

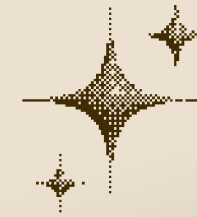


MANAGEMENT'S GUIDE TO SUPPORTING ENGINEERS' MENTAL HEALTH IN THE WORKPLACE

Presented by Applied Wellness Initiatives



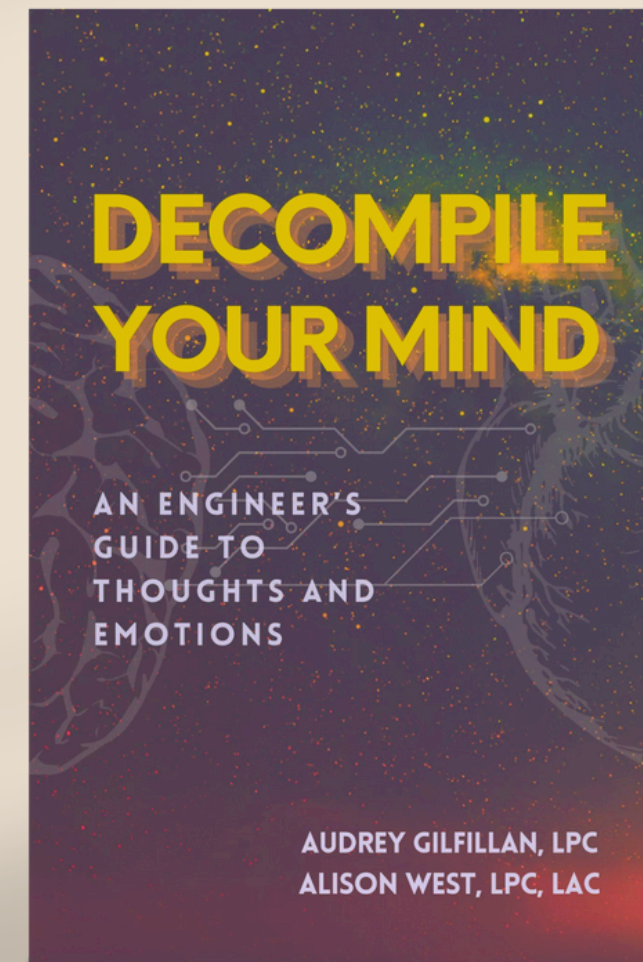
OUR TEAM




Audrey Gilfillan, LPC



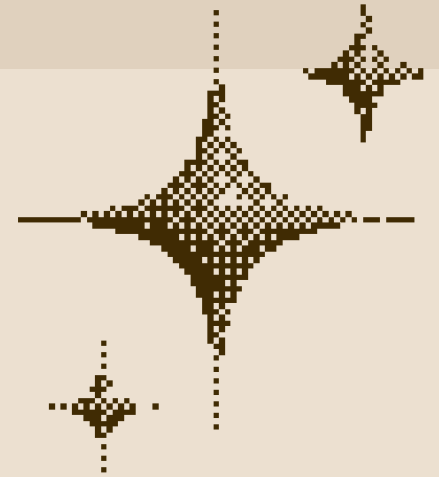
Alison West, LPC, LAC



TODAY'S AGENDA

- 
- Overview of mental health in the workplace
 - Managers' Guide to Supporting Employee Mental Health

