



Employee Mental Health

Strategies for a Resilient Workplace

The webinar will begin soon



Employee Mental Health

Strategies for a Resilient Workplace

ICW Group Risk Management Services



Today's Presenter:

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Every Life Has A Story

“Every life has a **story**...
If you take the time to **read it.**”

Job Stress Defined

Harmful physical and emotional responses that occur when the requirements of the job do not match the capabilities, resources, or needs of the worker.



Important Statistics

- 83% of US workers suffer from work-related stress.

The American Institute of Stress (2022). Workplace Stress.

- Stress causes around one million workers to miss work every day.

The American Institute of Stress

- 50% of US workers are not engaged at work as a result of stress.

The American Institute of Stress



Personal Factors



Family problems



Medical problems



Substance abuse



Financial problems



Legal problems



Marital problems

Job Factors



Reorganization



Demotion



Harassment/bullying



Overworked



Hazardous
surroundings



Fear of being
replaced or let go



Supervisor
relationship



**Why should we
be concerned?**

Job Stress Can Result In...

Health Issues

- Cardiovascular disease
- Substance abuse
- Musculoskeletal disorders
- Psychological disorders
- Suicide, cancer, ulcers, impaired immune function
- Workplace injuries

Work Issues

- Job concentration disrupted
- Self-initiative reduced
- Trust in others diminished
- Resentment
- Depression
- Burn-out

Adversely Impact an Organization

- Poor attendance
- Low employee morale
- Decrease in productivity
- Quality defects
- Poor customer service
- Workers' compensation fraud
- Safety workplace injuries
- High employee turnover
- Difficulty qualified candidates



Costs to Organization

U.S. businesses lose up to **\$300 billion** yearly as a result of workplace stress.

American Institute of Stress

Depression leads to **\$51 billion** in costs due to absenteeism and **\$26 billion** in treatment costs.

Mental Health America

Work-related stress causes **120,000** deaths and results in **\$190 billion** in healthcare costs yearly.

Goh, J., Pfeffer, J., & Zenios, S. A. (2015)

“At least **85%** of all work accidents are caused by the inability to cope with emotional distress.”

– E.M. Gherman,
Stress and the Bottom Line



“The **vast majority** of accidents contain a substantial human factor, often irrational or irresponsible action, indicating the involvement of mental or emotional duress in accident causation.”

– *University of Texas*

Fall Accident Case Study



A woman with long dark hair is looking thoughtfully to the side, her hand raised in a gesture. In the background, a man is blurred, sitting at a table. The image is split into a blue-tinted left half and a natural-color right half.

**How do we manage the
stressed employee?**

Management Approaches

- Recognize the Signs
- Open Communication
- Offer Resources
- Adjust Workloads
- Encourage Self-Care
- Set Realistic Expectations
- Regular Check-Ins
- Foster Supportive Environment
- Seek Professional Help



Most Common Workplace Stressors

American Institute of Stress – 2022

39%

Amount
of work

23%

Supervisor
relationship

19%

Work-life
balance

6%

Job security

Stress Warning Signs

- Isolation
- Deterioration of personal appearance
- Loss of interest
- Carelessness
- Poor work quality
- Increased absenteeism
- Lowered productivity



Stress Coping Methods

- Talking to a friend/colleague/spouse (55%)
- Exercising (40%)
- Eating (35%)
- Stepping away from work (35%)
- Taking a day off (32%)
- Drinking after work (24%)



Powerful Lesson on Empathy

Supervisor Role

1. Practice empathy
2. Make yourself available
3. Know what you can offer
4. Check in regularly to make sure they're doing OK
5. Consider workload
6. Be transparent and consistent
7. Listen first, suggest second

The Art of Listening To Others

Senior Management Role

- Planning, organizing, and leading
- Policies and procedures
- Supervisor training
- Personal commitment



Senior Management Role

- Manager/team member relationship
- Design of work tasks
- Interpersonal relationships
- Managing workloads
- Career concerns
- Environmental conditions



7 Steps to Help Manage Stress

1. Eat a balanced and nutritious diet starting with breakfast
2. Get a good night's sleep
3. Volunteer time and services
4. Seek professional help
5. Keep moving – Exercise 30 minutes a day
6. Express your feelings – you're not alone
7. Get to the root of it – remove the stressor or try new coping strategies

A Few Ways Organizations Can Help

- Allow some control over schedules
- Include employee input in decision making
- Balance responsibility & authority necessary for tasks
- Set reasonable limits & timelines
- Recognize a job well done
- Resources – health club membership, elder-care & on-site or near-site childcare
- Employee Assistance Programs and Wellness Programs
- Review work distribution process – Fair & effective?
- Social interaction among workers
- Compatible work schedules

Stress Management Checklists



Managing Stress at Work

We will never completely remove stress from our life, but identifying and managing stress factors can help maintain a positive and healthy lifestyle for our team members and ourselves.



Safety Resources Available to You

Policyholder Website

- Injured Worker Resources
- Safety Webinars on demand
 - Plus additional resources from today's webinar!
- Safety *OnDemand*®
- And More!!

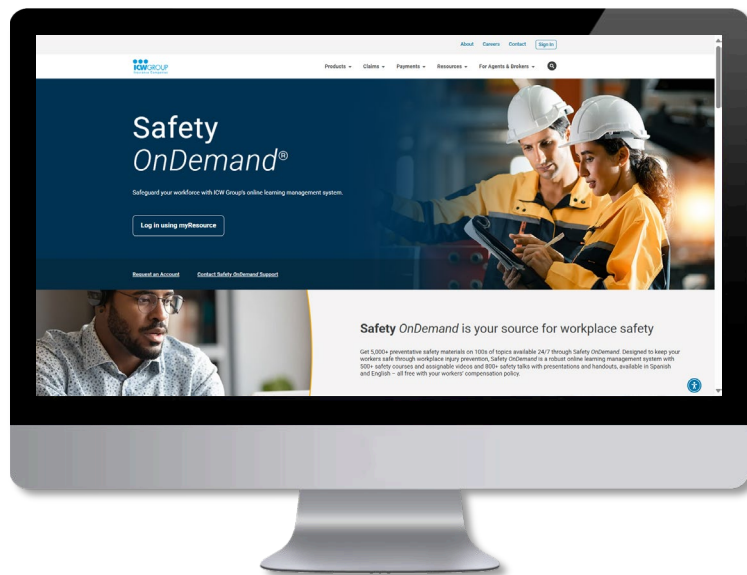
icwgroup.com/safety



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Questions?
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Thank You!

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