

# 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

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WELCOME!

A LITTLE ABOUT US...



# BEHAVIORAL HEALTH 101

- Mental Illness, Substance Use, and Everything in Between

# BEHAVIORAL HEALTH DOES NOT DISCRIMINATE

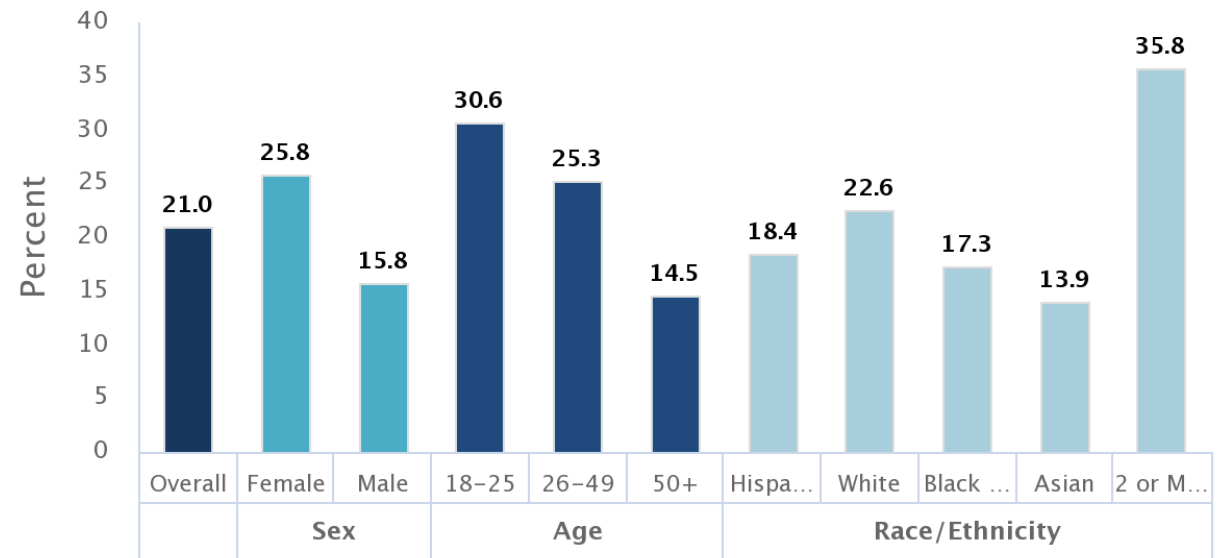
- Behavioral Health conditions
  - Can affect persons of any age, race, religion, or income
  - Are **not the result of personal weakness, lack of character, or poor upbringing**
  - **May be lifelong, but are treatable**
  - **Nearly one in five U.S. adults live with a mental illness**

# 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

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## Depression and Bipolar



## Anxiety



## Psychotic Disorder



# U.S. DATA - ADULT

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

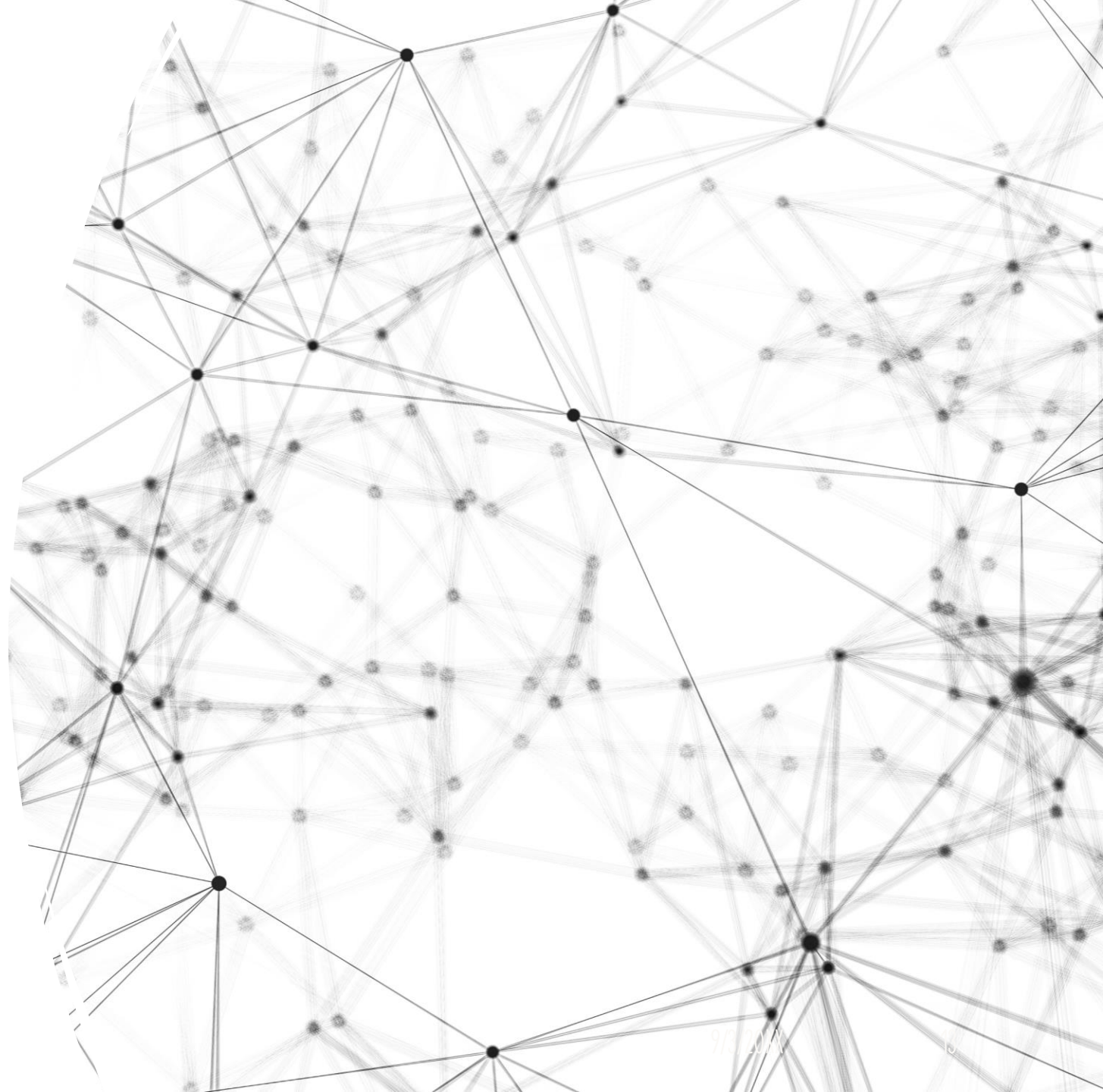


**Social Wellness**  
 The ability to relate to and connect with other people in our world.

# DOES YOUR WORK CULTURE EMBODY WELLNESS?

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- 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...

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# THEN WORKPLACE WELLNESS WILL, TOO!

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- 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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