



## MENTAL HEALTH WORKPLACE WELLNESS PROGRAM

*Strategies for a Healthy Workforce*

Foster a healthy work environment with our workplace mental health consultant. It begins with a focus on the overall well-being of your employees. We are here to meet you where you are at and help you achieve a healthy work environment.

Want to learn more about our services? **Contact us today to request a consultation!**

[Request Your Consultation!](#)

### Our Services

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Why Choose Our Workplace Wellness Program?

- **Comprehensive Culture Assessments:** We conduct in-depth organizational assessments to understand the unique dynamics within your organization, pinpointing critical areas for development with a focus on the intersection of employee wellness and business success.

- **Customized Strategic Planning:** Recognizing the uniqueness of each organization, we craft bespoke strategies that cater to your specific needs, promoting a thriving, productive work environment.
- **Targeted Training & Diverse Tools:** Equip your team with the necessary skills and resources for sustainable wellness.
- **Ongoing Support and Leadership Empowerment:** Our engagement extends beyond initial implementation. We offer continual support and empower your leaders with essential tools to maintain a positive work culture.

#### OUR TAILORED PROGRAMS FOR EVERY BUSINESS SIZE

- **Small Businesses (<50 employees):** Specialized programs for intimate workplace settings.
- **Medium-Sized Organizations (50-150 employees):** Three-tiered programs addressing a broad range of needs, focusing on mental health and workplace wellness.
- **Large Organizations (>150 employees):** Customized solutions with detailed proposals to meet specific organizational challenges.

[Assess Your Workplace: Take Our Quiz to See If You Need Our Expert Help!](#)

## Our "WHY"

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### Our Core Values of Workplace Wellness

Explore our values driving the Workplace Wellness Program:

1. We care deeply about the well-being of others.
2. We're passionate about normalizing mental health and reducing stigma.
3. We're passionate about addressing mental health in the workplace to improve the lives of workers all across the country.
4. We're passionate about setting businesses up for success, so we can all live in a healthy and thriving society.

At HWLCC, our passion lies in fostering positive change and enhancing the well-being of your employees and organizational culture. Let us tailor a plan that aligns with your company's values and goals and ensure your team is supported.

## Mental Health in the Workplace

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Improve Employee Retention Rates by Prioritizing Mental Health and Well-being in the Workplace

Employers are adjusting their benefit offerings to stay competitive, and it is time you do the same.

To recruit and retain the best talent for your company it is important to enhance your benefits and adopt employee retention strategies that prioritize the well-being of your employees and a work-life balance.

Work-Related Stress Is Costly For Employers

Discover the impact of workplace stress and the cost to employers, mitigated through our corporate wellness programs.

Lost productivity and turnover are costly. Workers report spending over five working hours thinking about their stressors. Companies spend roughly 75% of a worker's annual salary to cover lost productivity or to replace workers.

That is just the tip of the iceberg as [work-related stress](#) costs the United States an estimated \$300 billion annually due to absenteeism, turnover, and diminished productivity. Estimates show that 1 million workers miss work every day due to stress.

These are all things we can help you address within your organization. We are here to help your company achieve its goal of a safer, healthier workplace with our Mental Health Informed Workplace Program.

## Create A Supportive Company Culture

Cultivate a supportive company culture with our systemic consulting for enhanced employee wellbeing.

Occupational stress is a common, serious, and costly health problem in work environments. Stress is experienced worldwide, but workers in the U.S. are among the [most stressed employees](#) in the world. For example, 80% of workers feel [stress on the job](#), nearly half say they need help in learning how to manage stress, and 42% say their coworkers need such help. These are all things that can be addressed with HWLCC Mental Health Workplace Wellness program.

Researchers found that an [integrated approach](#) to workplace mental health combines the strengths of medicine, public health, and psychology, and has the potential to optimize both the prevention and management of mental health problems in the workplace.

## Mental Health Matters

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Addressing the workplace mental health stigma is crucial for employee wellbeing. Stigma and misconceptions about mental health can significantly impact the well-being of individuals in the workplace. Recognizing the importance of mental health is crucial, considering its direct correlation with workplace performance. Recent studies have highlighted the pervasive influence of stress and anxiety on

employee workplace performance, revealing that 56% of employees experience negative effects ([ADAA, 2021](#)). Addressing these concerns is paramount in fostering a supportive work environment. Our program is meticulously designed to delve into the heart of your organization, conducting comprehensive assessments that reveal the true state of your workplace's mental health environment. We don't just assess; we build a strategic plan that is in complete alignment with your organization's unique dynamics and needs. This bespoke approach includes an array of targeted training programs, diverse assessment tools, and a strong focus on guiding leadership to be the catalysts for change.

By immersing ourselves in these deep insights, we position ourselves to collaboratively shape a work environment where mental health is not just an agenda item, but a core value. This commitment to prioritizing mental well-being is the driving force behind fostering a culture that supports each individual's health and propels overall workplace success to new heights.

## **SAFE & HEALTHY WORK ENVIRONMENT**

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"Everyone has the right to work and all workers have the right to a safe and healthy working environment. Work can be a protective factor for mental health, but it can also contribute to worsening mental health. Work-related mental health conditions are preventable. Much can also be done to protect and promote mental health at work and support people with mental health conditions to participate fully and equitably in work." — [WHO](#)

Ensure a safe and healthy work environment with our health and wellness program. Each year when people are at work, but not fully engaged or productive it is estimated that mental illness and substance abuse cost employers an estimated \$80 to \$100 billion annually in [indirect costs](#).