PEOPLE-CENTERED

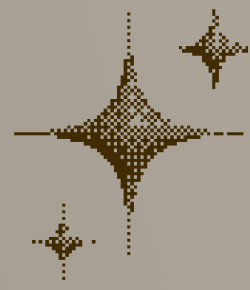


If we focus on the people

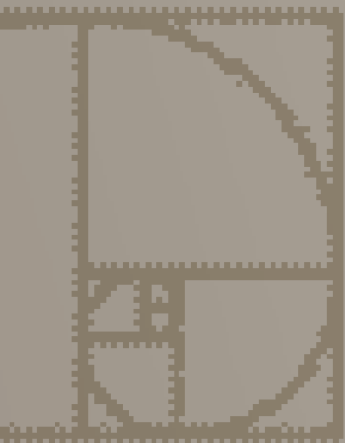
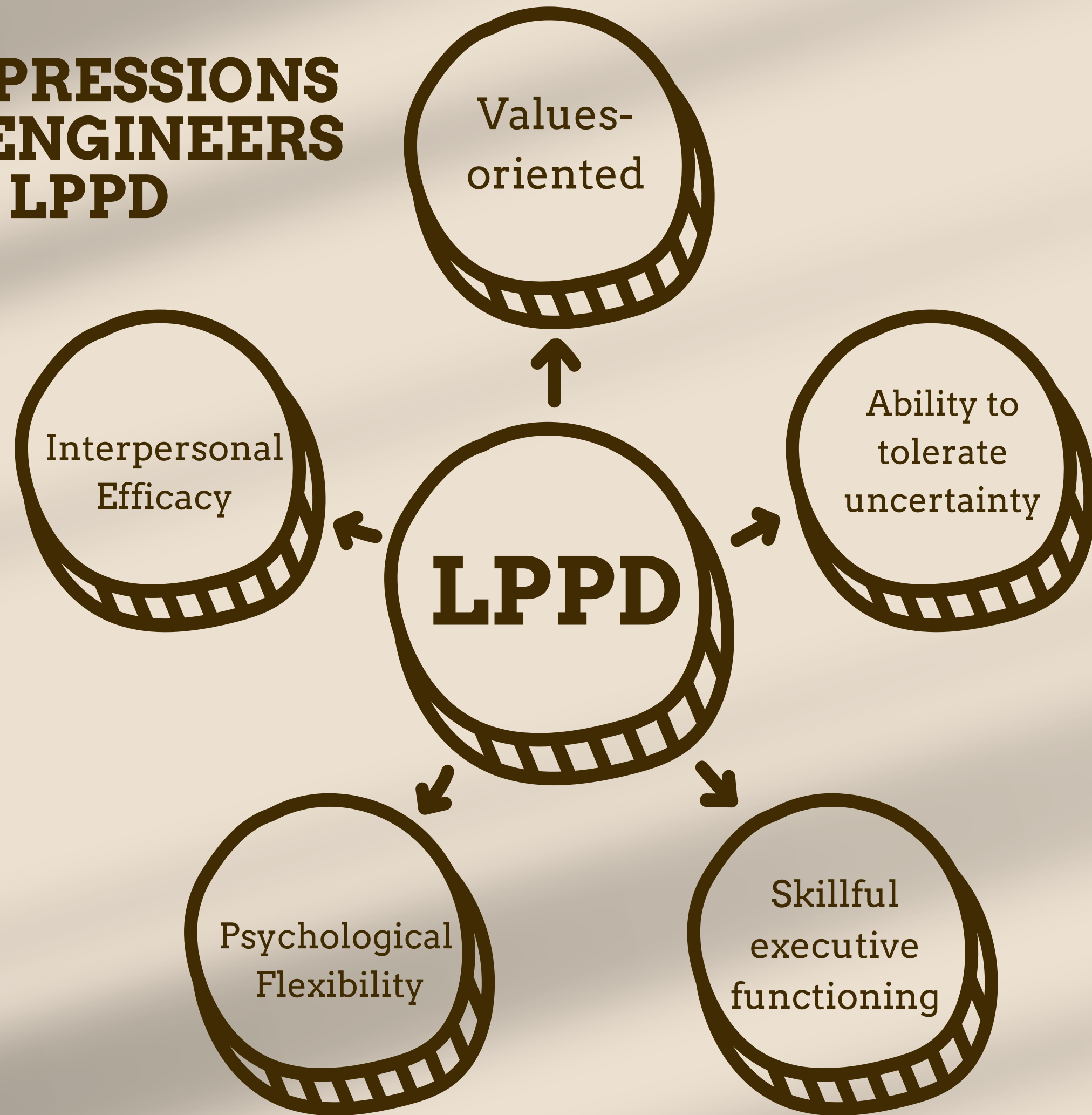


outcomes will follow

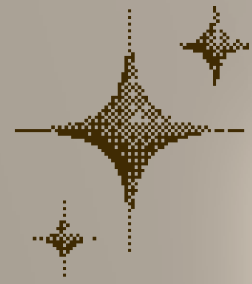




KEY IMPRESSIONS ABOUT ENGINEERS IN LPPD



Defining Mental Health



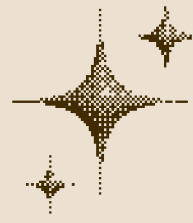
Emotional,
psychological, and
social well-being.

