



MATHERS SAFETY SNAPSHOT

MENTAL WELLNESS

Following the Hustle & Bustle of the Holiday Season there is a surge of seasonal depression, loneliness, and post-celebration blues. Following New Year's Eve these rates of occurrence are at an all-time high. Whether we are experiencing these feelings ourselves or notice it in our families, friends or co-workers, these feelings are common.

70% of adults experience symptoms of anxiety

17% of adults experience symptoms of depression

MindWise conducted a study to better understand the mental health, substance misuse, and suicide in the Construction Industry. **A major finding was that even if individuals want to talk about mental health, they often don't know how.** A national study found 60% of employees who experience mental health issues have never spoken about it to anyone at work.

WHAT NEEDS TO CHANGE

How we think about mental/behavioral health has to change. What often gets in the way of understanding and help-seeking is stigma. The first step in reducing stigma and providing support is to start the conversation about what mental health and substance misuse look like, how to talk about it and what can help. Culture ultimately reduces stigma and empowers our team to use benefits without fear.

THE ACT METHOD

Knowing what to say to someone who may be struggling is not easy. It may feel awkward, but whatever you say doesn't need to be profound. The important thing is to express your care and concern in a genuine and nonjudgmental way. The ACT method provides a good example of where to start. Don't be discouraged by the fear of saying the wrong thing. When people are struggling, they often feel isolated; but knowing someone cares- especially at work- helps us all feel less alone.

Acknowledge that you have noticed a change in demeanor or mood.

Care by reminding them that you are there for them.

Talk about information and resources. Ask how you can help.

MORE RESOURCES

Mathers offers an Employee Assistance Program. This benefit is available to employees and their household members 24 hours a day, seven days a week at 855-387-9727. All calls are completely confidential and there is no cost for using this service. The plan includes three sessions. More information can be found on page 15 of the Employee Benefits Guide.



**TAKE A
SCREENER**



**MENTAL HEALTH
AMERICA RESOURCES**