MAKING THE CASE FOR MENTAL WELLNESS IN THE WORKPLACE
Good for Employees & Good for Business

Organizations historically have addressed mental health and illness in the workplace by responding to workplace incidents with restrictive policies that often hinder or worsen conditions for employees. In addition, many workplace policies usually are crafted to avoid litigation without also helping to drive business strategy.

Neither reactive policy nor an organization-first approach completely protects the organization or its workforce for the long term. Mental Health America (MHA) aims to shift the paradigm by focusing on workplace policies, practices, and programs that are rooted in prevention and early intervention, holistically support workers’ mental health, and improve the health of the business.

Employers that prioritize mental health can see the positive impact it has on employee retention, engagement, and health care costs. For every one dollar invested into scaled-up treatment for common mental disorders, there is a four-dollar return on investment in improved health and productivity.¹

Millennials (39%) and Generation Z (6%) comprise 45% of the U.S. workforce.² Research shows that both generations are more accepting and outspoken about mental health and illness in the workplace.³ As workforce values shift, employers must adapt to build an engaged workforce and remain competitive in their industry.

MHA developed the Workplace Wellness Resource Center to help organizations identify the support and best practices needed for leadership, human resources, people managers, and employees to create a workplace culture that supports mental health.

Visit MHA’s Workplace Wellness Resource Center at: www.mhanational.org/workplace

3. Ibid.
6. Ibid.