Influences how we think, feel,
and act.

Helps determine how we
handle stress, relate to
others, make choices,
and reach our
professional goals.

Mental Illness

- Describes a wide range of diagnosable medical conditions
- Involves persistent and pervasive symptoms that interfere with one's functioning and quality of life

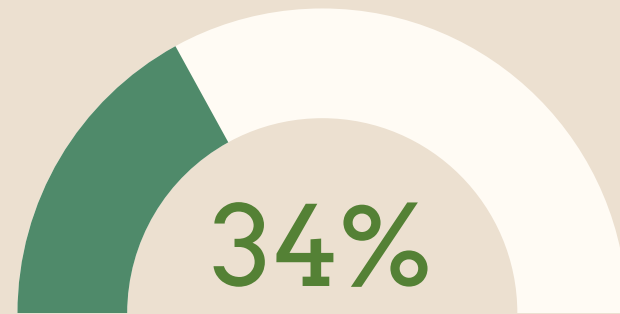


MENTAL HEALTH IN THE WORKPLACE

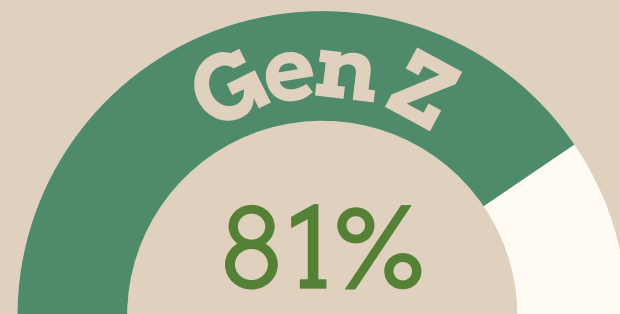
Attrition

Employees who left previous role due to mental health reasons

2019



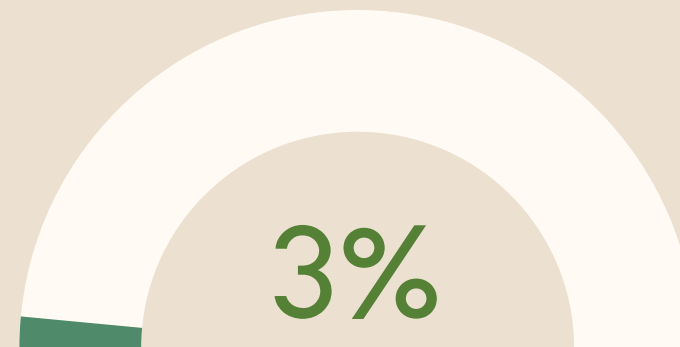
