Mental health in the Workplace

May 13, 2019
THE CASE FOR MENTAL HEALTH IN THE WORKPLACE

Mental health issues and illness are prevalent in the workplace and are costly to the organization and the broader Canadian economy.


3 OUT OF 5
EMPLOYEES HAVE EXPERIENCED MENTAL HEALTH ISSUES IN THE PAST YEAR BECAUSE OF WORK

23%
ONLY WOULD DISCLOSE THEIR MENTAL ILLNESS TO THEIR EMPLOYER

MORE THAN 1 IN 3
EMPLOYEES AND MANAGERS REPORT BEING MORE STRESSED NOW THAN FIVE YEARS AGO

$50B
MENTAL ILLNESS COSTS $50 BILLION A YEAR

20%
IT AFFECTS 20% OF THE CANADIAN POPULATION

2/3
OF THOSE FACING MENTAL HEALTH CHALLENGES DO NOT ACCESS HELP
What role does the workplace play in mental health?
The workplace can help, but first and foremost, do no harm

58% Indicate that their workplace is helpful to their own mental health

24% Indicate that their workplace is harmful to their own mental health

18% Are not sure

Workplace Mental Health Priorities, 2019, Morneau Shepell
### Factors that are helpful

- Support for mental wellness
- Less stigma
- Supportive supervisors
- Positive culture
- Feeling valued

### Factors that are harmful

- The absence/opposite of the helpful factors, plus
- High levels of work stress
- Feeling of isolation in the workplace

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From the experience of employees...

Workplace Mental Health Priorities, 2019, Morneau Shepell
A theme of trust – employees’ comments regarding supervisors who those employees see as helpful to mental health

“...is supportive and approachable. She tells me often that she appreciates the work I do.”

“...can bounce ideas off him without feeling they will be disregarded.”

“...is aware of what I suffer from and is always accommodating with appointments.”

“...open and honest discussions.”

“...listens and provides help without judgement.”

“...talks to us.”

“...helps me balance my priorities.”

“...listens to me.”

“...a good person.”

“...helps me when I need it.”

Workplace Mental Health Priorities, 2019, Morneau Shepell
More employees are feeling that their **workplace supports mental wellness**

- **2014**
  - 56%

- **2018**
  - 67%

*Source:* Workplace Mental Health Priorities, 2019, Morneau Shepell
Issues with stigma have decreased but remain a concern

![Bar chart showing changes in attitudes towards mental health conditions.](chart.png)

- **Would limit career options**: 77% (2014) vs. 67% (2018)
- **Others would treat me differently**: 71% (2014) vs. 51% (2018)
- **I would feel badly about myself**: 65% (2014) vs. 56% (2018)

*Workplace Mental Health Priorities, 2019, Morneau Shepell*
Workplaces can.....

Know the facts

Build knowledge and leaders’ skill

Build trust

Offer support and be supportive

Communicate commitment

Build that commitment into your way of doing business