



Mental Health & Worker Well-Being

SHRM Guam Breakfast Briefing 2023

Presented by IHP Behavioral Health



Mental Health Trends

- **Gallup Global Workplace Poll 2022:** 44% of workers reported significant and increasing levels of anxiety and depression at work.
- **Hologic Global Women's Health Index 2022:** 43% of women and 39% of men reported significant levels of anxiety, worry, sadness and anger during the reporting period.
- **GBHWC 2021:** reported all residents seeking behavioral health service increased 60.1% from 871 to 1,621



Psychosocial Factors

- **Pandemic:** (Mental health is strongly dependent on what's going on in world)
- **Financial, Social:** (Inflation, Stagnant Pay, Toxic Relationships, Inclusion in a Community, Social Media)
- **Family/Work Demands:** (Workloads, Co-workers, Children, Spouse)
- **Personal Health:** (Substance Abuse, Weight Gain/Loss, Lack of Exercise, Time)

SOURCE: WORLD HEALTH ORG.

What Is Work Anxiety?

Excessive worrying

Overreacting at work



Jittery

Trouble sleeping

Fatigue

Racing heartbeat

Difficulty concentrating

Dry mouth

Sweating

Jumpy

working with
Anxiety





Work-Stress Factors

- Under-use of skills, unclear job role, excessive workloads
- Long, unsocial or inflexible hours
- Organizational culture that enables negative behaviors, limited support from colleagues
- Violence, harassment, bullying, discrimination and exclusion
- Job insecurity, inadequate pay, or poor investment in career development and conflicting home/work demands

SOURCE: FORBES



Work-Stress Impacts

- High Absenteeism/Turnover
- Poor Time Management/Performance and Productivity
- Poor Morale/Motivation/Increased Employee Complaints
- Poor Health/Accidents/Incidents Reports

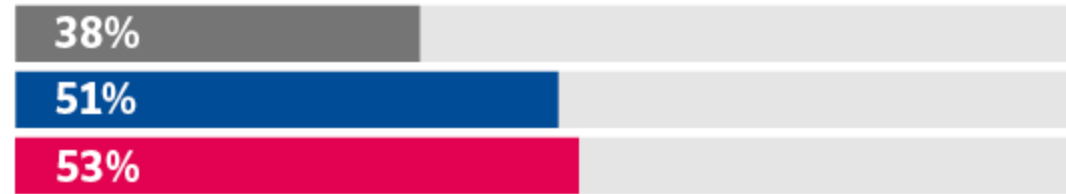
Source: University of Cambridge

■ Administrative, managerial, professional or desk work ■ Work that requires manual labor ■ Work related to customer interaction, entertainment, sales or other service-oriented work

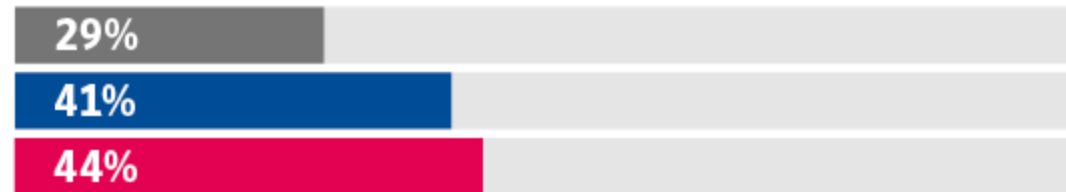
FREQUENCY OF FEELINGS AT WORK IN THE PAST MONTH

