

With a little help from my boss: Mental health awareness training for leaders

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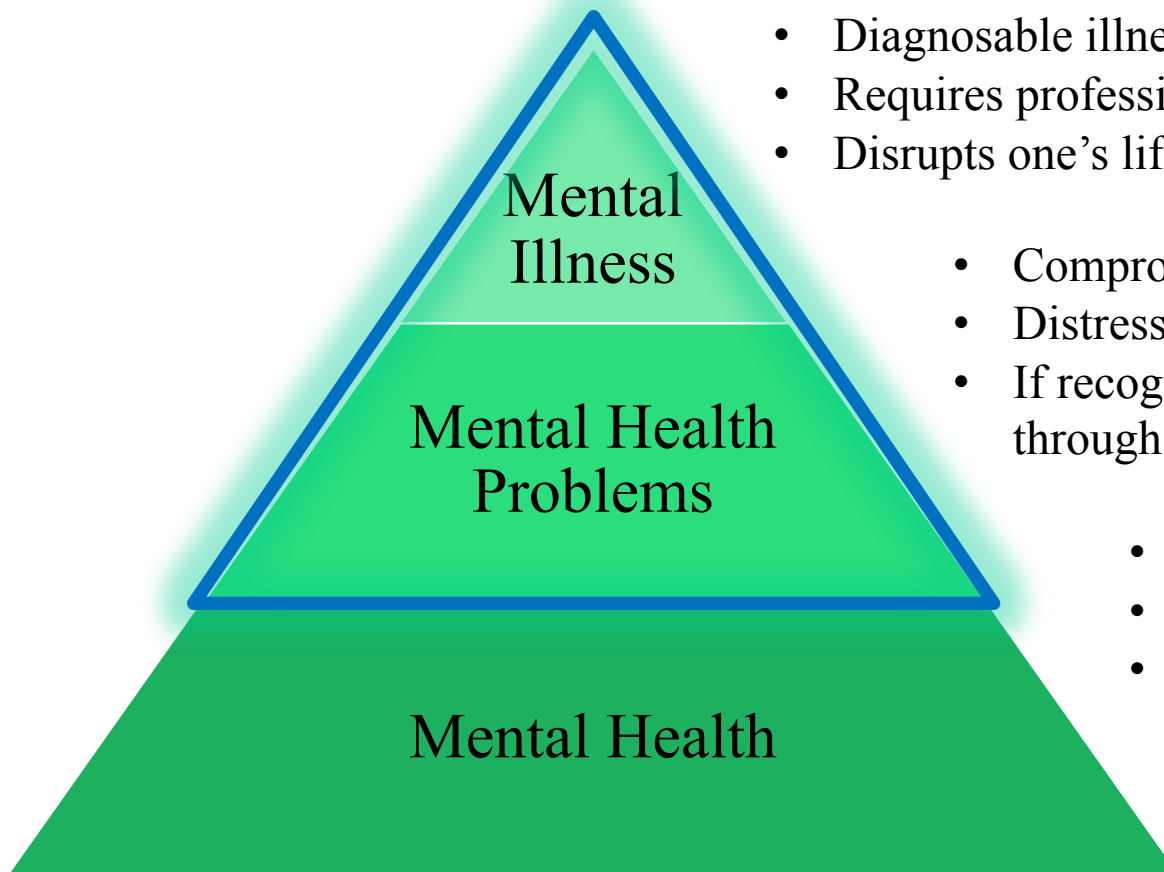
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Mental Health: What is it?



- Diagnosable illness
- Requires professional intervention or treatment
- Disrupts one's life, work, and/or relationships

- Compromised health and wellbeing
- Distressing and cognitively taxing
- If recognized, can be alleviated through support and professional help

- Not just the absence of illness
- State of positive wellbeing
- Ability to perform, cope, and adapt normally

The Problem: Poor Employee Mental Health

Prevalent

- 1 in 5 Americans will experience a significant mental health problem every year (CDC, 2014)

Costly

- \$150 to \$300 billion in losses each year—attributable to absenteeism and productivity loss (American Institute of Stress, 2005)

Stigmatized

- 2 in 3 people don't seek help due to the fear of being discriminated against (MHCC, 2012)

The Solution: Resources

- Organizations have vested interest in the health of their employees

- Employer Resources

- Physical health programs
- Health and wellness initiatives
- Employee Assistance Programs (EAPs)



