



Workplace Mental Well-being

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MENTAL HEALTH
RESOURCES
TOOLS FOR THE JOURNEY



Core Principle:

Early Identification + Early Intervention = Decreases Severity & Prevents Crisis



What are we up against?

The construction industry has the **highest rate of suicide and death from drug overdose** across all other occupations. (CDC, 2018)

5x as many workers die by **suicide** (over 5K) annually than from OSHA's fatal four (1K). (CDC, Whisner, 2023)

The Economics of Mental Health

40% Employees that take time off due to a mental health condition – up to 10 days a year. (APA, 2014)

Mental health issues continue to be among the top causes of long-term sick leave. (Industrial Health, 2019)

100 Billion Annual cost of untreated mental illnesses in the US, **44 Billion** in lost productivity alone. (Beck, 2003)

60% to 80% of workplace accidents are attributed to stress. (HBR, 2015)

80% of doctor visits are due to stress. (HBR, 2015)

86% of job seekers think it is important for a company's culture to support mental health & to “embrace open mental health dialogue.” (Total Brain, 2021) 34% of employees, 50% of Millennials, and 75% of Gen Z-ers have left a role for mental health reasons. (HBR, 2019)

Improving mental wellbeing in the workplace:

reduces employee healthcare cost

reduces absenteeism and presenteeism

reduces turnover (recruitment, training costs)

creates higher engagement

improves productivity (CDC)

ROI of employee mental health for every dollar invested = \$4

For every \$1 spent in employee mental wellness programs there is a \$4 return in productivity

(Nat'l Safety Council & NORC, 2021)

How did we get here?

Top (4) Reasons Construction Pros w/ Mental Health Conditions Do Not Seek Help:

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- Shame and stigma
- Fear of judgment by peers
- Fear of negative consequences
- Don't know how to access care

*Concern For Mental Health is High, But Willingness to Discuss Mental Health is low
(APA, 2021)*

Top (3) Fears of Construction Managers Re Involvement in Workplace Suicide Prevention:

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- Fear of making things worse
- Concerned I don't know how to help
- Fear of someone dying on my watch

National Guidelines for Workplace Suicide Prevention, p.7

The problem

What can we do about it?



https://en.wikipedia.org/wiki/Don_Ritchie

Talk about it - Groups

Recognize

Engage

Connect

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- ~~Fear of negative consequences~~
- ~~Don't know how to access care~~

Top (3) Fears of Construction Managers Re Involvement in Workplace Suicide Prevention:

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- ~~Concerned I don't know how to help~~
- ~~Fear of someone dying on my watch~~



Areas of Disruption

WARP™



Work/School



Activities of Daily Living



Relationships



Physical Health



Five Human Activities

**Eat
Sleep
Think
Feel
Socialize**



Effects of Anxiety

Anxiety may be the cause of physical problems that are not caused by organic medical conditions.

BRAIN

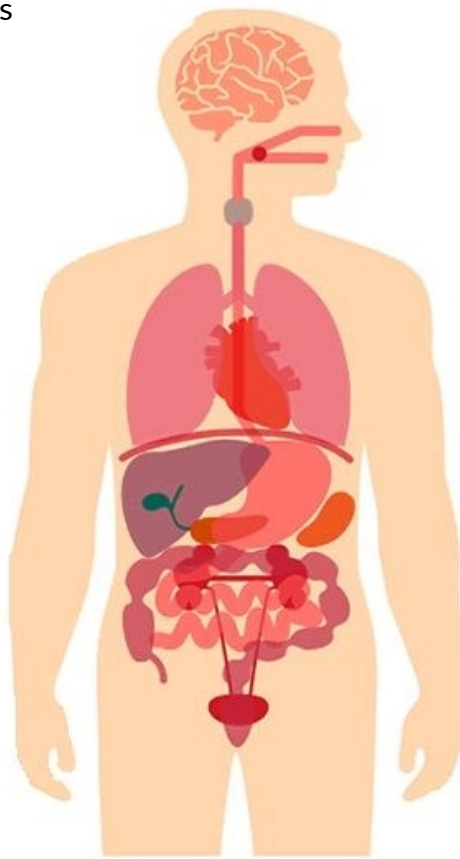
Difficulty concentrating, anxiety, depression, irritability, mood, mind fog

CARDIOVASCULAR

Higher cholesterol, high blood pressure, increased risk of heart attack and stroke.

JOINTS AND MUSCLES

Increased inflammation, tension, aches and pains, muscle tightness



IMMUNE SYSTEM

Decreased immune function, lowered immune defenses increased risk of becoming ill, increase in recovery time

SKIN

Hair loss, dull/brittle hair, brittle nails, dry skin, acne, delayed tissue repair

GUT

Nutrient absorption, diarrhea, constipation, indigestion, bloating, pain and discomfort

REPRODUCTIVE SYSTEM

Decreased hormone production, decrease in libido, increase in PMS symptoms



Using the WARP Tool

Unregulated Anxiety

Work

doesn't appear fully present in meetings, repeated communications are required

ADL's

difficulty focusing at times, insomnia, losing weight, minor events seem to stress them out

Relationships

irritability, seems on edge, straining relationships with team members

Physical Health

headaches and GI problems

Using the WARP Tool

Depression

Work

coming in late, pervasive negative outlook

ADL's

appears exhausted regardless of hours slept

Relationships

withdrawn, no longer eats with team members

Physical Health

increased calling out sick due to chronic pain, colds

Using the WARP Tool

Substance Use Problem

Work *difficulties handling responsibilities, conflict with team members*

ADL's *appears disorganized, preoccupied, risk taking out of character for that person*

Relationships situation *recent separation with spouse, change in living situation*

Physical Health *significant weight loss*

CONNECT Self-help



CONNECT Self-help



Exercise



Plan
enjoyable
activities



Social
Connection



Healthy
routines
eat/sleep/work/play



Mindful
breathing

**What's your
strategy?**



24/7 CALL, TEXT

Mental Health Apps



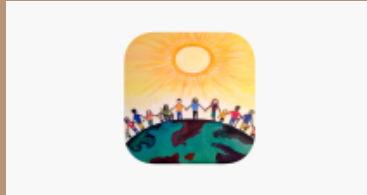
headspace.com
(see Netflix)



calm.com



relaxmelodies.com



traumaresourceinstitute
.com/ichill

ManTherapy.org

Online Therapy



try.talkspace.com



betterhelp.com



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90 second Eval

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**We can't fix mental
health with duct tape.**



Action Plan



Ask



Listen



Connect



Follow-up