Benefits of a mental health inclusive workplace may include job content or work schedule, specific factors of the workplace, or opportunities for career development among other things.

## **RISK FACTORS IN THE WORKPLACE**

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### **Identify and Address Common Workplace Risk Factors**

- Job insecurity
- Inadequate pay
- Poor investment in career development
- Unclear job role or duties
- Discrimination and exclusion
- Bullying or harassment
- Excessive workloads or work pace
- Understaffing
- Under-use of skills
- Performance pressure
- Inadequate health and safety policies
- Poor communication and management practices
- Limited support from colleagues or supervisors
- Inflexible or unsocial hours
- How [senior members manage](#) employees

### **Results of Poor Mental Health In The Workplace**

- Poor decision-making
- Bad communication
- Lack of engagement with one's work
- Diminished productivity and performance
- Reduced physical capability and daily functioning

- 83% of US workers suffer from work-related stress, with 25% saying their job is the number one stressor in their lives
- 76% of US workers report workplace stress affects their personal relationships

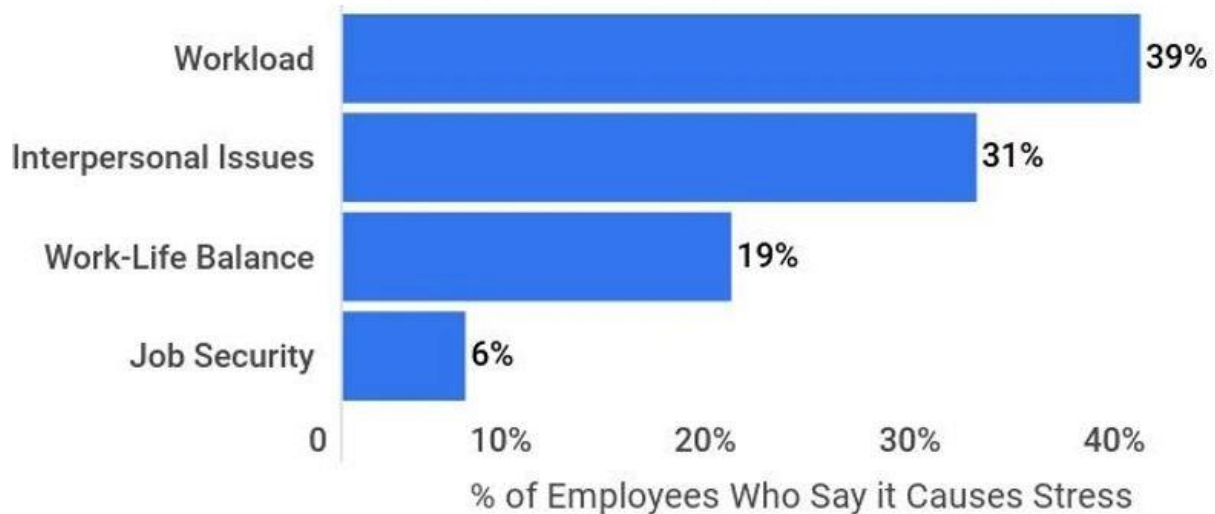
## Benefits of a Workplace Wellness

Explore the financial benefits of our workplace mental health program, including improved retention and productivity

1. Save money hiring with a mental health inclusive workplace; minimize money wasted due to turnover
2. Enhance employee productivity which increases your company's revenue
3. Improve retention rates and reduce turnover
4. Employees will be more likely to stay
5. Your company is more marketable
6. Stats have shown that businesses have lost money due to employees' poor mental health, for example, depression is estimated to cause 200 million lost workdays each year at a cost of \$17 billion to \$44 billion to employers



## CAUSES OF WORKPLACE STRESS



The main [causes of workplace stress](#) are workload (39% of workers), interpersonal issues (31%), juggling work and personal life (19%), and job security (6%).

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## SUPPORT MENTAL HEALTH

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### What You Can Do

Amid the evolving landscape of mental health challenges in the workplace, taking proactive steps to address the well-being of your employees is critical. If you're curious about the most effective ways to support mental health within your organization or business, consider the invaluable insights and guidance provided by a dedicated mental health consultant.

At Healing Without Limits Counseling and Consulting, we offer personalized workplace strategies and solutions tailored to meet the unique needs of your organization. Our expertise enables us to guide you in creating an environment that prioritizes the mental health needs of your employees, fostering a culture of understanding and support.

For those without an existing organizational mental-health strategy and action plan, now is the opportune time to explore implementation. Notably, [sixty-three percent](#) of employers who offer wellness programs reported increased financial sustainability and growth, highlighting the broader benefits of prioritizing employee well-being.

Furthermore, in one [meta-analysis](#) researchers found that training managers in workplace mental health can improve their knowledge, attitudes, and self-reported behavior in supporting employees experiencing mental health problems.

Let's collaborate to enhance your organization's mental health strategy and action plan. Discover how we can cultivate a workplace that not only acknowledges but actively supports the mental well-being of your team.

CONTACT US TODAY FOR YOUR CONSULTATION!

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