



Sparkle & Strive

The impact of mental health problems on the workforce

- Between 18-25% of U.S. adults experience a mental health problem each year, with only about 50% receiving mental health treatment (SAMHSA, 2021). Depression and anxiety are the most common. 20% of U.S. workers rate their mental health as “fair” or “poor” (Workplace, 2022).
- Mental health problems may cause reduced productivity in the forms of both absenteeism (missing work and/or short-term disability) and presenteeism (being at work but not working effectively or efficiently; “phoning it in”). Both are more of a concern since the pandemic. Young and female workers are most at risk.
- Over the course of a year, workers with fair/poor mental health have an average of 12 unplanned absences, compared to 2.5 days for those who are well (Workplace, 2022).
- The cost of reduced productivity due to poor mental health in the U.S. was \$46 billion in 2022 (Gallup, 2022).
- More than half of workers report that they do not even know if their employer offers mental health benefits, no less utilizing those benefits (Gallup, 2022).

What can companies do to mitigate the impact of mental health problems in their workforce?

- Provide benefits that ensure access to high quality mental health care and encourage employees to utilize their benefits.
- Model good mental health from the top down; make sure your leaders and managers are well and promoting good mental hygiene.
- Encourage work/life balance, self-care, and healthy coping.
- Know the signs of mental health problems and encourage employees to see a professional confidentially to be assessed and treated appropriately. Use the same model as physical health-you would not hesitate to express compassion and encourage medical care for a person with obvious signs of a cold. Doing the same for mental health concerns decreases stigma.
- When you know stress is impacting a significant proportion of your workforce, deploy whole staff interventions that are evidence-based and professionally delivered.
- Employers that invest in efforts to preserve mental health for their workers see a \$4 ROI for every \$1 spent (National Safety Council, 2022)





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Introducing Our Panelists

Dr. Michelle Byrd is a Licensed Psychologist at McCaskill Family Services in Brighton (810-224-1676; mccaskillfamilyservices.com). We specialize in changing lives one smile, one high-five, one success at a time! Dr. Byrd and the MFS team offer confidential, professional, and evidence-based assessment and treatment for mental health concerns throughout the lifespan.

Paige Godschalk (Instagram Handle: @hair_by_p; Texting: 248-890-6960) is someone who lives with the stigma and is an advocate for mental/behavioral health & wellness. Her mantra is “If my story can help one person, feel less alone- I am grateful for that.” I will remain an open book & dedicate support in any way to help break the stigma. You do not have to feel alone because you are not!

Dr. Jon Morey is a Chiropractic Physician and Founder of the Uncivilized Vitality Method (810-252-3475; info@uncivilizedvitality.com; Facebook, Instagram & YouTube: @uncivilizedvitality). Uncivilized Vitality™ is a program of Health & Happiness Optimization in which lifestyle changes are made, mimicking certain aspects of pre-civilized hunter-gatherers, allowing us to create a life that is serene, joyful and enthusiastic. Many aspects of civilization have been terrible for our health and well-being. Our program shows you how becoming more Uncivilized can improve your way of life.

Melissa Tolstyka is the Behavioral Health Director at Trinity Health Services (Brighton Outpatient 734-786-2300). Trinity Health offers traditional outpatient services to children through older adults. Outpatient services incorporate an array of evidence-based treatment options personalized to each individual. We offer a safe environment to help explore thoughts, feelings, and behaviors, and teach effective strategies to help patients navigate through life.

Tiffany Turner. LMSW is the owner of Infinity Wellness Center & Consulting (734-715-3242; www.infinitywcc.com) and Turner Coaching and Consulting (734-545-9770; www.tturnersolutions.com) . Infinity Wellness is a group therapy practice with therapist expertise ranging from children to adults. Our priority is to meet you where you're at and remove barriers that hold you back from being your best self. Turner Coaching & Consulting is specifically geared toward coaching with elite mindset individuals from athletes to executives; knowing and understanding how events in your life, business and world directly impact the decisions you make from day to day can make all the difference in your success.