2021



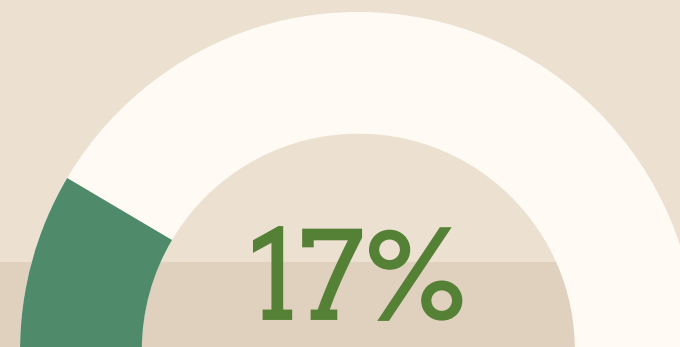
Absenteeism

Employees who missed more than 10 days of work due to mental health

2019



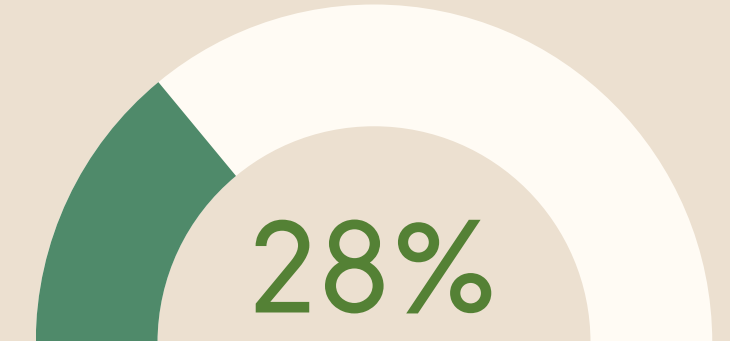
2021

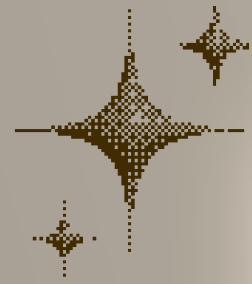


Presenteeism

Loss of employee productivity due to unsupported mental health challenges

2021

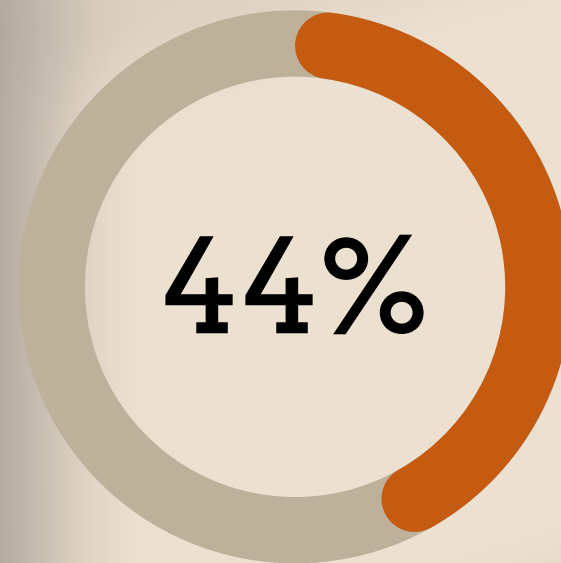




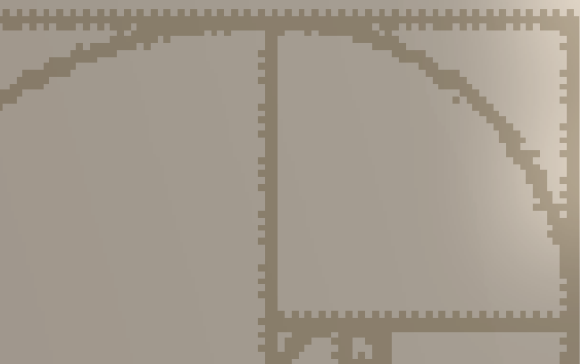
CALLING ALL MANAGERS

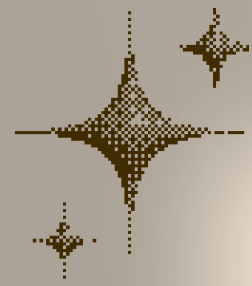


Rates of mental health concerns have been rising (Mind Share Partners, 2023, 2021)

