Rewarding
- Confusing
- Frustrating
- Painful
- Intense

A woman with curly hair is seen from the back, wearing a light-colored blazer. She is talking to a man with glasses and a goatee, wearing a blue and white checkered shirt. They are sitting at a desk with laptops. In the background, there are large windows with a grid pattern and some sticky notes on the wall. Other people are visible in the background, including a woman with long dark hair and a man with a shaved head.

The Stigma of Mental Health in the Workplace



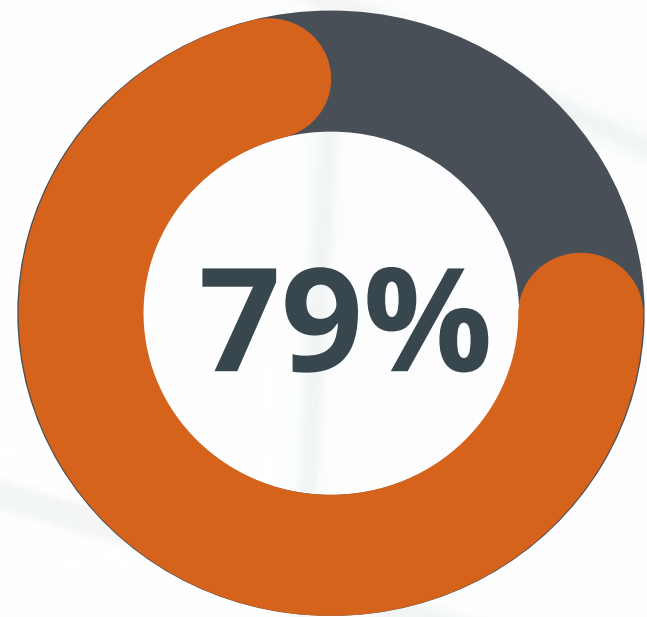
Survey Says



What % of employees experience anxiety and/or depression per COVID and post COVID?

- Less than 1%
- 5%
- 10%
- More than 30%





2020

Over 79% of adults aged 19-25 suffered moderate to severe depression. Over 75% in the same age group suffered moderate to severe anxiety.



INCREASE

The national suicide rate has increased 30% between 2000 - 2020. Suicide is the 2nd leading cause of death for Americans under the age of 35.

3X

Pressure of education, social acceptance and lack of life structure greatly impacts the mental well-being of millennials—they are more than 3X as likely to suffer from depression and anxiety.



“The Changing Workforce”

Millennials (those born between about 1980 and 2000) comprise half of the American workforce and by 2025, 75 percent of the global workforce.

<https://www.cdc.gov/nchs/products/databriefs/db330.htm>

<https://mhanational.org/research-reports/2022-state-mental-health-america-report>



The Future of Mental Health

The Impact to Employees



Mental Health stigma can have far-reaching negative effects in the workplace



- Reluctant to seek help
- Increased absenteeism and presenteeism
- Workplace isolation
- Toxic work culture
- Decreased employee retention

The Impact to HR



HR is impacted by both the challenges by the mental health stigma and the responsibility to create an environment that encourages mental well-being and inclusivity.



- Increased turnover and retention issues
- Legal compliance and risk management
- Challenges building inclusive culture
- Managing performance and productivity
- Workplace conflict and miscommunication



Strategies to Support Employees Facing Mental Health Challenges



Survey Says



Should caring managers provide advice to employees about their personal challenges and/or emotional challenges?

- Yes
- No



Support Strategies



Reducing mental health stigma benefits both employees and organizations by fostering a more productive and inclusive work environment

- Education and awareness
- Promoting open communication
- Access to resources
- Leadership support



Navigating mental Health Issues Within the Team



Navigating Mental Health Issues Within the Team



Ways to Support

- Educate managers on mental health awareness
- Create open lines of communication
- Teach managers warning signs
- Provide tools for support
- Develop emotional intelligence





Making Referrals to Employee Assistance Programs (EAPs)





How HR can effectively refer employees to an EAP

Ensure confidentiality and privacy

Normalize EAP usage & identify appropriate situations for EAP referrals

Provide clear information about EAP services and model

Provide clear information about EAP services

Don't be the Therapist

Referring employees to an EAP requires sensitivity, clear communication and confidentiality



How HR can effectively refer employees to an EAP

Frame EAP as a preventative and proactive measure

Avoid being directive or pressuring

Encourage voluntary participation

Referring employees to an EAP requires sensitivity, clear communication and confidentiality



Ensuring Privacy and Utilizing Available Resources



Ensuring Privacy and Utilizing Available Resources



Ways to Support

- Maintain strict confidentiality
- Use Employee Assistance Programs (EAPs)
- Train HR/managers on privacy protocols
- Familiarize employees with available resources
- Provide access to external resources





Tips for Minimizing Risks and Overcoming Challenges



Minimizing Risks & Overcoming Challenges



HR tips to minimize
risks associated with
mental health



- Develop & implement a comprehensive Mental Health Policy
- Promote stigma free workplace
- Identify & mitigate stressors
- Be proactive in addressing potential crises
- Ensure compliance with legal requirements



Employee/
Dependent
Services

Life Advisor
Employee
Assistance
Program



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Benefits include:

- Short-term, Solution-Focused counseling
- Life enhancement coaching
- 24 Hour Support Line
- Work-life services
- Total Well-being portal





HR/Management Services

Life Advisor Employee Assistance Program



Benefits include:

- Unlimited Consultations
- Informal Referrals
- Formal Referrals
- HR/Management Training
- Critical Incident Stress Debriefing



Kent Sharkey
Psychotherapist & CEO

248-680-4611

www.ulliance.com

ksharkey@ulliance.com





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»» Thank you!

