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The Value of Mental Health Awareness in the Construction Industry



LEVEL UP
CONSULTANTS

MANDY MCINTYRE

OWNER, LEVEL UP CONSULTANTS



STRETCH & FLEX TIME!



WHAT TO EXPECT TODAY:

- The impact of mental health in construction.
- How mental health initiatives increase safety, profitability, and employee engagement.
- Ways to decrease the stigma around mental health.
- Resources for further inquiry and help.



WHAT NOT TO EXPECT TODAY:

- To obtain all of the answers in one session.
- An absence of technical difficulties.
- Feeling like you wasted your time by attending.



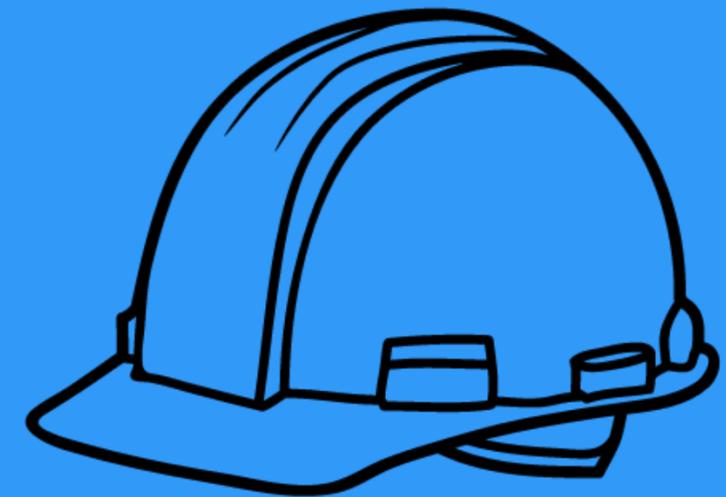
TODAY'S GOAL:



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To raise awareness around mental health, reduce the stigma and save lives!