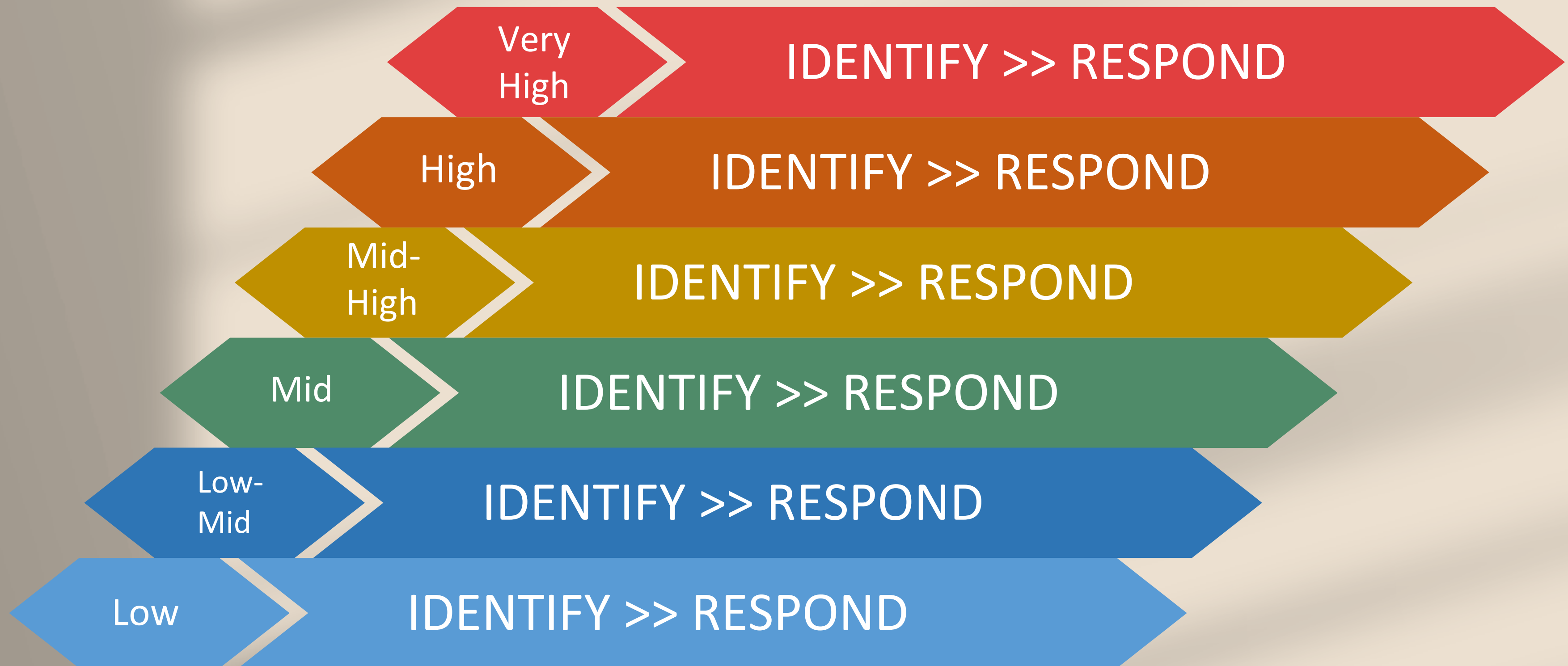


44% of employees perceived that their manager was equipped to support them if they had a mental health condition or symptom (Mind Share Partners, 2023)

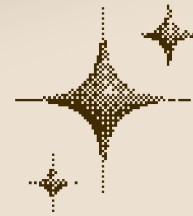




SCAFFOLDED MENTAL HEALTH SUPPORT MODEL (SMHS)



LOW



The employee is able to effectively work toward work goals. Stress comes up, but they demonstrate effective self-regulation including asking for help and communicating stress and then refocusing on the goal.

RESPONSE:

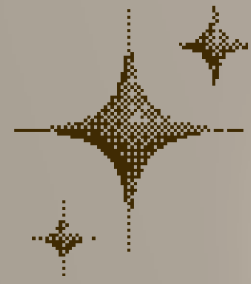
- Express compassion
- Encourage employee to stay focused on the challenge
- Capacity to be challenged

MID-HIGH ✨

The employee is able to appear to be engaged in work; however, it is clear that there is a significant barrier in their ability to follow through with actions. They have not yet developed the self-awareness and self-regulation skills to effectively manage their mental health in a work context.

RESPONSE:

- Focus on developing a strong rapport
- Express compassion
 - Reflect the blocked pattern/s
- Explore employee's readiness for seeking mental health support



What have you noticed regarding
mental health in the workplace?

As managers, what challenges have you
experienced regarding employee
mental health?



WHAT HAVE YOU EXPERIENCED?



THANK
YOU

