Why Not You?

Barriers to being a Mental Health Ally in the Workplace
• **Name the issues** and barriers to effective organizational mental health support

• Importance of the leader to **reduce the stigma**

• **Commit** to being a Mental Health Ally
How it starts...
How it’s Going...

lack of understanding

lack of resources

high demand

low control

uncertainty

diffusion of responsibility


84% of workers report experience with depression in the workplace.

Depression Support Responsibility at Work

- Who do you turn to for support (EE only)
- Who is responsible for support? (EE and Mgr)
- Who was the most helpful? (EE only)

A Study: CMHP support & who responsible to support at work

Who do you turn to for support (EE):
- Manager: 69
- Union Rep: 17
- Other: 6

Who was the most helpful?
- EE: Manager

Who is responsible for support?
- Manager: 69
- Union Rep: 17
- Other: 6
Stephen Covey: Circle of Control Model

**DIRECT CONTROL**

- **CONCERN**: What we cannot control or influence. Need to let go of this.
- **INFLUENCE**: Focus your energies on what you can control and influence.
- **DIRECT CONTROL**: #ReturnToWellness

This model is by Stephen Covey, *The Seven Habits of Highly Effective People, 1989*

My Thoughts
My Actions
My Words
My choices and decisions
My attitude/mindset
My mood
My work ethic
It starts with **You** *(No tools or assembly required).*

Supportive Behaviors from Leadership

- Invested
- Authentic
- Empathetic
- Listens with a non-judgmental attitude

- Matches work capabilities & needs
- Empowers the “no”
- Know the resources to connect
“There are two kinds of people; the people who make you feel better when they walk in the room and the people who make you feel better when they walk out of the room.”

Which do you want to be?