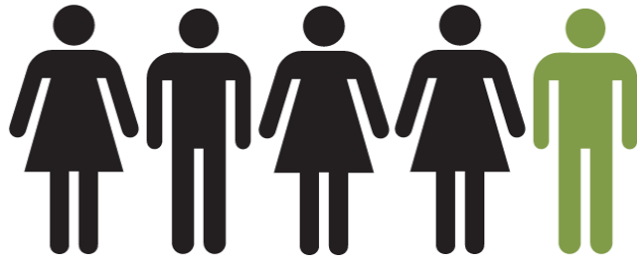
CASCADE CENTERS
INCORPORATED

- Industry and Community Resources



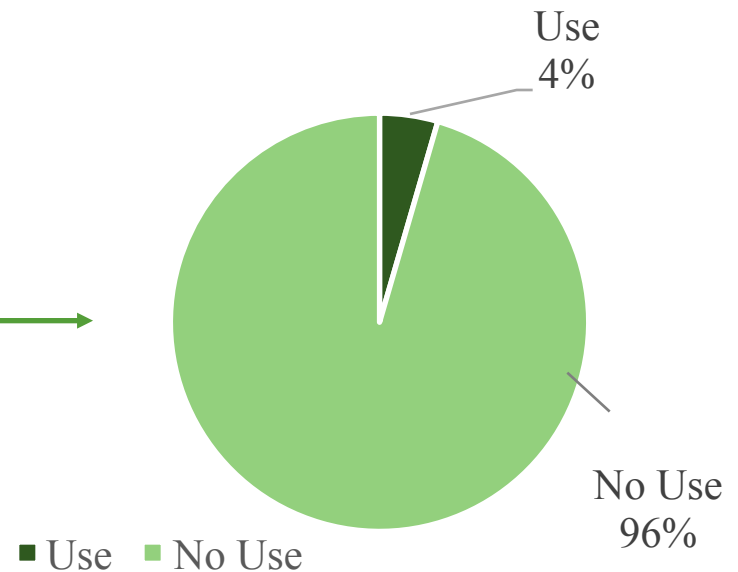
Problem with the Solution?

1 in 5 Americans will experience a mental health problem every year



1/3

Of full-time employees report having to deal with straining challenges



Total Cost : \$7,400,000

Work Issues

- Absenteeism
- Performance Issues
- Interpersonal
- Burnout
- Safety Problems

Direct Costs = \$2,200,000

- 140 claims X 66 days X \$200/day = **\$1,850,000**
- 140 prolonged claims X 46 days X \$50/day = **\$320,000**

Spillover

Spillover

Health Issues

- Heart Health
- Sleeping
- Illness
- Disability

Indirect Costs = \$5,200,000

- Absenteeism
- Presenteeism
- Reduced Productivity
- Medication and counseling

Life Issues

- Stress/Emotional
- Relationships
- Legal/ Financial
- Addictions



“But all of those costs pale in comparison to the human cost for the individual and their family.”

– Dr. Matthew Burnstein, Chief Medical Officer at Bell Aliant (2013)

Mental health problems are management problems

65% of managers say they could do their job more effectively if they had employee mental health training

80% of managers believe it is part of their job to intervene when an employee is showing signs of mental distress. **Only 33% of managers know how.**

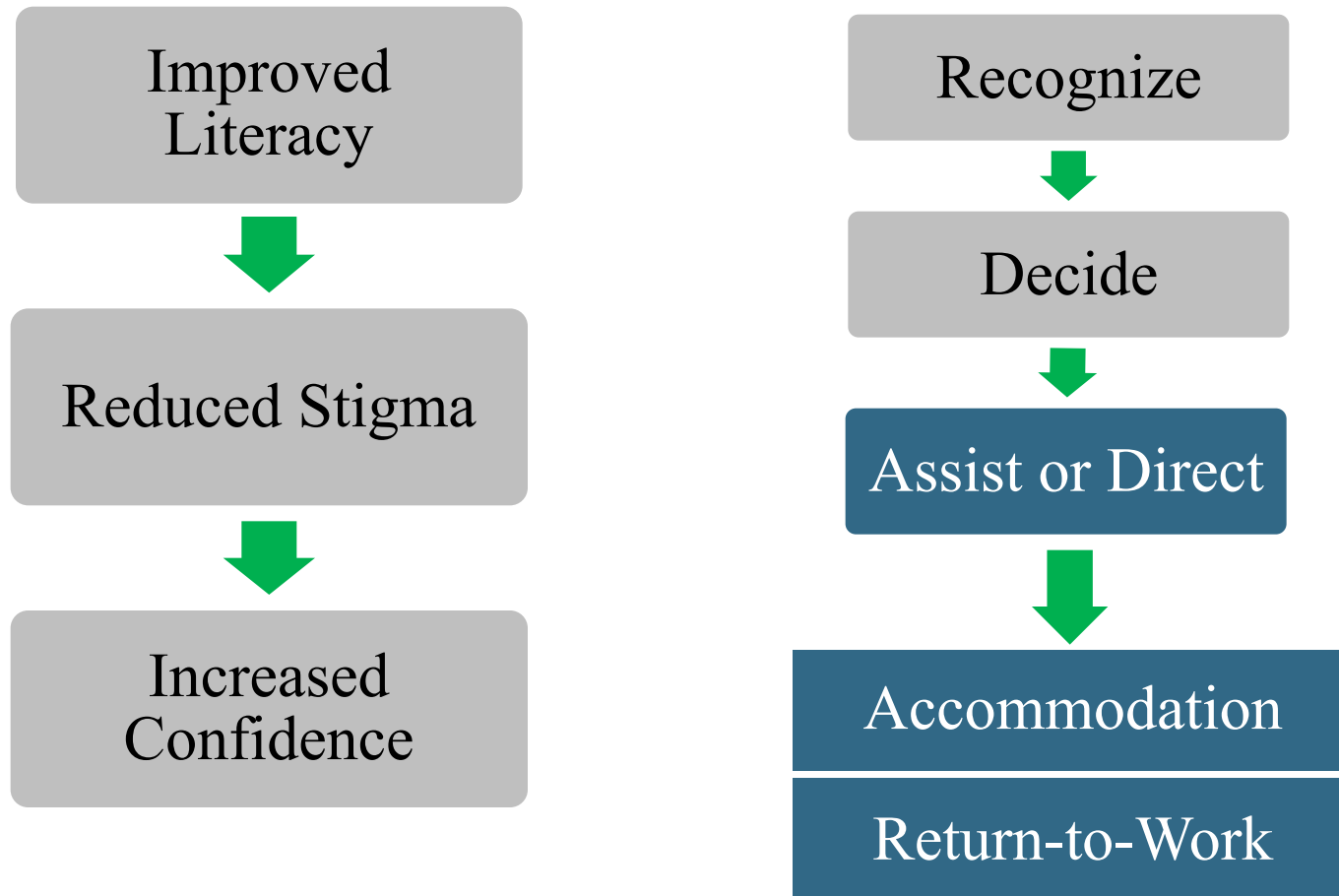
What do you know? Where do you go?



AWARENESS



Action



MHAT: The Main Messages

LESSON #1: Detection is NOT diagnosis.

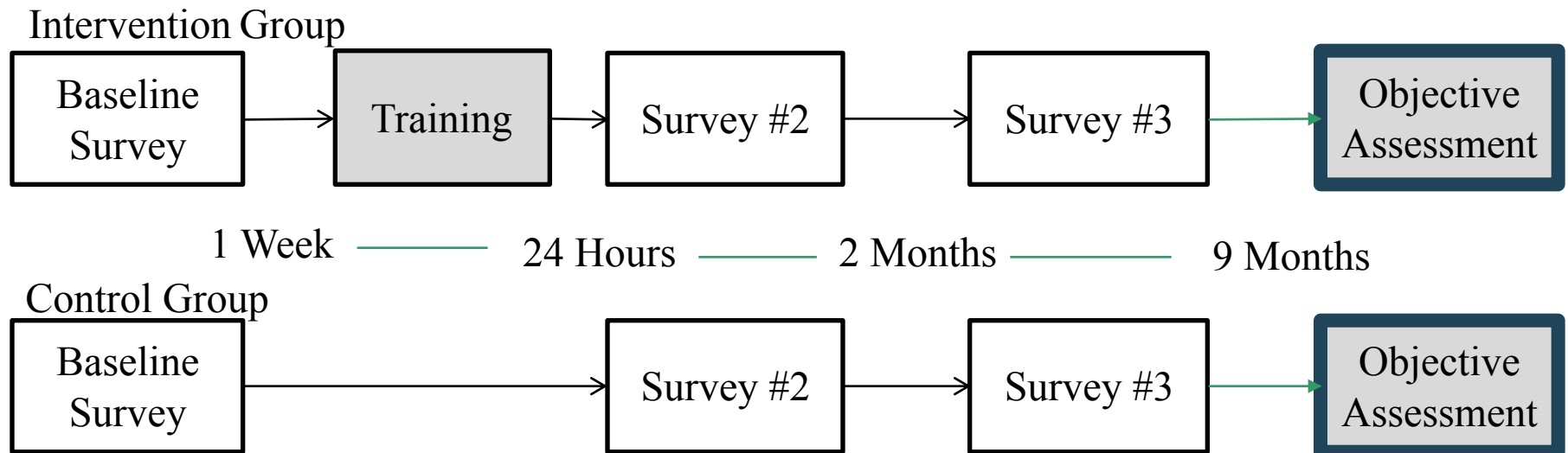
LESSON #2: Treat people as people—Get to know your employees and their “version of normal”.

LESSON #3: As a leader, focus on:

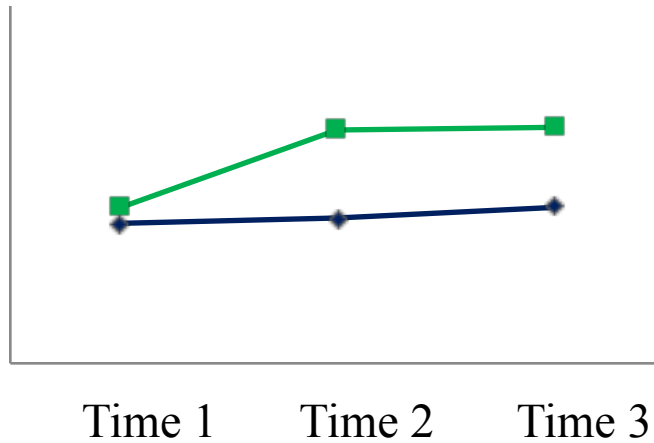
- Performance
- Workplace
- Behavior

LESSON #4: Openly communicate about mental health, mental health problems, and available resources.

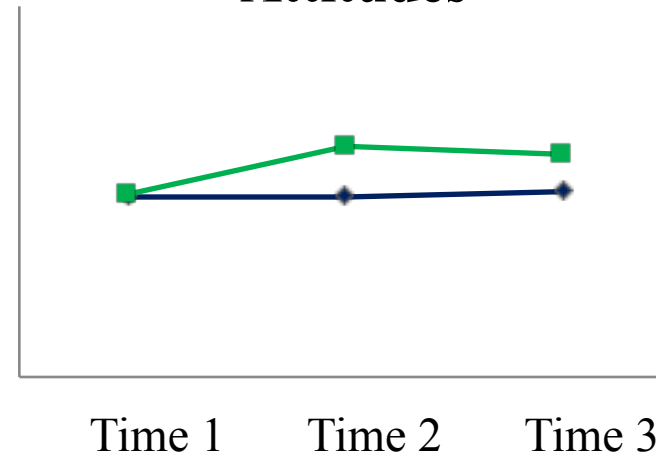
MHAT Delivery: Scientific Design & Evaluation



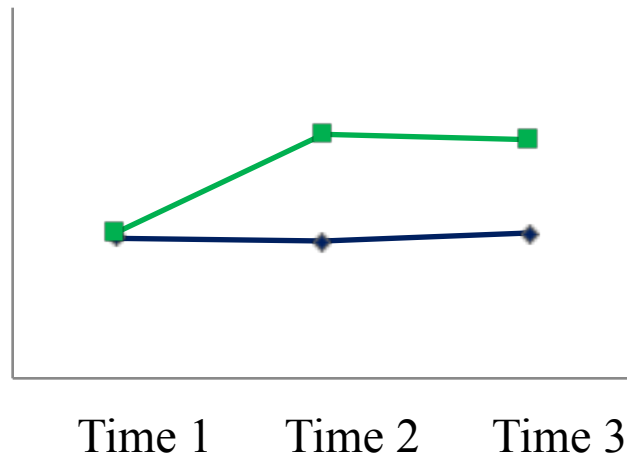
Knowledge



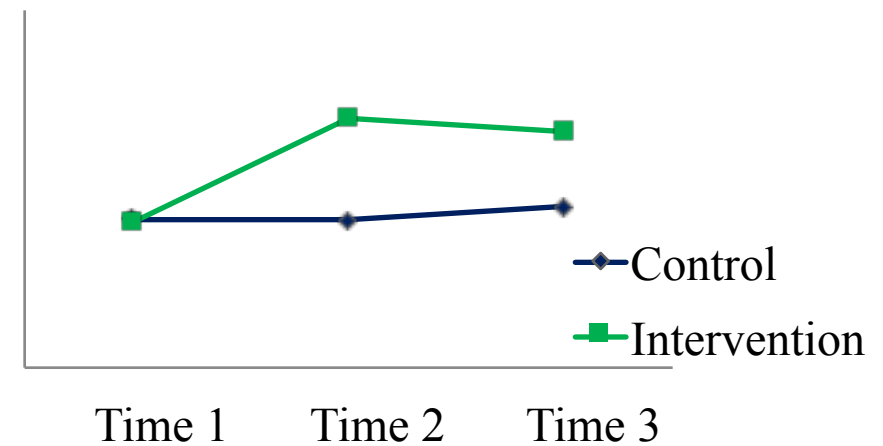
Attitudes



Confidence

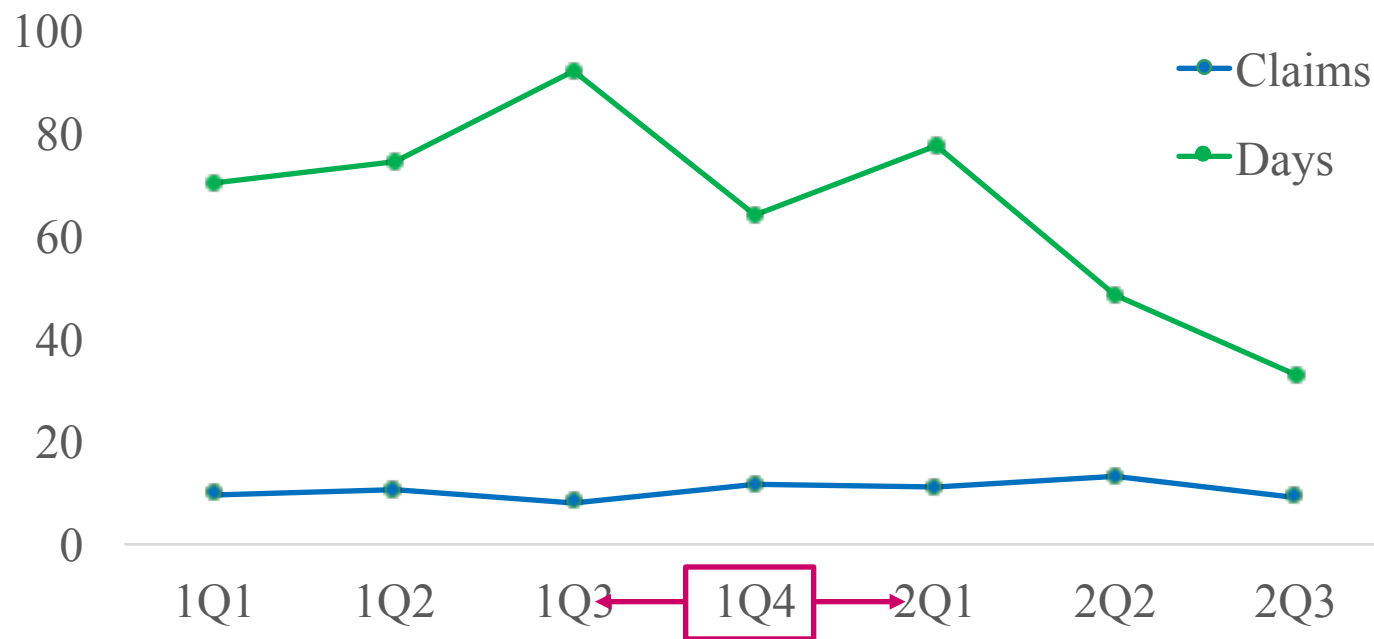


Intention/Skills



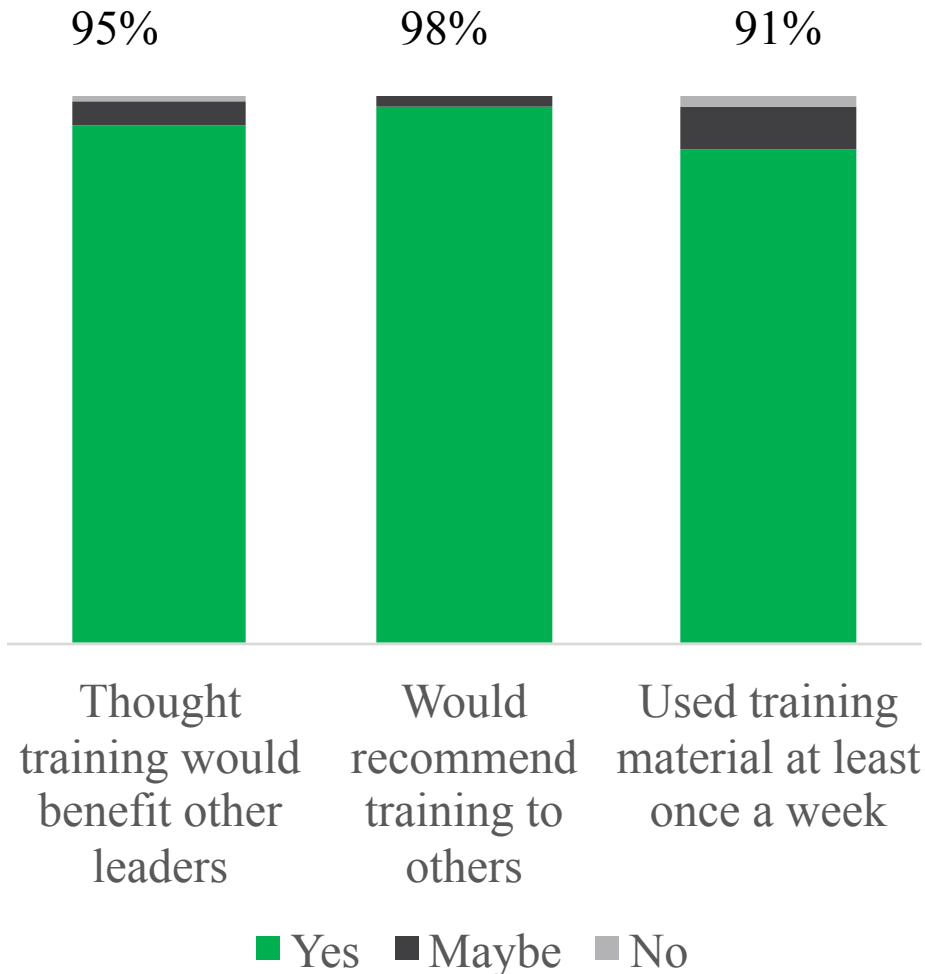
MHAT Evaluation: Cost-Effectiveness

Mental Health Claims: Pre & Post Training



Reduction of 19 days per claim = millions of \$\$\$ in savings

MHAT Evaluation: “Face Validity”



“This seems like a topic we need to incorporate into our Safety Meetings. Keeping it in the forefront makes it easier (and not as scary) to talk about mental health at work.”

“Every leader should be trained. Even if they only experience one person with health issues or short term disability, they need to know how and what to do. I feel this training would be beneficial to all leaders. It provides a better understanding of the issues and stigmatism around mental health issues.”

Why mental health training for managers?

1. Mental health problems are management problems
2. Customization is key.
3. Evaluate, evaluate, evaluate! You need to know that it worked!
4. By investing in a few, you can help many.

“It’s not just mental health awareness training...it’s more like human awareness training.”



My colleagues and I are interested in partnering with local organizations to help introduce the MHAT and/or other programs that will help improve the lives of working Americans. **Together, we can make a difference!**

Please contact me at jdimoff@pdx.edu for more information about this potential opportunity or visit www.evidencebasedsolutions.ca for more information about existing programs.