3 Truths of Mental Health at Work

TRUTH #1: Mental health is a spectrum.
• Everyone moves along this spectrum over the course of their lives.
• Don’t try to diagnose others; instead, focus on providing support.

TRUTH #2: Mental health symptoms & conditions are common.
• 1 in 5 people will manage a mental health condition every year.¹
• 60% of people experience symptoms of a mental health condition each year.²
• Up to 80% of people will manage a mental health condition over a lifetime.³

TRUTH #3: Many people thrive while managing mental health symptoms & conditions.
• Up to 80% of people can live symptom-free with treatment.⁴
• Mental health conditions are equally prevalent at all levels of an organization.²

Mind Share Partners’ N-N-N Framework for Workplace Mental Health

NAME. Only naming “stress” and “wellness” can actually further increase stigma. In order to effectively support mental health at work, we have to actually name mental health for what it is.

NORMALIZE. In order to effectively support mental health at work, it has to feel safe and natural for employees to do so. Employees need to know that managers know that mental health is part of being human.

NAVIGATE. After vocalizing and modeling support, ensure your team has practices in place that support mental health and knowledge about the resources available at your organization.

¹. Substance Abuse and Mental Health Services Administration. (2016). Key Substance Use and Mental Health Indicators in the United States: Results from the 2015 National Survey on Drug Use and Health.

Questions? Get in touch with Mind Share Partners at connect@mindsharepartners.org

Mind Share Partners is a nonprofit changing the culture of workplace mental health so that both employees and organizations can thrive.
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