% ALWAYS OR ALMOST ALWAYS/VERY/QUITE FREQUENTLY

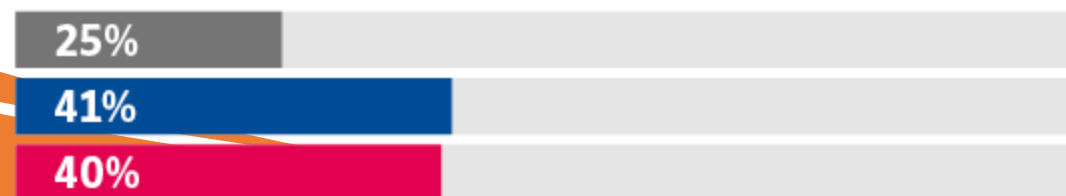
Physical fatigue



Cognitive weariness



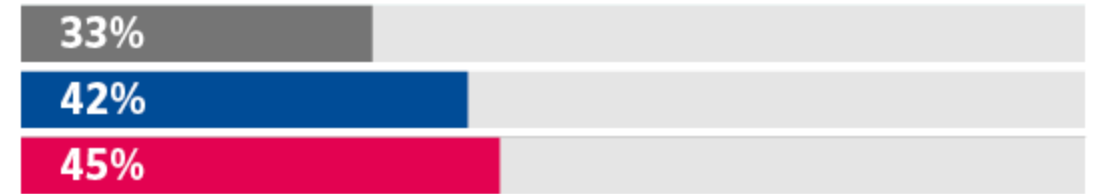
Emotional exhaustion



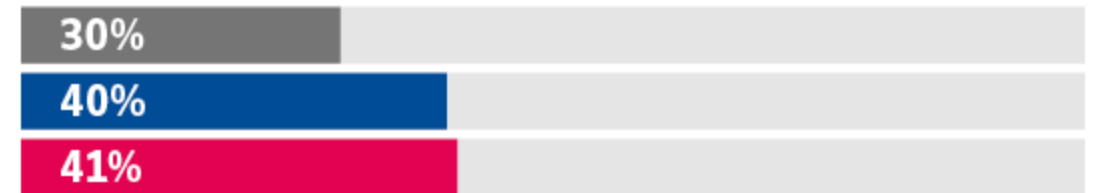
IN THE PAST MONTH, MENTAL HEALTH AND PHYSICAL PROBLEMS KEPT ME FROM ACHIEVING MY GOALS AT WORK

% STRONGLY AGREE/AGREE

Mental Health



Physical



MY EMPLOYER PROVIDES ITS EMPLOYEES WITH ADEQUATE HEALTH INSURANCE

% STRONGLY AGREE/AGREE





Work-Stress & You

DASS21		Name:	Date:
Please read each statement and circle a number 0, 1, 2 or 3 which indicates how much the statement applied to you over the past week. There are no right or wrong answers. Do not spend too much time on any statement.			
The rating scale is as follows:			
0	Did not apply to me at all		
1	Applied to me to some degree, or some of the time		
2	Applied to me to a considerable degree or a good part of time		
3	Applied to me very much or most of the time		
1 (s)	I found it hard to wind down	0	1 2 3
2 (a)	I was aware of dryness of my mouth	0	1 2 3
3 (d)	I couldn't seem to experience any positive feeling at all	0	1 2 3
4 (a)	I experienced breathing difficulty (e.g. excessively rapid breathing, breathlessness in the absence of physical exertion)	0	1 2 3
5 (d)	I found it difficult to work up the initiative to do things	0	1 2 3
6 (s)	I tended to over-react to situations	0	1 2 3
7 (a)	I experienced trembling (e.g. in the hands)	0	1 2 3
8 (s)	I felt that I was using a lot of nervous energy	0	1 2 3
9 (a)	I was worried about situations in which I might panic and make a fool of myself	0	1 2 3
10 (d)	I felt that I had nothing to look forward to	0	1 2 3
11 (s)	I found myself getting agitated	0	1 2 3
12 (s)	I found it difficult to relax	0	1 2 3
13 (d)	I felt down-hearted and blue	0	1 2 3
14 (s)	I was intolerant of anything that kept me from getting on with what I was doing	0	1 2 3
15 (a)	I felt I was close to panic	0	1 2 3
16 (d)	I was unable to become enthusiastic about anything	0	1 2 3
17 (d)	I felt I wasn't worth much as a person	0	1 2 3
18 (s)	I felt that I was rather touchy	0	1 2 3
19 (a)	I was aware of the action of my heart in the absence of physical exertion (e.g. sense of heart rate increase, heart missing a beat)	0	1 2 3
20 (a)	I felt scared without any good reason	0	1 2 3
21 (d)	I felt that life was meaningless	0	1 2 3



Mental Health Defined

Mental Health: is our emotional, psychological, and social well-being. It affects how we think, feel, and act and helps determine how we handle stress, relate to others, and make choices.

Mental Health: is not the absence of emotions or stress but the ability to identify and cope with the “normal” shifting of human emotions.

Mental Health: professionals usually assess the frequency, duration and intensity of an individual thoughts and emotions.

SOURCE: AMERICAN PSYCHOLOGICAL ASSOCIATION



Worker Well-Being Trends

- Decrease Mental Health Stigma (YOU!)
 - Provide for Mental Health Days Off (Ins. Policy)
 - Incorporate the workforce's multidimensional live experience (THEM!)
-
- Work and Well-Being Survey (APA)



Worker Well-Being Solutions?

GOAL: _____

HOW: _____



Framework 5 Survey

- Engagement (abilities)
- Respect (praise and appreciation)
- Fair Compensation (#2)
- Motivation (purpose)
- Life Satisfaction = Job Satisfaction

Source: Pepperdine University



Framework 5 Survey

Using 2 of the survey prompts create a question that will measure employee stress related to work, and capture what employees are looking for from their employers as it relates to their mental health.



Framework 5 Survey

Question 1:

Question 2:



Your DASS-21 Results

NOTE: Scores will need to be multiplied by 2 to calculate the final score.

	Depression	Anxiety	Stress
Normal	0-9	0-7	0-14
Mild	10-13	8-9	15-18
Moderate	14-20	10-14	19-25
Severe	21-17	15-19	26-33
Extremely Severe	28+	20+	34+





QUESTIONS?



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Thank You!