

# WHY IT MATTERS

## MENTAL HEALTH IN THE WORKPLACE.

### THE IMPACT OF POOR MENTAL HEALTH.

A 2019 report on health and wellbeing in the workplace conducted by the CIPD showed that whilst two-fifths of organisations already have a standalone wellbeing strategy, the majority are *reactive* rather than proactive in their approach. As a result only 50% believe their organisation is effective at supporting staff with mental ill-health or at actively promoting good mental wellbeing. Is your organisation one of them?

**23%**

employees rate their wellbeing as poor\*

**1 in 4**

struggle with their overall wellbeing\*

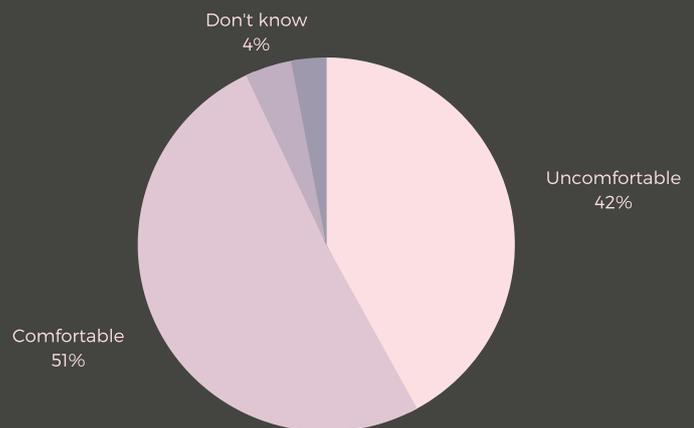
**32%**

under 35 say their mental health is poor\*

### WHAT CAN YOU DO?

As a manager, you can't force them to talk to you and even when they do, you cannot make them contact their doctor or a therapist. But if you do nothing then the situation will only worsen. Either your good people will leave because they feel unsupported, or you end up with such significant performance issues that your formerly good employee must now be managed carefully out of your business, taking all their knowledge, expertise and experience with them.

### LET'S TALK WELLBEING.



*How comfortable or uncomfortable would you feel talking about your wellbeing to your current manager?*

**42%**

**of employees wouldn't feel comfortable talking to their line manager about their wellbeing.**

50% said that they would rather deal with it themselves, 48% feared that they'd be judged at work and 38% felt that it wouldn't help.

What most companies do when faced with employees struggling with common mental health disorders such as anxiety or depression, is to rely on Employee Assistance Programmes (EAPs) or encourage them to visit their doctor. But for many, this approach alone is ineffective as it puts the onus on the individual affected to reach out for help that they may not feel willing or able to receive.

*\*Data taken from 2019 BUPA Workplace Wellbeing Census*

WE KNOW THAT COMMUNICATION IS THE KEY TO DEVELOPING EFFECTIVE WELLBEING STRATEGIES THAT WORK. WITHOUT HAVING MEANINGFUL DISCUSSIONS WITH YOUR PEOPLE, YOUR MOST VALUABLE RESOURCE, YOU RISK RELYING ON SOLUTIONS THAT DO NOTHING TO ADDRESS THE UNDERLYING WELLBEING CONCERNS.