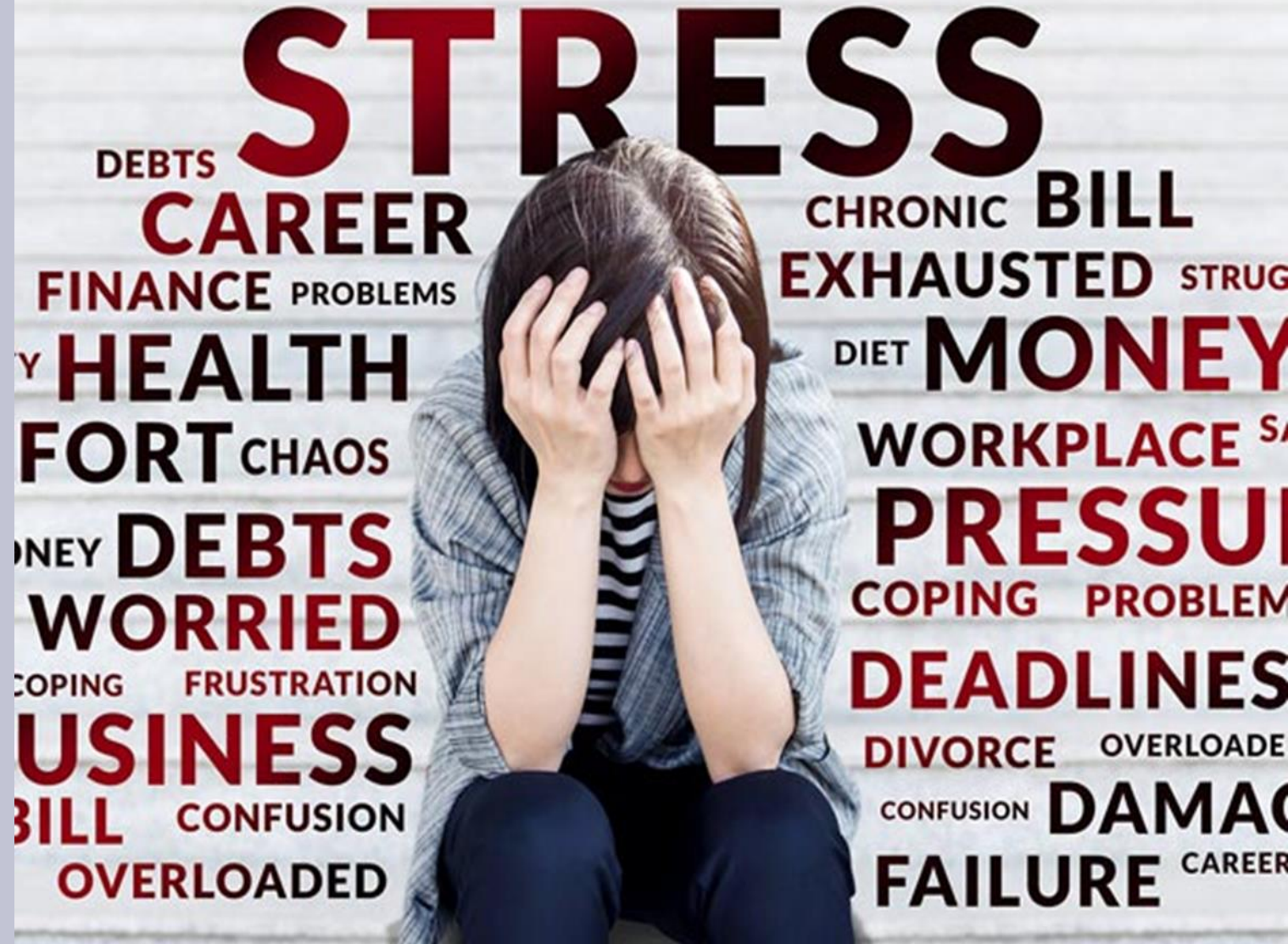


Mental Wellness

“The Human Capital Puzzle”

AON



Physically and Psychologically Safe Work Environments

Necessary

for a strong, positive safety culture of continuous improvement and safety excellence

Encourage speaking up without concern about how others react

Enable clarity of thought because there is no fear which impedes thinking

Support productive conflict which enables more timely conversations to surface differences to enable effective decision-making and action

Mitigate failure leading to earlier reporting of errors and more timely learning

Promote innovation and encourage new ideas

Reduce learning anxiety which encourages learning behaviors and, where needed, changes in practice

Reduce survival anxiety and motivate people to focus on the achievement of performance goals and removing obstacles to pursuing these goals