IT TAKES MORE THAN A HARD HAT



TO KEEP A HEAD SAFE

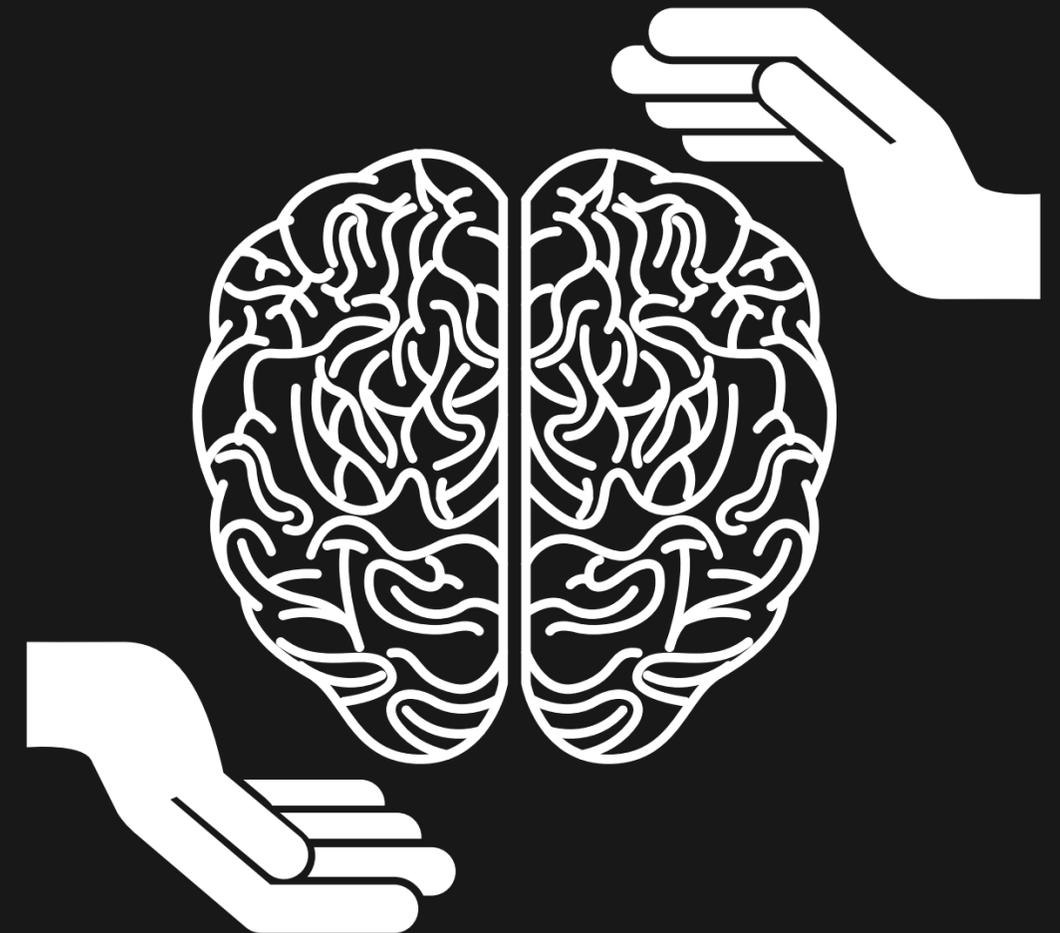




WHAT IS MENTAL HEALTH?



Mental health includes our emotional, psychological and social well-being. It affects how we think, feel, and act. It helps determine how we handle stress, relate to others, and make choices.



