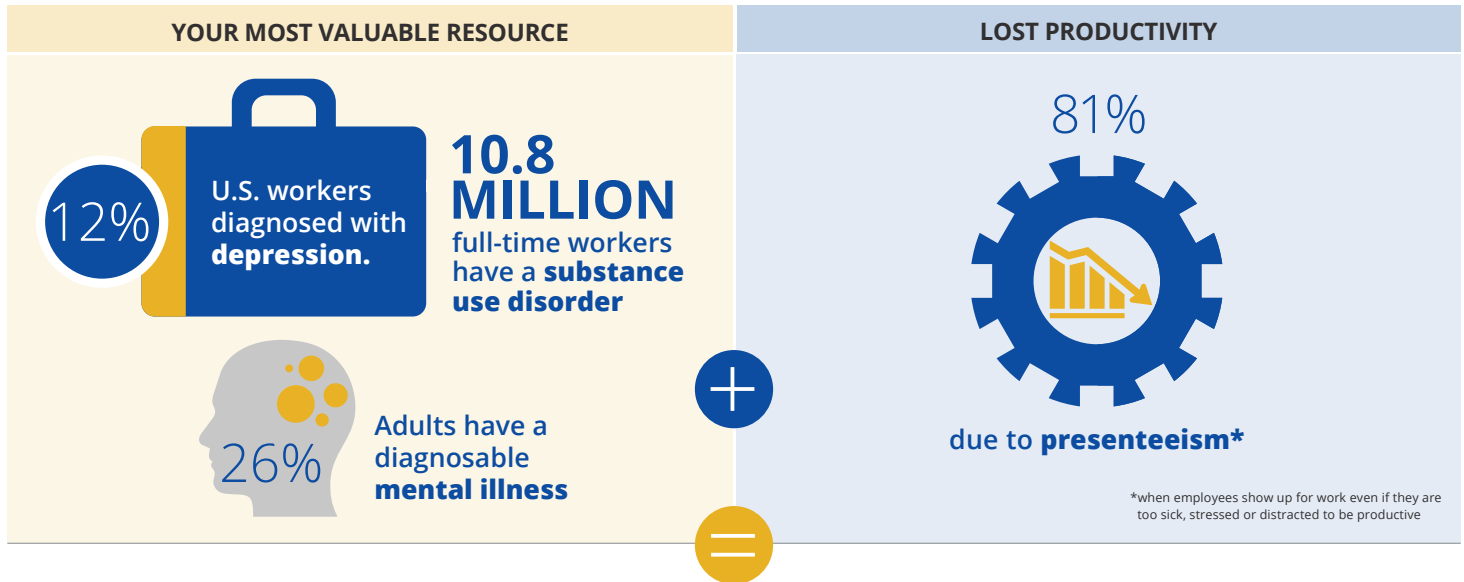


# MENTAL ILLNESS IS BAD FOR BUSINESS

## THE PROBLEM

**MENTAL ILLNESSES** are medical conditions that disrupt a person's thinking, feeling, mood, relationships with others and daily functioning. Most of the financial burden of mental illnesses are not from increased health care costs but rather from indirect costs.



## THE COST



**68 MILLION DAYS** = **\$23 BILLION** Cost of absenteeism because of depression



**105 BILLION** Indirect cost of untreated mental illness each year in the U.S.

## THE REMEDY

### A CULTURE OF HEALTH AND WELLNESS BEST PRACTICES

#### ENVIRONMENT

- Include behavioral health in your health strategy.
- Build leadership buy-in of a total health approach.
- Support an open behavioral health dialogue
- Encourage workers to seek treatment early.
- Challenge the stigma associated with behavioral health problems.
- Promote the belief that workers can and do recover.
- Train HR and management in **Mental Health First Aid** and their skills in effectively approaching employees.

#### ENGAGEMENT

- Provide behavioral health lunch 'n' learns
- Offer employees stress management strategies.
- Involve families; their health matters, too
- Provide conflict resolution.
- Engage employees in behavioral health dialogue with **Mental Health First Aid**.
- Enhance leadership effectiveness with coaching.
- Add behavioral health screens to your wellness programs.
- Make sure your health risk assessment includes behavioral health.
- Engage employees in their return to work from STD; support their success.

#### EMPOWERMENT

- Educate your managers and employees in Mental Health First Aid.
- Increase literacy through depression awareness.
- Establish employee wellness committees.
- Provide financial literacy programs for employees.
- Help employees create work/life balance.
- Give employees time to attend wellness events.
- Challenge mental illnesses myths.
- Acknowledge and integrate physical health with behavioral health in your wellness offerings.

**MENTAL HEALTH IS GOOD FOR BUSINESS**