





Mental Health in the Workplace

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The Centered program brings expert-led:

- *Wellness classes*
- *Health coaching*
- *Consultation for supervisors*
- *Easy access to therapy*

and offers a full package of services to support employees, while boosting cost savings and productivity for employers.

Centeredhealth.org



Why Invest in Employee Wellness?

“A healthy workforce is the foundation for thriving organizations and healthier communities” -Vivek Murthy, MD

- Productivity
- Retention
- Bottom line

-U.S Surgeon General, 2022



Why Mental Health in the Workplace?

“84% of respondents said **workplace conditions contribute to at least one **mental health symptom**”**

-2021 Mental Health at Work Report

- Daily stress
- Chronic stress
- Impacts physical and mental health

-U.S Surgeon General, 2022



Framework for Workplace Mental Health and Wellbeing



-U.S Surgeon General, 2022

Protection from Harm

Needs: **Safety** and **Security**

- Physical and psychological safety
- Adequate rest
- Mental health support
- Inclusion and belonging



How to Promote

- Safety compliance
- Consider length of working hours
- Sensitivity training
- Normalize, support and destigmatize mental health
- Create an inclusive work culture

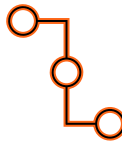


-U.S Surgeon General, 2022

Connection and Community

Needs: **Social support** and **Belonging**

- Innate need for social connection
- Secure and accepted



How to Promote

- Create culture of inclusion and belonging
- Cultivate trust
- Foster collaboration and teamwork



-U.S Surgeon General, 2022

Work-Life Harmony

Needs:

Autonomy & Flexibility

- Employees do best when they have some control over when, where, and how work is done
- Employees prefer ability to work – when and where it is best for them



-U.S Surgeon General, 2022

Work-Life Harmony

How to Promote:

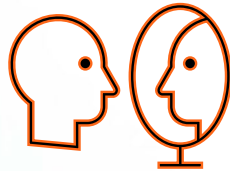
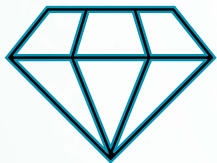
- Increase autonomy
- Create flexible schedules
- Increase access to paid leave
- Set and respect boundaries



Mattering at Work

Needs: Dignity and Meaning How to Promote

- Respected and valued
- Purpose and significance
- Living wage
- Engage workers in workplace decisions
- Gratitude and recognition
- Connect individual work with mission



-U.S Surgeon General, 2022



Mattering at Work

Activity: Letter of gratitude to a coworker

Write a positive letter praising or thanking someone who you work with.

- Think about the ways this person has contributed to you and has had a positive impact on your life at work.
- Write general and specific things this person has done for you, how their actions have affected your work life, and how they have made you feel.

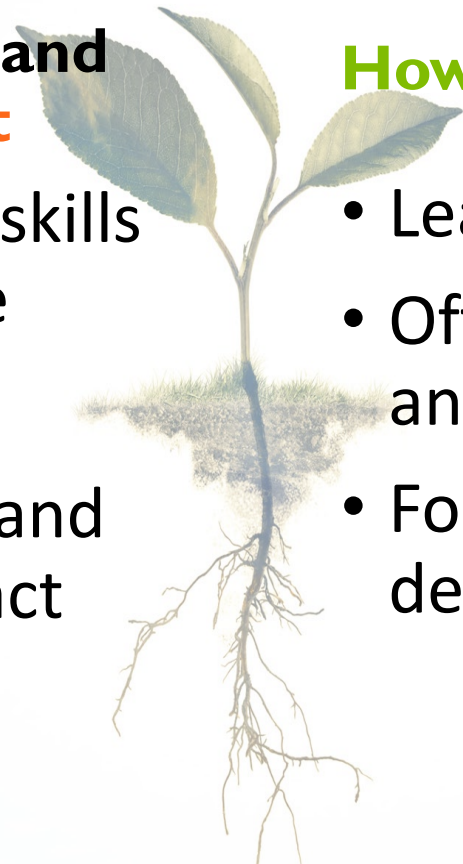
Opportunity for Growth

Needs: **Learning** and **Accomplishment**

- Acquiring new skills and knowledge
- Meeting goals and having an impact

How to Promote

- Learning opportunities
- Offer training education and mentoring
- Foster pathways for development



-U.S Surgeon General, 2022

Opportunity for Growth

Group Activity: Networking Moment

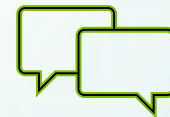


What are your personal or professional growth interests?



What are some of your ideas for change?

How could your organization better promote mental health and wellness?





Contact Us

303-463-7460 www.centeredhealth.org



Please participate in our brief survey of this class to help our team support your organization better in the future.



<https://tinyurl.com/Centered-MHinWorkplace>