

TAKE WHAT YOU NEED

HONORING WELLNESS IN THE WORKPLACE

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AGENDA

Introductions

Behavioral Health 101

Wellness in the Workplace

Take What You Need



INTRODUCTION

WELCOME!

A LITTLE ABOUT US...



BEHAVIORAL HEALTH 101

- Mental Illness, Substance Use, and Everything in Between

BEHAVIORAL HEALTH DOES NOT DISCRIMINATE

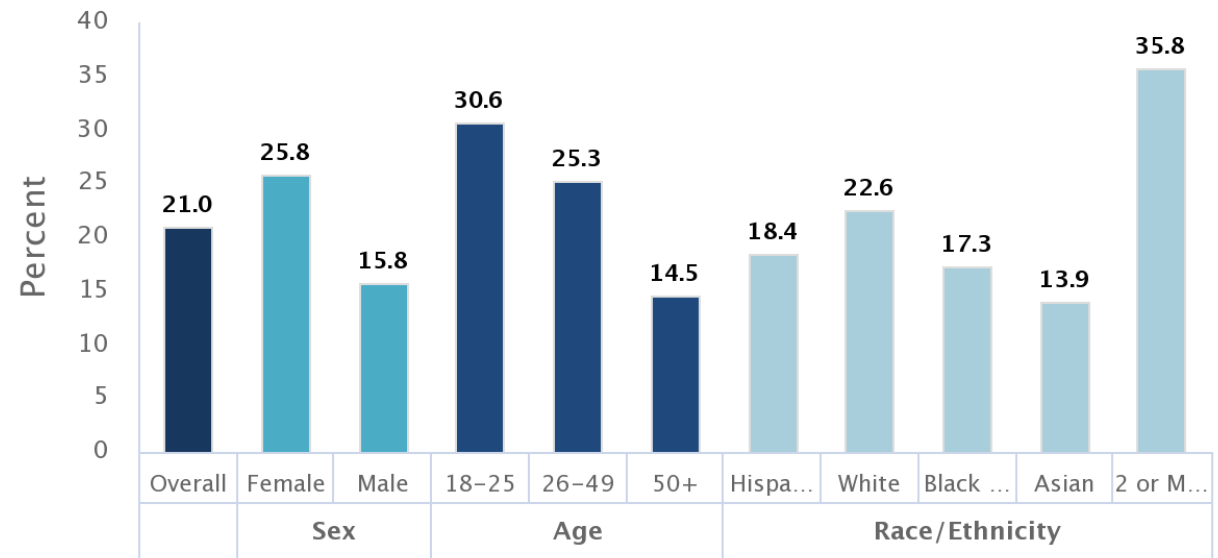
- Behavioral Health conditions
 - Can affect persons of any age, race, religion, or income
 - Are **not the result of personal weakness, lack of character, or poor upbringing**
 - **May be lifelong, but are treatable**
 - **Nearly one in five U.S. adults live with a mental illness**

ONE IN FIVE ADULTS

- In 2020, there were an estimated 52.9 million adults aged 18 or older in the United States with AMI. This number represented 21.0% of all U.S. adults.
- The prevalence of AMI was higher among females (25.8%) than males (15.8%).
- Young adults aged 18–25 years had the highest prevalence of AMI (30.6%) compared to adults aged 26–49 years (25.3%) and aged 50 and older (14.5%).

Past Year Prevalence of Any Mental Illness Among U.S. Adults (2020)

Data Courtesy of SAMHSA



MENTAL HEALTH IS HEALTH

Depression and Bipolar



Anxiety



Psychotic Disorder



U.S. DATA - ADULT

- Suicide
 - In 2020, suicide was the 12th leading cause of death in the United States
 - In 2021 suicide was the 8th leading cause of death in Colorado.

	U.S. Lifetime Occurrence	Percentage Overall	Females	Males
Depression	10.4%	8.4%	10.5%	6.2%
Bipolar	4.4%	2.8%	2.9%	2.8%
Anxiety	31.1%	19.1%	23.4%	14.3%



STRESS: WE ALL HAVE IT

- We cannot remove stress from our lives, but we can increase our physical and emotional strength to cope with the stress we do encounter.
- Stress impacts *every* system in the body
- Not all stress is 'bad'

THE WAY TO GET STARTED IS TO QUIT
TALKING AND BEGIN DOING.

Walt Disney

WELLNESS IN THE WORKPLACE ACTIVITY

- What does wellness mean to you?
- Why does it matter?
- Where do you start?



Intellectual Wellness
 The ability to open our minds to new ideas and experiences that can be applied to personal decisions, group interaction and community betterment.



Financial Wellness
 The ability to identify your relationship with money and skills in managing resources. An intricate balance of the mental, spiritual, and physical aspects of money.



Emotional Wellness
 The ability to understand ourselves and cope with the challenges life can bring.



Spiritual Wellness
 The ability to establish peace and harmony in our lives.



Occupational Wellness
 The ability to get personal fulfillment from our jobs or chosen career fields while still maintaining balance in our lives.



Physical Wellness
 The ability to maintain a healthy quality of life without undue fatigue or physical stress.



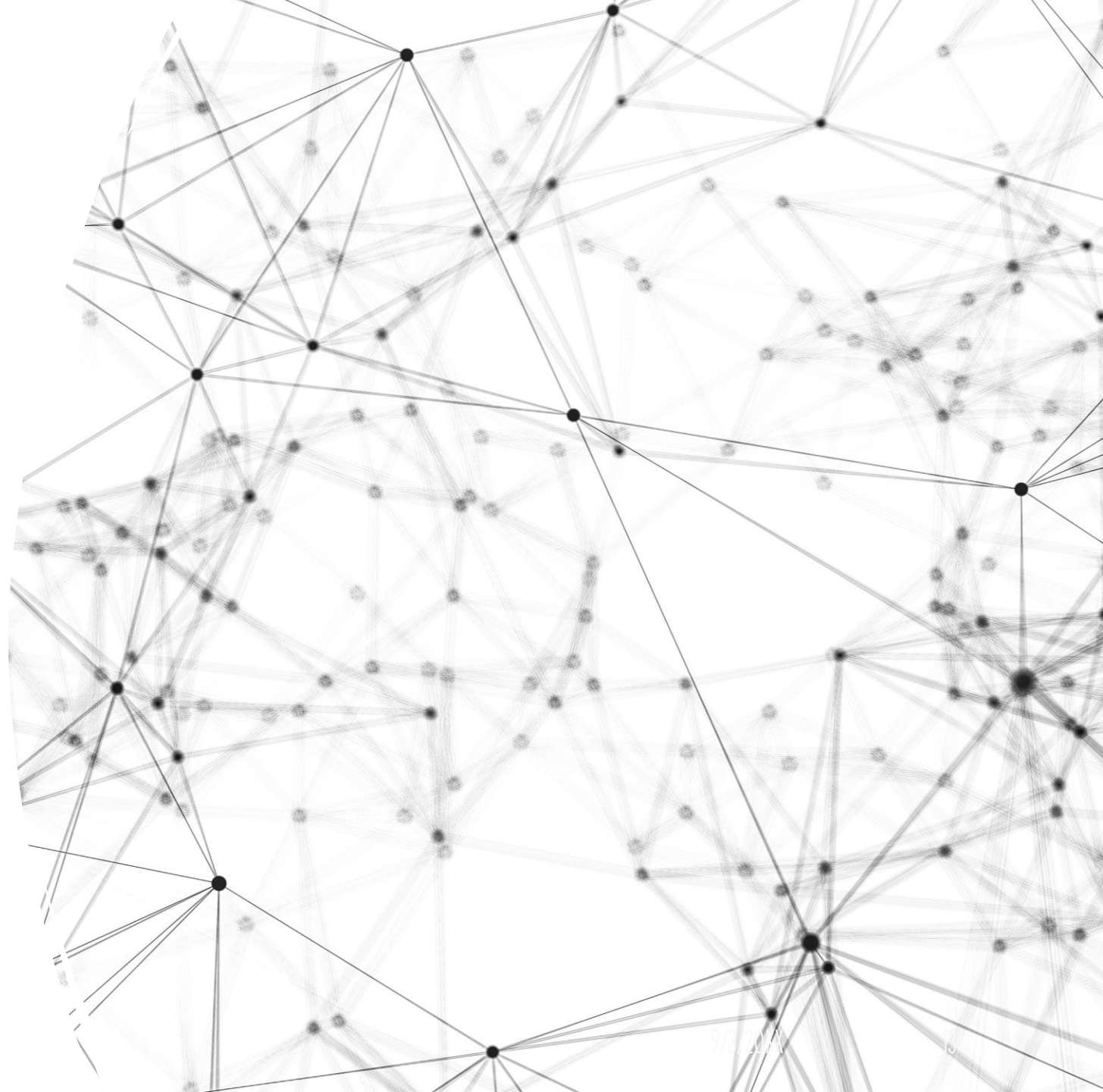
Environmental Wellness
 The ability to recognize our own responsibility for the quality of the environment that surrounds us.



Social Wellness
 The ability to relate to and connect with other people in our world.

DOES YOUR WORK CULTURE EMBODY WELLNESS?

- Collaboration
- Creating Opportunities
- Commitment to Psychological Safety



Impact of Stress On Productivity:



- Lose 15 – 30 min. per day in productivity due to stress **42%**
- Lose 1 hour or more per day in productivity due to stress **34%**
- Report productivity is unaffected by stress **24%**



Impact of Stress On Attendance:



- 54%** Miss 1 to 2 days per year due to stress
- 31%** Miss 3 to 6 days per year due to stress
- 15%** Miss more than 6 days per year due to stress



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IF STRESS
IMPACTS YOUR
EMPLOYEES...

THEN WORKPLACE WELLNESS WILL, TOO!

- Wellness programs improve employee health behaviors
- Reduce elevated health risks
- Reduce healthcare costs
- Improve productivity
- Decrease absenteeism
- Positively impact work culture



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