-US Department of Health & Human Services

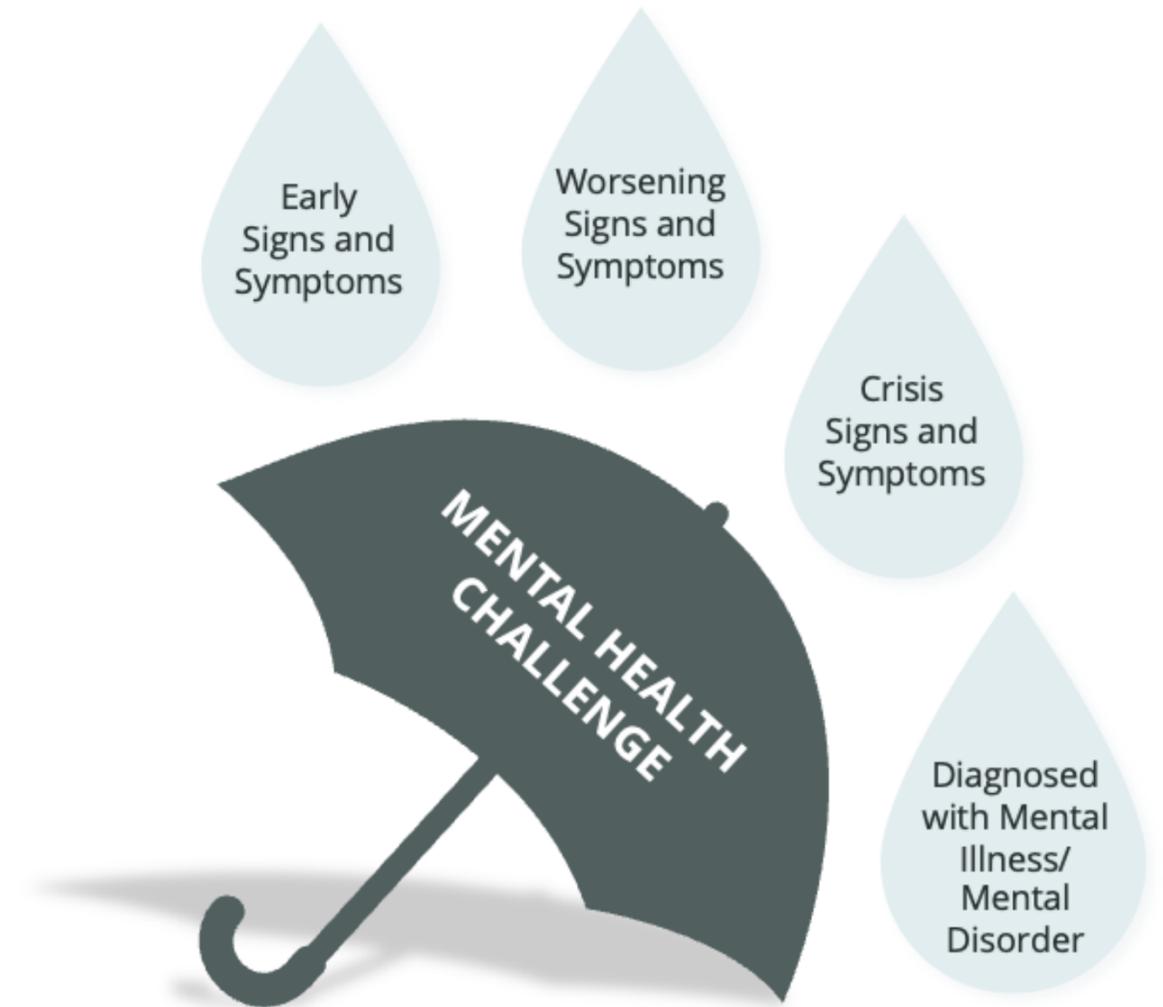


WHAT IS MENTAL HEALTH CHALLENGE?



A **mental health challenge** is when:

- There is a major change in a person's thinking, feeling, or acting.
- The change interferes with the person's ability to live their life.
- The interference does not go away quickly and lasts longer than typical emotions or reactions would be expected to.



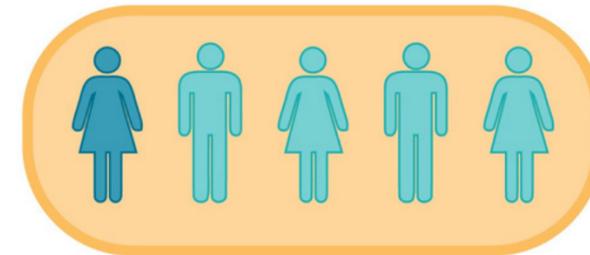
WHAT IS MENTAL HEALTH AWARENESS?



The ongoing effort to reduce the stigma around mental illness and mental health conditions by sharing our personal experiences.

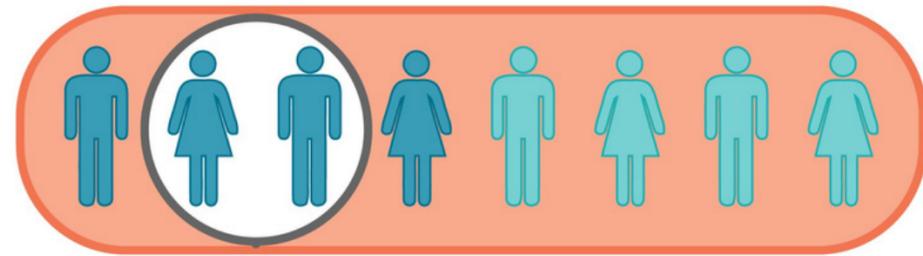


-Mental Health America



1 in 5

American adults will have a diagnosable mental health condition in any given year¹



50

PERCENT

of Americans will meet the criteria for a diagnosable mental health condition sometime in their life, and half of those people will develop conditions by the age of 14.²



THE IMPACT OF MENTAL HEALTH IN THE CONSTRUCTION INDUSTRY THE STAGGERING STATISTICS



Sources:

Centers for Disease Control and Prevention (CDC)

Substance Abuse and Mental Health Services Administration (SAMHSA)



THE IMPACT OF MENTAL HEALTH IN THE CONSTRUCTION INDUSTRY

THE STAGGERING STATISTICS



More construction workers die from suicide & overdose each year *than every other workplace-related fatality combined.*

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THE STAGGERING STATISTICS



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- Employees in the construction industry have nearly twice the rate of substance use disorder as the national average.

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12% of construction workers have an alcohol use disorder compared to 7.5% nationally.

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Construction workers are 7 times more likely to die from an opioid overdose and have the highest proportion of heroin-related overdose deaths.

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WHY?

