

# Mental Health in the Workplace Business Group on Health

Susan Harnden, LCSW  
Manager of University of Texas Employee  
Assistance Program  
[www.utexas.edu/hr/eap](http://www.utexas.edu/hr/eap)  
512-471-3366

# Why Should We Care?

- Mental Illness and Substance Abuse annually cost employers and estimated \$80 to \$100 billion in direct costs alone.
- 65-80% of individuals with mental illness will improve with appropriate diagnosis, treatment and ongoing monitoring.

# How Much Is It Costing Your Business?

- Depression Calculator  
<http://www.workplacementalhealth.org/Business-Case/Depression-Calculator.aspx>
- Substance Abuse Calculator  
<http://www.alcoholcostcalculator.org/sub/?page=form&employed=1>

# What You Might Notice

- Trouble with concentration, memory, logical thought and speech
- Lack of Motivation or Innovation
- Heightened sensitivity or avoidance of over-stimulating situations
- Apathy
- Sense of unreality
- Unusual or exaggerated beliefs
- Changes in Movement and Speech
- Difficulty Making Decisions
- Recent withdrawal
- Dramatic sleep and appetite changes
- Deterioration in personal hygiene
- Unusual drop in functioning
- Fear of suspiciousness of others

# Continuum of Health

- Prevention
  - Organization's Core Values
  - Supportive Culture
  - Peer Support
- Early Interventions
  - Referrals to EAP
  - Education and Awareness
- Active Interventions
  - Treatment
  - Disability Leave
  - Disease Management



# What Can Employers Do?

- Meaningful Work
- Communication
  - With coworkers
  - With managers
- Physical, Mental and Emotional
  - Sleep
  - Exercise
  - Nutrition
- Benefit Plans



# Reduce Stigma



# Be That One.

*Suicide prevention through education, outreach, and peer support*

- Education
- Peer Support
- Mood Food and Groove
  - Education and Awareness
  - Early Intervention
  - Peer Support
- UTell







[www.rightdirectionforme.com](http://www.rightdirectionforme.com)

# Sources

- <http://www.workplacementalhealth.org/>
- <http://www.stockhouse.com/news/press-releases/2014/11/17/employers-see-significant-roi-when-helping-their-e>
- [http://www.huffingtonpost.com/2014/11/13/mental-illness-physical-i\\_n\\_6145156.html?ncid=fcbkInkushpmsg0000010employees-deal-with-personal](http://www.huffingtonpost.com/2014/11/13/mental-illness-physical-i_n_6145156.html?ncid=fcbkInkushpmsg0000010employees-deal-with-personal)