



Moderators Instructions - 2021 Business Round Tables

Friday, October 22, 2021, 3:15 PM to 4:55 PM

Table No. (1 to 16): **15** Topic: **Employee Mental Health Revolution**

Moderators: **Jeff Jaros**

Number of participants at Session: **6**

Insert an abstract of the topic here.

Even the best employees have times in their lives when the pressures of life can feel too much. Mental illness to varying degrees can be fully functioning for long periods only to be derailed – call it burn-out, malaise, or chronic stress, employees of all ages across all roles and services are feeling it. According to Gallup, there has been a 50% rise in depression and 60% drop in focus amongst all ages in the workplace in 2021 vs 20 years earlier. Research shows that changes in workplace collaboration, engagement and productivity are connected to this increase.

Summarize the three most important items from the discussion that should be shared with GBA members:

1	An employee's emotional well-being is both a health and safety concern for companies. Employee's suffering from stress, anxiety or other mental illness poses a risk to their company in the form of lack of focus, poor quality, excessive days off, lack of engagement and mistakes. Each of these can lead to injury and project errors and/or omissions.
2	Everyone has a story, wears a mask and puts on a façade; even the best employees. The benefits of getting to know your colleagues on a personal level allow for empathy and provide an outlet for someone to talk. The COVID-19 has exacerbated numerous mental health issues and many people are dealing with stress in the workplace and stress in their personal lives. Oftentimes, having a person to talk to in your same industry/profession provides for helpful dialogue, especially if the mental health issue is related to stress in the workplace. Provide training and encourage your managers to recognize the signs of stress, burnout, etc. early and how to approach their colleagues.
3	Most, if not all, companies have some sort of Employee Assistance Program (EAP). Promote this resource, emphasize its anonymity, and encourage employees to not be afraid of seeking help.

Should we consider using this topic again next year? **NO**

Include any additional notes here, attach an additional page if needed:

While there was good discussion, the session was not well-attended and does not appear to be a pressing issue for companies.