



# Workplace Mental Well-being

Creating a healthy workplace through mental health education and outreach

Reducing stigma and building inclusivity within your organization is essential to employee success.

## A Mental Well-being Specialist can help.

With a deep understanding of mental health in the workplace, our specialists deliver Mental Health First Aid training and manage emotional well-being outreach campaigns designed to engage employees across the organization.

### Why mental health matters

Global trends show an increase in stress and a decline in engagement within the workplace.

**43%**

of workers' daily stress reached a record high

**20%**

decrease in employee engagement globally

Gallup's State of the Global Workplace: 2021 Report\*



**Conducts Mental Health First Aid training** with business units and organizational leaders



**Designs an engagement plan** focused on emotional health, inclusion, diversity and Social Determinants of Health



**Leads and empowers a mental well-being peer network** to extend reach across the entire workforce



**Attends hosted activities** and new employee orientations to promote the company's commitment to health



**Coordinates with vendors** to drive utilization in all wellness offerings



**Participates in strategy and vendor collaboration meetings**

## Ready for a balanced approach to workplace well-being?

Contact us. [Optum.com/business/contact](https://www.optum.com/business/contact)

Optum is a registered trademark of Optum, Inc. in the U.S. and other jurisdictions. All other brand or product names are the property of their respective owners. Because we are continuously improving our products and services, Optum reserves the right to change specifications without prior notice. Optum is an equal opportunity employer.

© 2023 Optum, Inc. All rights reserved.



## Mental Health First Aid training

Empowering your workforce to support mental health across the organization.

Just as CPR training assists someone having a heart attack, Mental Health First Aid (MHFA) assists someone experiencing a mental health or substance use-related crisis. MHFA is an education program proven to be effective in teaching adults how to recognize and respond to signs and symptoms of mental health challenges.

Optum MHFA instructors teach curriculum from the National Council for Mental Wellbeing. They tailor discussions based on participants and the workplace culture and use verified mental health resources to guide the course.

In the Mental Health First Aid course, participants learn risk factors and warning signs of mental health and substance use concerns, strategies for how to help during crisis situations, and where to turn for help. Training is based on the foundation of recovery and resiliency – the belief that individuals experiencing mental health challenges can use their strengths to stay well.

### **MHFA instruction includes:**

- Common signs and symptoms of mental health and substance use challenges
- How to interact with a person in crisis
- How to connect a person with help
- Expanded content on trauma, substance use and self-care



# 1 in 5

adults in the U.S. live with a mental illness

National Institute of Mental Health

**Listening is critical in helping employees feel respected, accepted and understood.**

Mental Health First Aid training empowers leaders, managers and employees across the organization with strategies to engage in appropriate conversations about mental health.

## HOW MHFA TRAINING WORKS

### Training is led virtually making it accessible for your hybrid population

- Participants complete two hours of self-paced pre-work prior to the session
- The virtual session is a full day

### Attendees learn:

- Risk factors and warning signs of mental health problems
- Information on depression, anxiety, trauma, psychosis and addiction disorders
- A five-step action plan to help assist someone in crisis
- Where to get professional and self-help resources for individuals with a mental health or substance use challenge

### Individuals trained in MHFA can:

- Grow their knowledge of signs, symptoms and risk factors of mental illnesses and addictions
- Increase their confidence in helping an individual in distress
- Build awareness of mental health conditions and behaviours
- Reduce stigma about mental health

### MHFA does not:

- Teach participants to diagnose or treat mental health problems
- License participants as mental health professionals
- Prevent suicide

### Mental Health First Aiders are not:

- Diagnosticians
- Treatment providers
- Trained interventionists
- Long-term care providers



## Empower your workplace with Mental Health First Aid training

Ready for a new approach to workplace mental health?

Contact us. [Optum.com/business/contact](https://www.optum.com/business/contact)

Optum is a registered trademark of Optum, Inc. in the U.S. and other jurisdictions. All other brand or product names are the property of their respective owners. Because we are continuously improving our products and services, Optum reserves the right to change specifications without prior notice. Optum is an equal opportunity employer.

© 2023 Optum, Inc. All rights reserved.