



nami

Metro
Suburban

WORKPLACE WELLNESS PROGRAMS

1 in 5 U.S. adults experience mental illness each year (NAMI). The World Health Organization (WHO) estimates that depression and anxiety cost the global economy \$1 trillion per year in lost productivity. But WHO also found that for every \$1 spent on treating common mental health concerns, there is a return of \$4 in improved health and productivity.(WHO facts) Below are example modules offered for Workplace Wellness mental health trainings, although each presentation can be tailored to your organization.

MODULE 1: MENTAL HEALTH 101



- Learn the signs and symptoms of mental health conditions
- