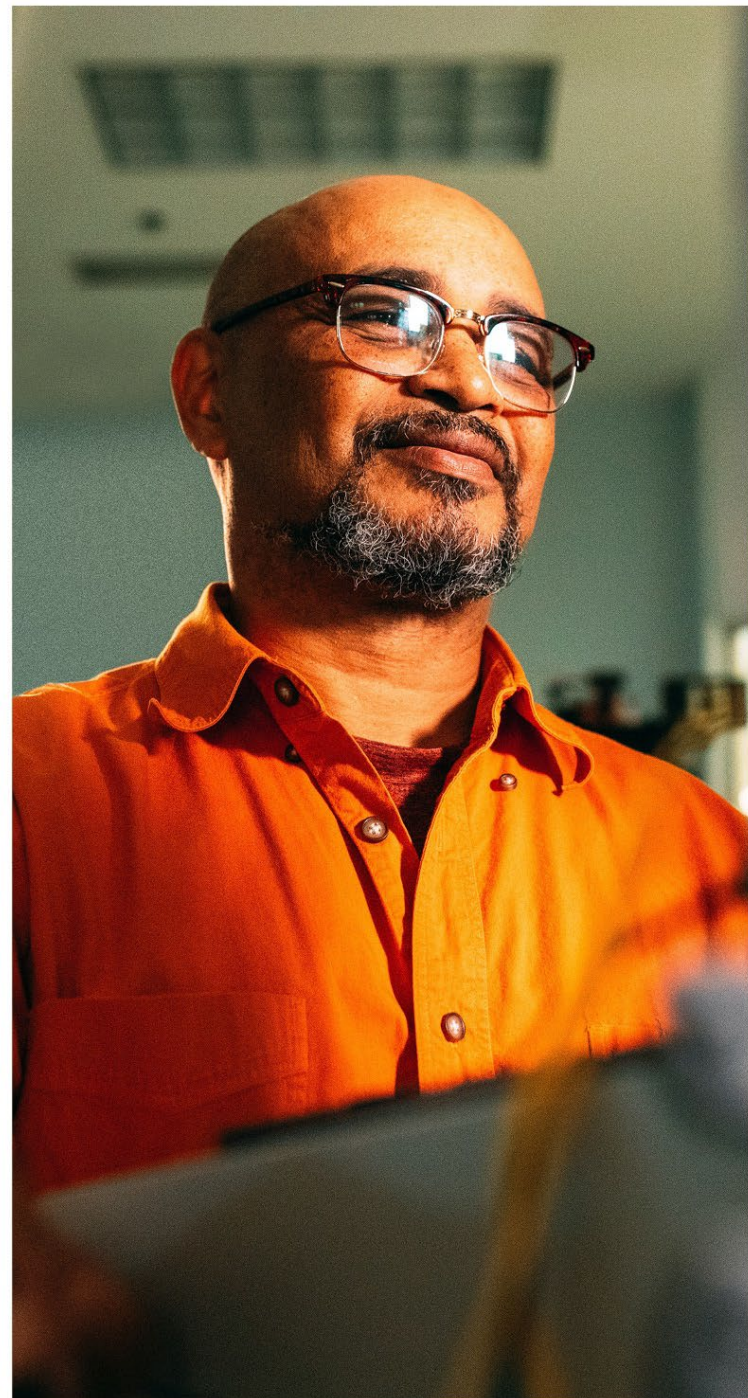


Workplace Mental Health



World Health Organization Workplace Mental Health Framework





In the Workplace

Directly involving employees and their work-related experiences

- Policies
- Procedures
- Work/Life Balance
- “Burnout”



Affecting the Workplace

External factors that indirectly impact an employee and their work-related experiences

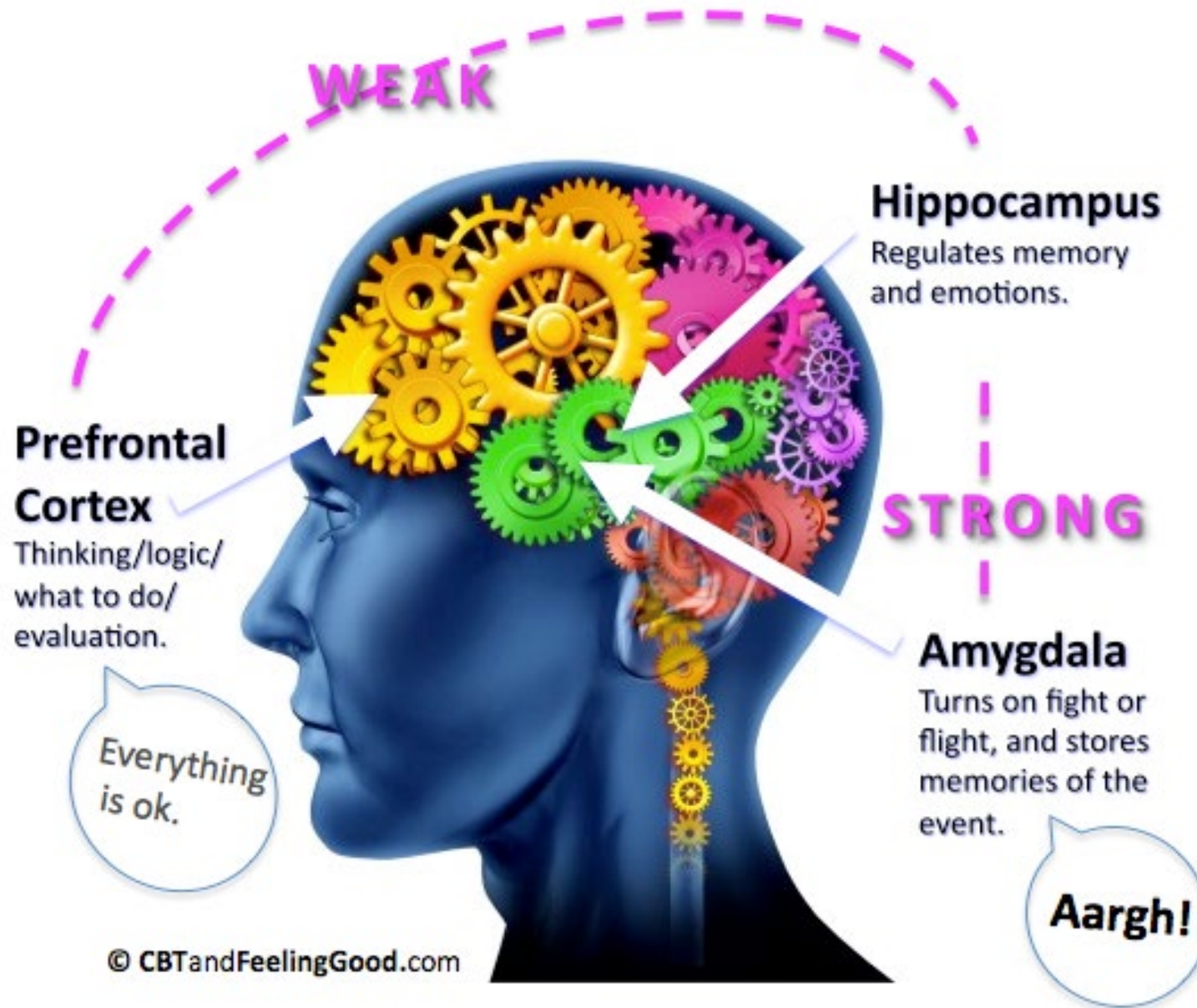
- Trauma-Poverty, Racism, ACE's
- Societal pressures/events
- Work/Life Balance



Individualized Behavior

Personalized tools, strategies or interventions

- Parity
- Environment for Growth
- Tools/Resources



The brain on toxic stress and trauma

Normal responses to abnormal experiences

Abnormal experiences:

- Adverse Childhood Experiences (ACEs)
- Chronic work stress
- Climate change trauma
- COVID-19 pandemic
- Poverty
- Racial trauma, violence and reckoning
- War



**Fight
Flight
Freeze
Fawn**

Normal *automatic* bodily responses:

- Anger
- Anxiety
- Body aches
- Brain fog
- Confusion
- Depression
- Fatigue
- Fearful
- Fed up
- Feeling physically older
- Irritated
- Numb
- Untrusting



The impact of toxic and chronic stress

Chronic stress is linked to other conditions, both psychological and physical. These can include:



Diseases such as hypertension, heart disease, obesity and metabolic syndrome, Type II diabetes and arthritis.



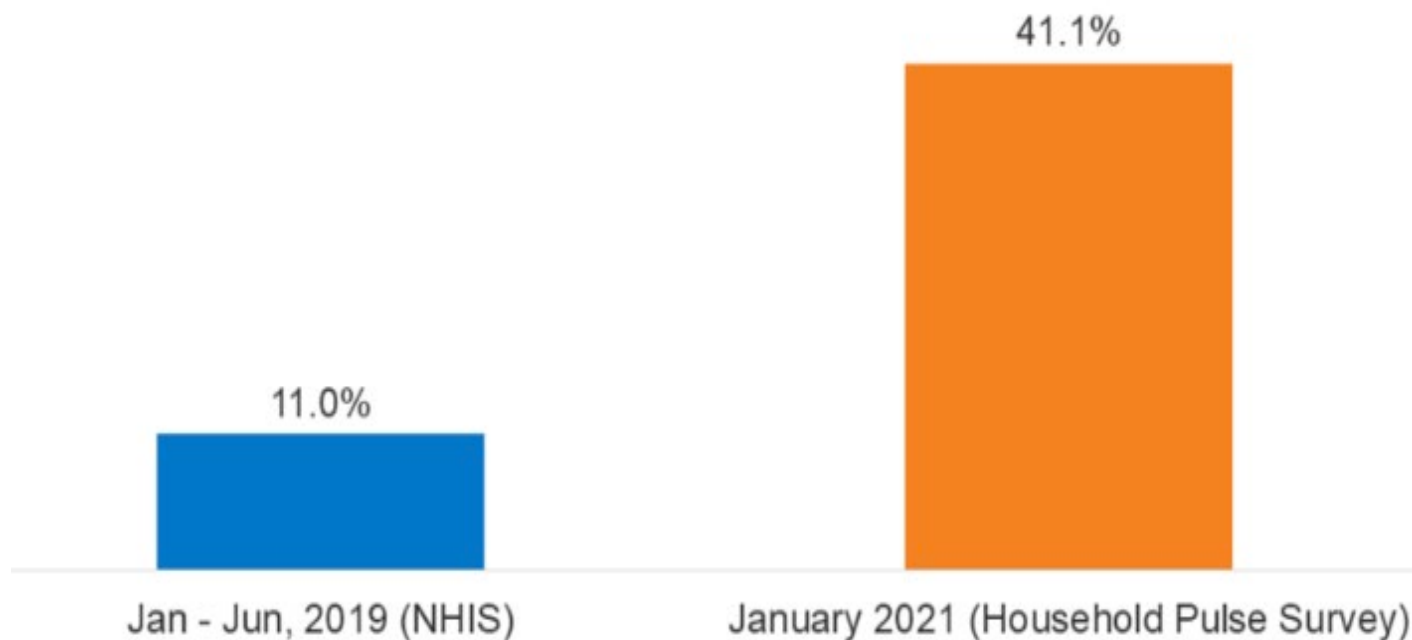
Addiction to alcohol, nicotine and/or prescription drugs, and behavioral-related activities such as addiction to the internet, food or gambling.



Mood disorders and anxiety disorders, which are common secondary diagnoses for people with chronic stress.

Average Share of Adults Reporting Symptoms of Anxiety Disorder and/or Depressive Disorder

January – June 2019 Vs. January 2021



NOTES: Percentages are based on responses to the GAD-2 and PHQ-2 scales. Pulse findings (shown here for January 6 – 18, 2021) have been stable overall since data collection began in April 2020.

The Impact of the Pandemic

With the COVID-19 pandemic, Americans experienced toxic and chronic stress, and many have experienced significant trauma.

This has increased symptoms of anxiety and depression in a large way.

Share of Adults Reporting Symptoms of Anxiety and/or Depressive Disorder, February 2023

All Adults

All Adults 32.3%



Category	Share (%)
All Adults	32.3%
Age 18-24	49.9%
Age 25-49	38.0%
Age 50-64	29.3%
Age 65+	20.1%

Age



NOTE: Adults having symptoms of depressive or anxiety disorder were determined based on having a score of 3 or more on the Patient Health Questionnaire (PHQ-2) and/or Generalized Anxiety Disorder (GAD-2) scale.

SOURCE: KFF analysis of U.S. Census Bureau, Household Pulse Survey, 2023

KFF



48M

In 2020, roughly 48M people suffered from an anxiety disorder.

21M

While 21M suffered from a major depressive episode.

46%

However, less than half, 46.2%, received treatment for a mental illness in 2020.

21%

Overall, 21% of the U.S. adult population will have a mental illness in any given year.

Industry Impacts

The Professions with the Highest (and Lowest) Suicide Rates

2015 rate of suicide per 100,000 according to CDC

Rank	Professions	Suicide Rate	
1	Construction and Extraction	52.1	
2	Installation, Maintenance, and Repair	37.8	
3	Arts, Design, Entertainment, Sports & Media	27.3	
4	Transportation and Material Moving	26.8	
5	Production	24.3	
6	Protective Service	24.2	
7	Farming, Fishing, and Forestry	18.7	
8	Building & Grounds Cleaning & Maintenance	18.2	
9	Architecture and Engineering	17.6	
10	Food Preparation and Serving Related	14.8	
11	Sales and Related	14.2	
12	Computer and Mathematical	14.0	
13	Legal	13.8	
14	Life, Physical, and Social Science	12.8	
15	Health Care Practitioners and Technical	12.5	
16	Management	12.5	
17	Health Care Support	11.9	
18	Personal Care and Service	10.1	
19	Community and Social Service	9.0	
20	Office and Administrative Support	8.6	
21	Business and Financial Operations	8.5	
22	Education, Training, and Library	5.3	

<https://www.registerednursing.org/articles/suicide-rates-profession/>

Data Source: CDC Report from 2018 showing 2015 results in 22 states

Michigan Industry Specific 2022

Table 6. Suicide deaths by usual industry sectors, male civilian employed workers aged 16+ residing in Michigan, 2022

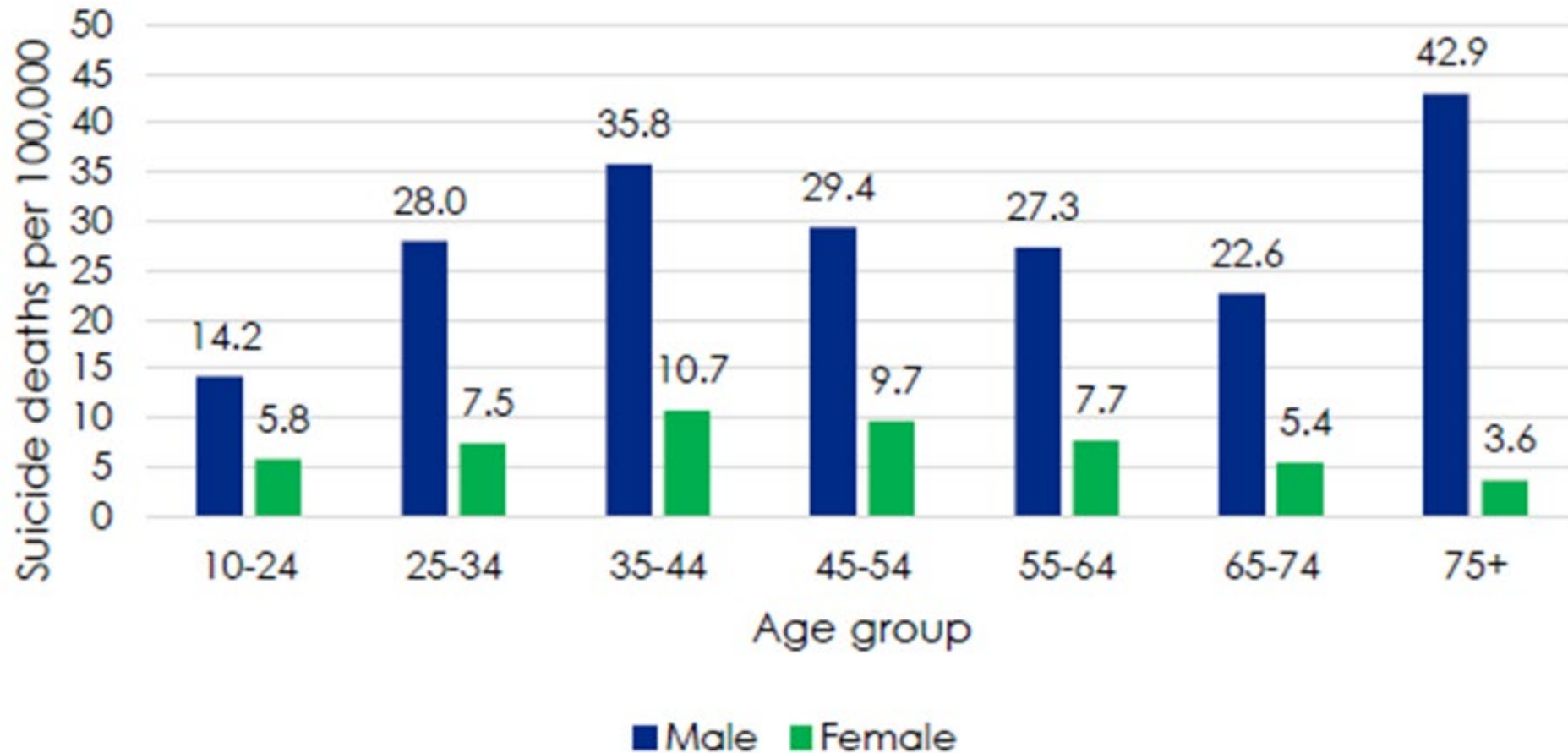
Industry sector	Number of suicide deaths	Rate per 100,000 workers
Construction	175	67.8
Agriculture, forestry, fishing and hunting, and mining	24	60.6
Information	21	60.5
Administrative and support and waste management	60	57.1
Manufacturing	329	51.7
Other services	50	49.8
Public administration	41	48.4
Utilities	14	44.2
Accommodation and food services	64	43.8
Transportation and warehousing	63	43.4
Arts, entertainment, and recreation	21	42.4
Retail trade	90	34.3
Real estate and rental and leasing	12	30.6
Health care and social assistance	42	29.0
Finance and insurance	25	28.9
Professional, scientific, and technical services	41	24.1
Educational services	20	15.1
Wholesale trade	7	11.2
Unknown	66	N/A
Total	1,165	46.0

Table 5. Suicide deaths by usual industry sectors, female civilian employed workers aged 16+ residing in Michigan, 2022

Industry sector	Number of suicide deaths	Rate per 100,000 workers
Transportation, warehousing, and utilities	15	22.4
Arts, entertainment, and recreation	7	16.7
Retail trade	37	14.7
Manufacturing	34	14.4
Other services	13	11.2
Professional, scientific, and technical services	15	11.2
Health care and social assistance	56	10.2
Administrative and support and waste management	7	9.0
Finance and insurance, and real estate rental and leasing	12	7.8
Accommodation and food services	14	7.8
Educational services	20	7.2
Other	15	8.3
Unknown	14	N/A
Total	259	11.4

<https://www.michigan.gov/mdhhs/-/media/Project/Websites/mdhhs/Doing-Business-with-MDHHS/Boards-and-Commissions/MSPC/Reports/2024-Suicide-Prevention-Commission-Report-Final.pdf?rev=9ab650d524bd44eeab0c3a0997f7e415&hash=C62786801DFE143274BFD31C105B3DE1>

Figure 6. Suicide rates by sex and age group, Michigan residents, 2022





Mental Health in the Workplace



LEO Initiatives



Mental Health in the Workplace

Investing in mental health and safety is critical to build strong workplaces, a strong workforce and strong communities.

Employees and employers across the state are encouraged to review these resources and build on mental health strategies that will have a positive impact on employee wellbeing, the employer's bottom line and our communities.



Workplace Stress



SAFE
WORKPLACE
GOOD
HEADSPACE

WORKPLACE STRESS

Make Work Better – Mental Health Matters



[Understanding the Problem](#) >

[Guidance & Tips for Employers](#) >

[Training Resources](#) >

[Real-World Solutions](#) >

[Outreach Materials](#) >

[Workers' Rights](#) >

Overview

Stress can be harmful to our health and increase mental health challenges. Mental health challenges can include clinical mental illness and substance use disorders as well as other emotions like stress, grief, feeling sad and anxious, where these feelings are temporary and not part of a diagnosable condition. While there are many things in life that induce stress, work can be one of those factors. However, workplaces can also be a key place for resources, solutions, and activities designed to improve our mental health and well-being.

Workplace stress and poor mental health can negatively affect workers through¹:

- Job performance
- Productivity
- Work engagement and communication
- Physical capability and daily functioning



Understanding the Problem



Guidance and Tips for

Statistics

- Nearly one in five US adults live with a mental illness².
- Workplace stress has been reported to cause 120,000 deaths in the US each year³.
- Approximately 65% of U.S. workers surveyed have characterized work as being a very significant or somewhat significant source of stress in each year from 2019-2021⁴.
- 83% of US workers suffer from work-related stress
54% of workers report that work stress affects their home life⁵.





UNITED STATES
DEPARTMENT OF LABOR



Occupational Safety and Health Administration

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OSHA

STANDARDS

ENFORCEMENT

TOPICS

HELP AND RESOURCES

NEWS

SEARCH OSHA

[Construction Industry](#) / [Preventing Suicides](#)

Get help now.

If you're having trouble coping with work-related stress, talk with someone who can help.

- Call the new three-digit dialing code 988 or find online chat at 988lifeline.org/chat
- Para obtener información en español, llame al 1-888-628-9454 o visite el sitio web

If you're in crisis, there are options available to [help you cope](#). You can also call the Suicide and Crisis Lifeline at any time to speak with someone and get support. For confidential support available 24/7 for everyone in the United States, call 988.

Construction Suicide Prevention

The construction industry has one of the highest rates of suicides among all occupations — four times higher than the general population. In Michigan, the construction and extraction occupation suicide rate was 75.4 per 100,000 people in 2019 according to MDHHS. Each year in Sept., OSHA dedicates a week to raising awareness about the challenges workers face in the construction industry that may lead to suicide or other mental health issues and methods to prevent it.

[Learn more about our 2022 efforts](#) >





Building the Business Case

WHY THE WORKPLACE?

- Working people spend most of their waking hours at work.
- **65% of Employees surveyed identified their job as the #1 stress in their lives.**
- Workplaces are already bearing the brunt of these costs of toxic and chronic stress, trauma, and unsafe mental health challenges.
- Workplaces are most likely the best place to offer education, support and the ability to impact good outcomes.

Impact of Job on Mental Health, by Age Group

Over the last six months, what type of impact has your job had on your mental health?

■ % Extremely or somewhat negative ■ % Extremely or somewhat positive



GALLUP PANEL, AUG. 23-SEPT. 7, 2022

GALLUP®

<https://www.gallup.com/workplace/404174/economic-cost-poor-employee-mental-health.aspx>

Ignoring is expensive

The Chicago Resiliency Network found a **\$4 return for each dollar invested** in mental health treatment. Similar numbers are found in other research on mental health, which can vary a bit by condition. However, overall, the return on investment appears significant.

Typically, Invisible Costs:

- **Absenteeism** because of major **depressive disorder and anxiety** alone account for **27 or more lost workdays** annually per person experiencing these conditions, and **cost roughly \$250B annually**.
- **Presenteeism** occurs when workers are in the workplace, but due to **depression are unable to fully function**. A study from Tufts University found **that depression accounted for 37% of all presenteeism losses** for the **top 10 most expensive chronic conditions** at roughly **\$109 per all employees** with or without the condition.
- Based on prevalence data of depressive conditions, it is likely that an employer with **10,000 employees has 1,000** that are experiencing depression. These same multiples apply to smaller employers as well, meaning that the costs associated are already occurring.
- Adding in job stress, research suggests that stress alone costs American companies over **\$300B** in health care costs, absenteeism and poor performance. Further, **roughly 40% of turnover is due to job stress**.



Burnout

- Burn-out is included in the 11th Revision of the International Classification of Diseases (ICD-11) as an **occupational phenomenon**. It is not classified as a medical condition.
- It is described in the chapter: ‘Factors **influencing health status or contact with health services**’ – which includes reasons for which people contact health services but that are not classed as illnesses or health conditions.
- Burn-out is defined in ICD-11 as follows:
 - “Burn-out is a syndrome conceptualized as resulting from **chronic workplace stress** that has not been successfully managed. It is characterized by three dimensions:
 - feelings of energy depletion or exhaustion;
 - increased mental distance from one’s job, or feelings of negativism or cynicism related to one's job; and
 - reduced professional efficacy.
- Burn-out refers specifically to phenomena in the occupational context and should not be applied to describe experiences in other areas of life.”

<https://www.who.int/news/item/28-05-2019-burn-out-an-occupational-phenomenon-international-classification-of-diseases>

Employer Impact: Control, Influence, Common Interests

Employers have control over several factors that can greatly impact overall employee health and wellbeing.

Among these are:

- Medical and other benefit programs
- Workplace Rules
- Processes and Procedures
- Distribution of Work and Training
- Supervisory Training
- Employee Training
- Response to Customer Interactions
- Expectations for suppliers/contractors
- Internal Data Gathering
- Company Culture
- Employer Communications and Messaging
- Employer Commitment

Employers also have a great deal of influence establishing the right culture and commitment to influence employee behaviors.

Among these are:

- Building trust
- Enhancing employee engagement through more opportunities and control
- Ensuring transparency and ability for employees to speak up
- Creating a safe space for employees to share challenges and opportunities focused on mental health
- Recognizing all as Human Beings
- Building a positive, welcoming culture
- Enhancing and integrating diversity, equity and inclusion
- Showing empathy

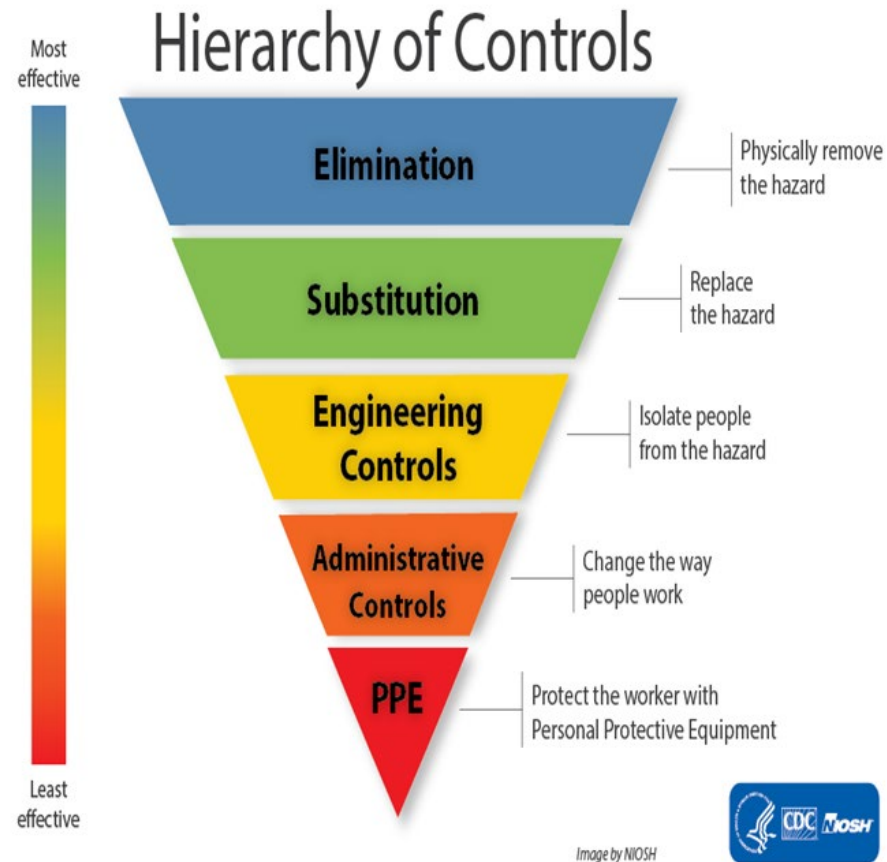
Employees and employers share many common interests in the workplace.

Among these are:

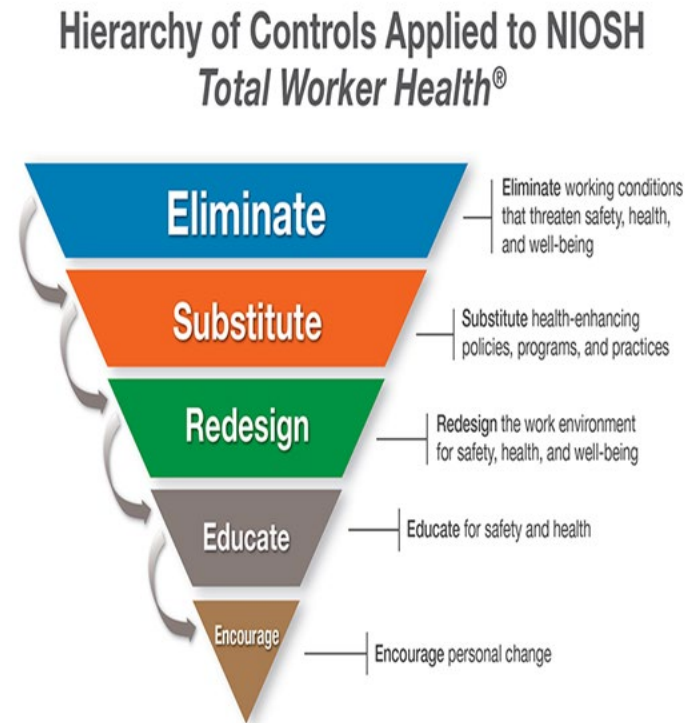
- Workplace safety and health
- Job quality and engaging work
- Personal and professional development
- Employee ownership of job responsibilities
- Opportunities for growth
- Training
- Transparency
- Conflict resolution
- Continued success of the business
Impacts job security, Impacts profitability

Managing the Hazards

Traditional Workplace Safety



Total Worker Health



Suggested Citation: NIOSH (2016). Fundamentals of total worker health approaches: essential elements for advancing worker safety, health, and well-being. By Lee MP, Hudson H, Richards R, Chang CC, Chosewood LC, Schill AL, on behalf of the NIOSH Office for Total Worker Health, Cincinnati, OH: U.S. Department of Health and Human Services, Centers for Disease Control and Prevention, National Institute for Occupational Safety and Health. DHHS (NIOSH) Publication No. 2017-112.



<https://www.cdc.gov/niosh/hierarchy-of-controls/about/index.html>

<https://www.cdc.gov/niosh/twh/php/hierarchy/index.html>





Employers who invest in their employees' mental health and safety see a significant return on investment including improved employee satisfaction, increased productivity and reduced absenteeism and turnover.

The Good News

Employees who strongly agree that their employer cares about their overall wellbeing, including mental health, are:

71% less likely to report experiencing a lot of burnout

3x more likely to be engaged at work

5x more likely to advocate for their employer as a place to work

36% more likely to be thriving in their lives

69% less likely to search for a new job



What is Resilience?

- The ability, capacities, and relationships to manage and overcome adversity.
- Resilience is not binary; it can be built, particularly through recovering from toxic stress and trauma.
- By understanding toxic stress and trauma and their effects on the brain, we can transform them into resilience to fuel healing and success.

WORK LIFE

Why your workplace wellness program isn't reducing stress—and how to fix it

Organizations around the world spend upward of \$65 billion every year on wellness. Why isn't it working?

By Dan Pelton

<https://www.fastcompany.com/91339456/workplace-wellness-programs-reduce-stress>



Five Steps to Start Building a Resilient Workplace



Next Steps



Office of Workplace Mental Health



Integration with Workplace Safety & Health



Program Development



Consultation Tools



Workplace Surveys



Regulatory or Statutory Spotlights



In the Workplace

Directly involving employees and their work-related experiences

- Policies
- Procedures
- Work/Life Balance
- “Burnout”



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External factors that indirectly impact an employee and their work-related experiences

- Trauma-Poverty, Racism, ACE's
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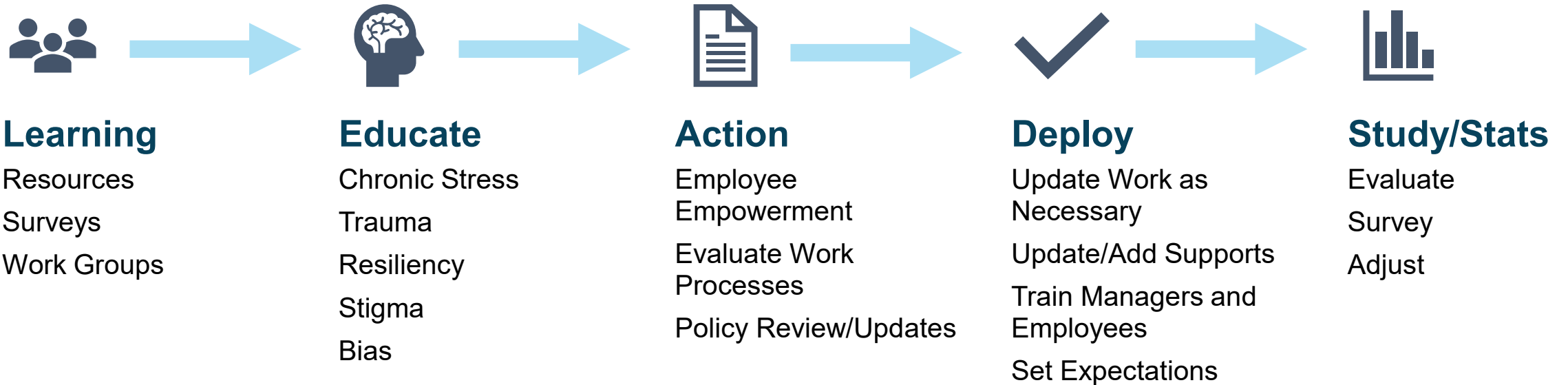


Individualized Behavior

Personalized tools, strategies or interventions

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- Tools/Resources

MiLEADS on Workplace Mental Health





**Investing in mental health and safety
is critical to building strong
workplaces, a strong workforce and
strong communities.**

