

## Depression Let`s Talk

# Mental Health in the Workplace

The workplace is a very important setting to discuss mental health and illness; however, it remains a taboo to be addressed.

## What You Should Know

- Global competitive processes have created work related stress and its associated disorders.
- One in five people at the workplace experience a mental health condition.
- Mental health problems have a direct impact on workplaces through increasing absenteeism, reducing productivity, and increasing healthcare costs.
- Depression in the workplace is a leading cause of sick leave, decreasing work productivity and premature retirement.
- Stigma and lack of awareness of mental health at the workplace persist as barriers to equality.



## Remember:

We are all responsible for fostering a culture of dignity, respect and inclusion in the workplace

## What You Can Do

### Employers

- ★ Be aware of mental health issues.
- ★ Modify workplace risk factors for stress.
- ★ Facilitate access to healthcare for employees who may need it.
- ★ Be understanding and flexible to the needs of employees, understanding their personal situations.
- ★ Combat stigma and encourage open discussion on mental health in the workplace.

### Employees/Coworkers

- ★ Help recognize the signs of depression in colleagues including: extreme sadness, hopelessness, loss of interest in activities and appetite or sleep changes.
- ★ Seek help when you need it, and encourage others who may be struggling to seek help.
- ★ Talk to your employer about your needs.
- ★ Practice resilience and self-care.