CONTRIBUTING FACTORS OF WORKFORCE



Male dominated industry and labor pool



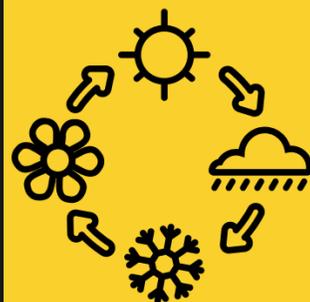
Injury and pain management



Stigma and Fear



High pressure industry

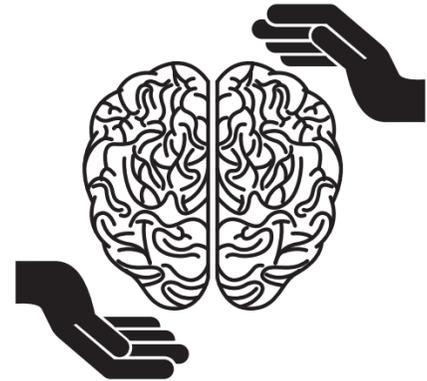


Transitory & seasonal workforce

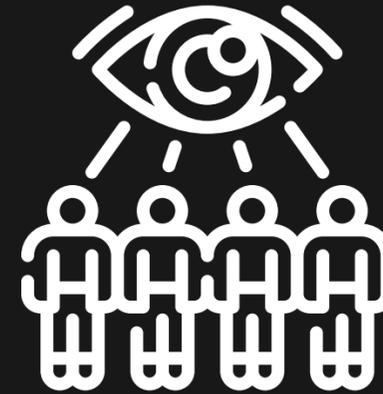


Separation from family and community

CONTRIBUTING FACTORS OF INDUSTRY



Mental health is not valued or prioritized



Poor supervision and management



Stigma and fear



High pressure industry



Lack of leadership support



Access to healthcare

**THE COMBINED FACTORS OF
WORKFORCE AND CULTURE
CHARACTERISTICS PROVIDE THE
PERFECT STORM OF AN INDUSTRY WIDE
MENTAL HEALTH CRISIS.**



**HOW DO
WE FIX IT?**

MENTAL HEALTH ACTION PLAN CHANGE IN THE CONSTRUCTION INDUSTRY :



LEADERSHIP ENGAGEMENT: Create a top down approach for a culture of support.



AWARENESS: Recognize mental health as a safety and wellness initiative.



COMMUNICATE: Reduce the stigma.



EDUCATION & SUPPORT: Get the proper training and resources.





THE ROI: MENTAL HEALTH INITIATIVES



Safety

- Reduces risk of physical injury where errors can result in significant harm or even death
- Improves job performance by reducing stress and anxiety
- Reduces substance and alcohol use
- Saves lives!

Source: Centers for Disease Control & Prevention (CDC)



Profitability

- Every \$1 spent in promoting mental health has \$3 - \$5 return.
- 23 billion is spent annually in the U.S. on work productivity loss due to depression alone
- Mental illness is forecasted to contribute to \$16 trillion in lost output by 2030.

Source: Society for Human Resource Management (SHRM)



Recruitment & Retention

- 76% of people believe companies should be doing more to support the mental health of their workforce
- 85% of people say their mental health issues at work negatively affect their home life (and vice versa)

Source: Society for Human Resource Management (SHRM)



AWARENESS



- Look for signs & symptoms of distress
- Discuss mental health in the workplace
- Promote insurance options and EAP benefits often
- Make wellness a priority and part of the culture
- Support efforts to get help and enhance access



SIGNS & SYMPTOMS



BEHAVIOR

- An emerging pattern of showing up late for or cancelling personal and professional commitments.



APPEARANCE

- Tired looking.
- Disheveled clothing.
- Appearing more unkempt than usual for the person.



FEELINGS

- No longer enjoying work, activities, or hobbies.
- Sadness.
- Worry.



THOUGHTS

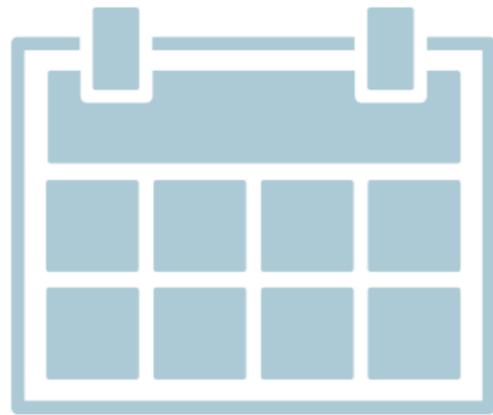
- Difficulty concentrating or focusing at home, school, or work.
- Indecisiveness.



