



New Hampshire

Addressing the impact of mental illness in the workplace

“More than 40 of our managers attended the NAMI NH training. They came away with a much better understanding of how mental illness affects the workplace, what their appropriate role is – and what it isn’t. This training program fills a need that is often ignored - I would highly recommend it to other employers.” Byron Champlin, Assistant Vice President and Program Officer, Lincoln Financial Foundation

“Mental health issues are common. According to one estimate, **254,000 adults and 55,756 children in New Hampshire** will experience a mental health challenge in a given year. Mental health issues affect every part of a person’s life from employment and housing to family relationships and community engagement.” *Report of the Mental Health Commission, Transforming New Hampshire’s Mental Health System*

These NH residents with mental illness and their families are part of our workforce. The impact of mental illness in the workplace is well known. To minimize this impact, research shows that supervisors and managers who have knowledge, skills, and resources to address mental illness are more confident in establishing a work environment that is able to adapt and meet the needs of employees affected by mental illness without disrupting work performance.

“A study conducted on the effects of depression in the workplace found that depression caused a loss of \$44 billion each year in both presenteeism (the act of remaining on the job but not being as productive because of illness or stress) and absenteeism...the financial cost of mental illness to the nation is \$63 billion in lost productivity because of illness...” Centers for Disease Control and Prevention

Our workplace services provide presentation materials and interactive exercises to help participants gain familiarity with common workplace mental health issues and practice responding and directing employees to the right resources. A variety of science based literature will supplement training materials that managers, supervisors and employees can take back to their work settings and use as proactive resources. Presentations provided promote EAP services for employees and their families, as well as NAMI NH education and support services.



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Addressing the Impact of Mental Illness in the Workplace Services designed to improve employee productivity

Supervisor and Management Training

Supervisors and managers deal with employees around work performance, but very often work performance may be affected by the mental health of the employee, their child or spouse. Using the right approach the employer can work with their employee affected by mental illness and thus minimize the negative effects on work performance, including presenteeism, absenteeism, accidents, poor productivity, and negative effect on co-workers. NAMI NH's training for managers and supervisors and educational programs for employees are designed to address the effects of mental illness in the workplace.

Trainings include:

- **Employee Mental Health:** How to identify an employee who experiencing mental health problems; how to respond and help them to access resources.
- **Emergency Situations:** How to respond to an employee with mental illness who is having a crisis in the workplace, help them get immediate mental health assistance, and minimize the impact of the crisis for other workers.
- **Family Support:** Learning what resources exist for employees who have a family member dealing with mental illness in order to improve understanding of the illness, family coping skills and resource available (i.e., EAP program, NAMI NH programs) to reduce stress and impact on work performance.

Employee Lunch and Learn

Employees are impacted by the mental illness of a loved one. The stigma of mental illness makes it more difficult for people to seek help for themselves or their loved one. NAMI NH lunch and learn sessions provide an opportunity to get information through a brief, structured presentation and materials. NAMI NH qualified staff can also provide assistance in locating appropriate resources – including our family support and education programs. NAMI NH can also provide this type of service at a scheduled employer health fair.

Lunch and Learn topics include:

- **Stress:** Stress in our daily lives and coping skills to help address the negative effects of stress.
- **The Blues:** How and when it affects us; how to know when it is time to ask for help and what kind of help is available.
- **Family Resources:** When a loved one has mental health problem, where to find resources to guide you and/or your loved one to get help, support for yourself, and information about mental illnesses.
- **Behavioral Issues in Children and Adolescents:** What's normal developmental behavior and what are signs and symptoms of childhood emotional disorders. Information and resources will be provided.

Working with your EAP

Where and when appropriate NAMI NH will contact your EAP to let them know about our resources and how NAMI NH education programs and support groups can be used to support EAP efforts with employees and their families.