Increase accountability, enable people to be candid and take interpersonal risks

Expectations and Priorities are Changing



89% of Employees believe it is the responsibility of leaders to create a **safe and respectful workplace**



51% of Employers said that **mental health and emotional support was their main priority** for resource allocation



Sources:

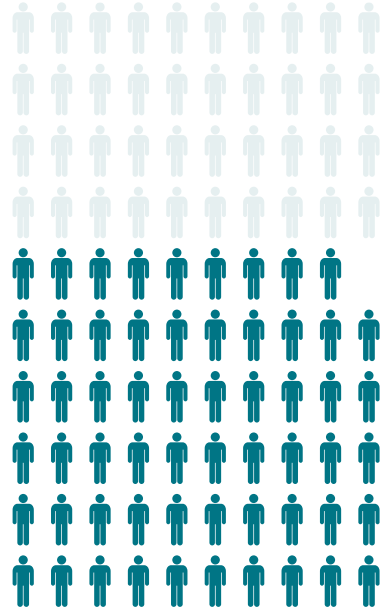
- 1. U.S. Department of Health & Human Services. [U.S. Surgeon General Releases New Framework for Mental Health and Well-being in the Workplace](#)
- 2. Accenture. [Why Psychological Safety at Work Matters to Business](#)
- 3. The Cost of Employee Health and Well-Being: Measuring the Value of Products and Programs that Support Employee Health (ibiweb.org)

Construction Industry

Safety and Wellbeing in the Workplace



83% US construction workers have experienced **at least one** mental health issue.



59% Employees have taken at least one day off work due to **unmanageable stress and anxiety**.

Male Dominated Workforce

Challenges when addressing emotional health

- Underreporting due to stigma
- Chronic pain and pressure to perform associated with drug and alcohol abuse
- Lack of sleep and loss of focus lead to physical safety issues

High Suicide Rate
4x the national average

Legal Industry

01 Workplace Challenges

- Little discussion or acknowledgment
- Time constraints and deadlines
- High stakes
- Threat of malpractice
- Tendency to assume a client's burdens
- Group norms or culture in a law firm expectations, such as high billable hours
- Depletion of energy that comes from high demands at work

02 Results from Stress

- Burnout
- Insomnia
- Clinical Depression
- Gambling Addiction
- Substance Abuse
- Suicidal Thoughts



Key Findings: What does the Data Tell Us?

28% lawyers suffered from depression

19% percent of lawyers had severe anxiety

11% of lawyers had suicidal thoughts in the previous year

3x Johns Hopkins University found lawyers had **3 times the rate of clinical depression** compared to professionals in 25 other occupation

Higher Levels of Substance Abuse

18 percent of lawyers will develop problems related to substance abuse, compared to approximately **10 to 11 percent of the general population**

Manufacturing/Industrial

Workplace Challenges

- Male-dominated industry
- Low levels of support from coworkers and supervisors
- Meeting production goals
- Variable shifts in schedule
- Noise from machinery
- Long hours indoors
- Lack of opportunity for social interaction

41% of employers say that mental health challenges have **negatively impacted employee retention** efforts in the past two years.

31% of employers have seen an increase in requests for reasonable **accommodation related to mental health and wellbeing** in the past two years.

28% of manufacturers have received a work-from-home request based on a **claim of anxiety or other mental health issue** in the past two years.

10% of manufacturers have seen an increase in **legal demands and claims related to mental health and wellbeing** since the pandemic started.

Trucking Industry

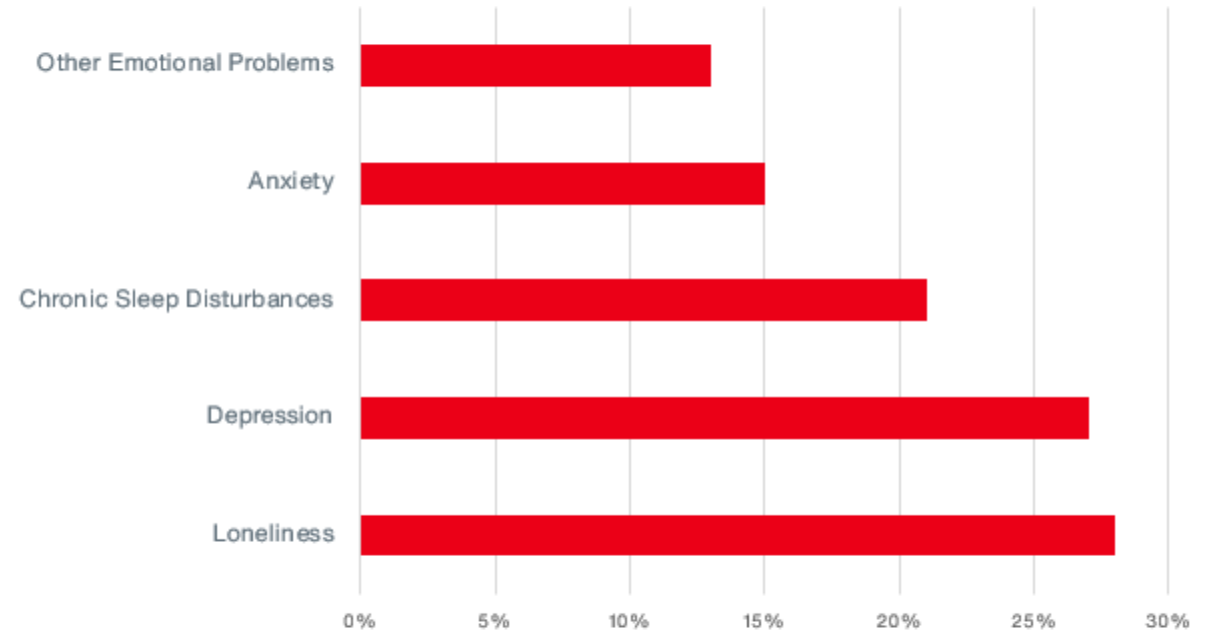
01 Workplace Challenges

- Isolation and Chronic Loneliness
- No Exercise
- Bad diet
- Lack proper sleep (fatigued)

02 Results from Stress

- Developing unhealthy coping mechanisms
- Becoming depressed
- Puts themselves, other motorists, and pedestrians at risk if they continue to drive without proper treatment

Critical issues affecting the mental health of Truck Drivers



Retail Industry

Retail has been one of the sectors that has been hardest hit by employee resignations

Why?

More than half of all retail associates feel that their mental health is not a concern to their manager or that their manager is harmful to their mental well-being

Workplace Challenges

- Customer Interactions
- Long Physically Demanding Shifts
- Job Insecurity
- Low Pay and Benefits



Four in 10 retail associates report their mental health has worsened over the past year



1 in 4 workers report high levels of anxiety on the job



Healthcare Industry

Workplace Challenges

- Long work hours
- Rotating and irregular shifts
- Intense physical and emotional labor
- Exposure to human suffering and death
- Increased risk of exposure to disease and violence

79% of physicians reported **burnout** starting before the pandemic

Up to **40%** of healthcare professionals will **struggle with PTSD** following the pandemic

Male doctors are **40%** more likely to die from suicide than the general public

Nurses have **higher rates of suicide** than the general U.S. population

Over 20 million U.S. health workers at risk of mental health problems

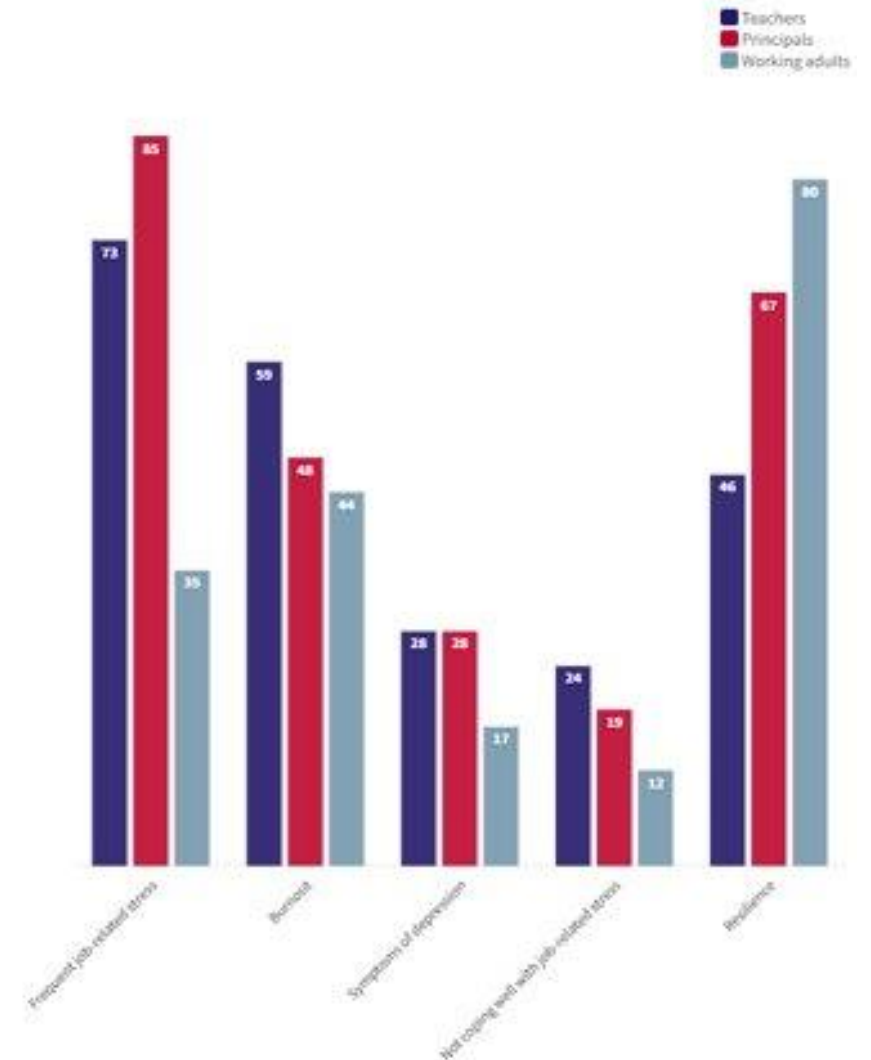
Education Industry

Workplace Challenges

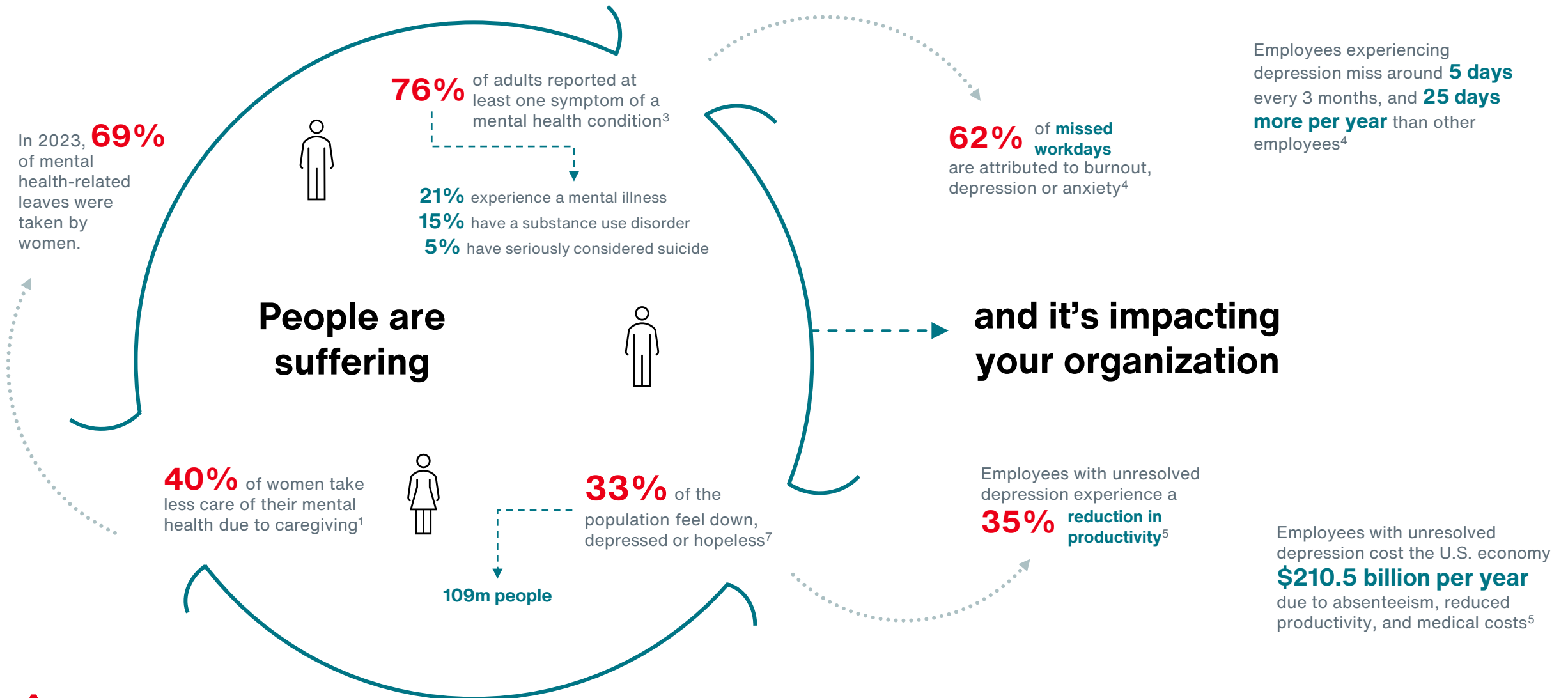
Teachers	Principals
<ul style="list-style-type: none"> Managing student behavior Staff shortages Support students' mental health Long hours a heavy workloads Low wage Inadequate resources 	<ul style="list-style-type: none"> Staffing teaching and nonteaching positions Supporting teachers, students, and staff's mental health and wellbeing Implementing Covid-19 mitigation strategies



Well-Being of Teachers, Principals, and Working Adults in January 2022



Addressing Mental Health Is An Organizational Imperative



The Barriers



Access and Affordability

More than **1/3** of the US population live in areas that are underserved by mental health professionals⁴

28% of adults with mental illness can't receive treatment due to cost³



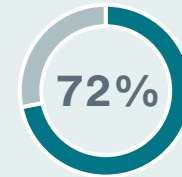
Care Fragmentation and Gaps in Quality²

Less than half of those who need mental health care actually get help

Only 20% of mental health treatments have been proven effective in research



Workplace Culture and Management¹



Let's talk about my mental health

72% of Gen Zers want to talk about mental health openly at work

66% of female parents and **51%** of male parents said their workplace culture is not supportive of their mental health



Societal and Individual Influences and Impacts

8 of 10 employees

Don't seek care due to stigma²

Parents and caregivers often neglect their own mental health. **40%** of women take less care of their mental health due to caregiving¹

Sources:

1. Calm 2023 Workforce Mental Health Trends Report
2. *Overcoming barriers to mental health treatment*. Lyra Health. (2022, October 19). <https://www.lyrahealth.com/blog/barriers-mental-health/>
3. *The state of Mental Health in America*. Mental Health America. (n.d.). <https://mhanational.org/issues/state-mental-health-america>
4. Over One-Third of Americans Live in Areas Lacking Mental Health Professionals" USAFacts, 14 July 2021, [Over one-third of Americans live in areas lacking mental health professionals - USAFacts](https://www.usafacts.com/articles/mental-health-barriers/)

Triggers

- The death of a loved one
- Divorce
- Loss of a job
- Getting married
- Moving to a new home
- Chronic illness or injury
- Depression, anxiety, anger, low self-esteem, etc.
- Taking care of an elderly or sick family member
- Traumatic event, car accident, violence, etc.



The Impact

Stress and anxiety can cause the following:

- Feelings of fear, anger, sadness and worry
- Changes in appetite, energy, desires, or interests
- Problems concentrating or making decisions
- Nightmares or problems sleeping
- Physical reactions, such as headaches, body pains, stomach problems, or skin rashes
- Worsening of chronic diseases
- Worsening mental health
- Overeating or not eating enough
- Increased use of alcohol, illegal drugs



The Warning Signs

- An increase of lateness and absenteeism at work
- Lower productivity
- Lower self-confidence
- Decreased communication with co-workers
- Shows signs of substance abuse
- Shows frequent signs of agitation
- Lack of protection in the workplace
- Segregation from the group (i.e., eating lunch alone)



Have the Conversation

When you notice that someone on your team is just a little “off”.

- Tell them you have noticed something is wrong.
- Ask them if there are some ways you can help.
- Let them know that there are resources that can help them.
- Offer to do an alcohol-free activity with them outside of work.
- Check in with them after a few days to see how things are going.
- Escalate intervention if no improvement seen in attitude or behavior.



Personal - Strengthen Your Temple

Take breaks from news stories, including those on social media. It's good to be informed, but constant discouraging information can be upsetting.

Avoid toxic situations. Its ok to disassociate with those that have a consistency towards the negative and are toxic.

Cut yourself a break. You are human and obtaining perfection is an illusion



Invest in Yourself

- Move more and sit less. Start small and build up to 150 minutes a week.
- Take deep breaths and stretch
- Limit alcohol intake
- Avoid using prescription drugs in ways other than prescribed
- Avoid smoking and the use of other tobacco products
- Continue with regular health appointments



Invest in Yourself

- Eat better, feel better
- Get the right amount of consistent sleep
- Take a break from your routine to do activities you enjoy
- Talk with people you trust about your concerns and how you are feeling
- Take one thing at a time
- Stack small successes
- Take time off
- Exercise





you are NOT

ALONE!



For More
Information

Shannon Seefeldt CSP

+1 920 585 7442

shannon.seefeldt@aon.com