SIGNS & SYMPTOMS



WHEN DO SIGNS AND SYMPTOMS BECOME A CHALLENGE?



FREQUENCY

Individual experiences signs and symptoms most of the day or many times per day.



DURATION

Signs and symptoms have been present for a certain amount of time.



IMPACT

Signs and symptoms get in the way of work performance, relationships, or participation in usual activities.





COMMUNICATE TO BREAK THE STIGMA

- Don't be afraid to bring up issues related to stress, depression, anxiety, or suicide
- Avoid stigmatizing language
- A caring conversation could be life-saving
- Normalize talking about mental health





EDUCATION, TRAINING & RESOURCES



Mental Health America

www.mhnational.org



988 Suicide & Crisis Lifeline

www.988lifeline.org



**Construction Suicide
Prevention Week 9/4 - 9/8**

www.constructionsuicideprevention.com

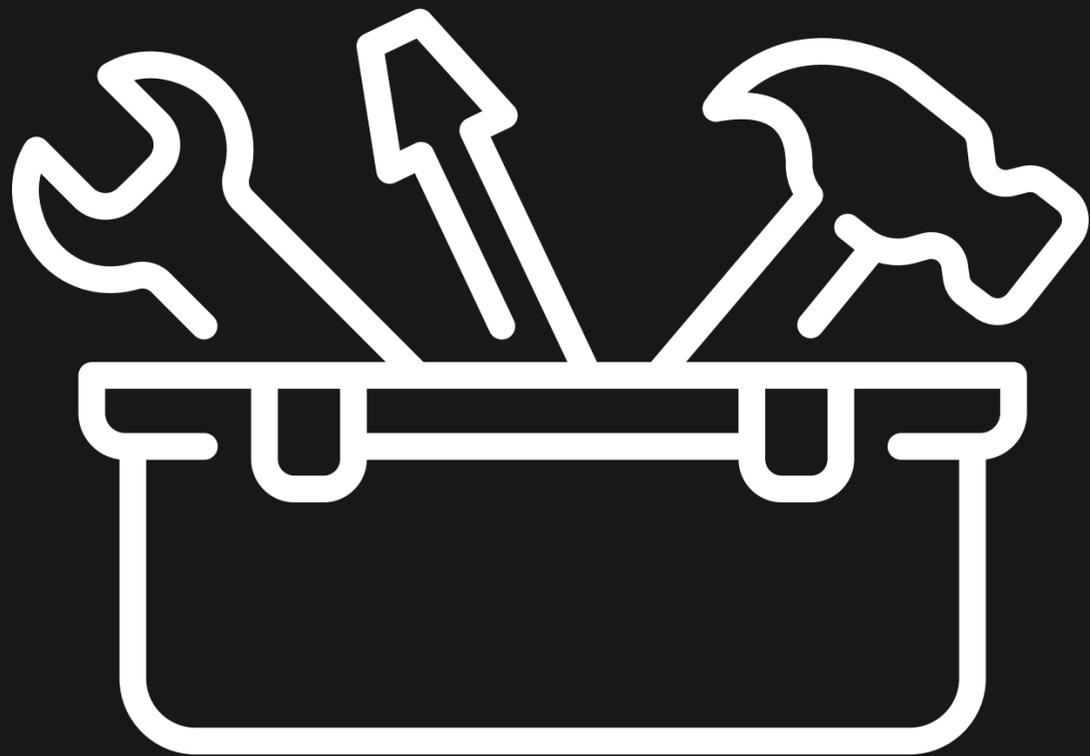


MENTAL HEALTH FIRST AID FOR THE CONSTRUCTION INDUSTRY





MENTAL HEALTH TOOLBOX TALK



THANK YOU!



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ELEVATING YOUR COMPANY CULTURE



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