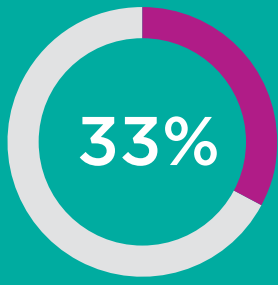
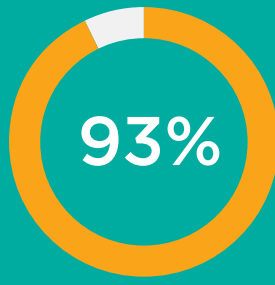


# Mental Health and Substance Abuse Disorders are Prevalent in the Workplace



33% of employed adults in Brown County report 1 or more Poor Mental Health Days per month\*



93% of adults who completed suicide in Brown County in 2016 were employed

\*Behavioral Risk Factor Survey Questions and Responses, "Thinking about your mental health – which includes stress, depression, and problems with emotions – how many days during the past 30 days was your mental health good?"

**7,500,000**  
POOR MENTAL HEALTH DAYS  
PER YEAR

for all Brown County Adults

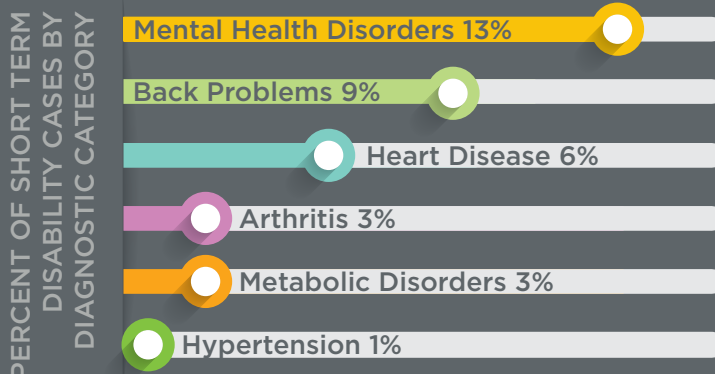
Behavioral Risk Factor Survey reports an average of 3.4 PMHDs/month among Brown County adults, which then works out to over 7 million PMHD/year.

## Impact on the workplace

Mental Health Disorders can negatively impact employees by impacting:

- productivity
- taking appropriate safety precautions
- concentration
- attention
- decision-making
- problem-solving
- judgement
- relationship skills
- meeting deadlines
- retention

More incidences of short term disability are caused by mental illness than by other chronic health conditions, including arthritis, back problems, metabolic disorders like diabetes, hypertension and heart disease.



Journal of Occupational and Environmental Medicine, July 2018

WORLD HEALTH ORGANIZATION

### DEPRESSION

is the leading cause of disability world-wide.

People with depression report **5x** as many days per month when poor mental health or physical health kept them from doing their usual activities as those without depression.

DEPRESSED WORKERS

report an average of **5.6** hours/week of health-related lost productive time; **1** hour absenteeism, **4.6** hours presenteeism.\*\*

BUSINESS' MEDIAN MEDICAL EXPENSES to treat mental and anxiety disorders:

OVER **\$2,000\***

\*For those on short term disability

POOR MENTAL HEALTH DAYS cost Brown County employers

**\$400,000,000** per year

\*\*Presenteeism is when an employee is at work but performs below par because of illness

## Impact on employer wellness efforts:



PEOPLE WHO ARE DEPRESSED are **3x** LESS LIKELY TO COMPLY with their medical treatment plan

WI ADULTS WITH DEPRESSION are **MORE THAN TWICE AS LIKELY** to smoke and to be physically inactive than those without depression

WI DEPARTMENT OF HEALTH SERVICES

THOSE WITH SERIOUS DISTRESS are



**MORE THAN TWICE AS LIKELY** to have **ASTHMA**, **MORE THAN 4x** MORE LIKELY to have

**CARDIOVASCULAR DISEASE**



## What can you do?



- Offer and promote an **EMPLOYEE ASSISTANCE PROGRAM**
- **HELP REDUCE STIGMA** by implementing the ICU (I see you) program
- **INCREASE UNDERSTANDING** by offering informational and training sessions on common mental health issues
- **PROMOTE** [www.MyConnectionNEW.org](http://www.MyConnectionNEW.org) in your company as a resource for employees on mental health concerns

FOR MORE INFORMATION on the ICU program or other ways you can help your employees, contact Connections for Mental Wellness, [director@connections.org](mailto:director@connections.org) or 920-437-8256 x117.



**Connections**  
for mental wellness

This project is funded by the Advancing a Healthier Wisconsin Endowment at the Medical College of Wisconsin.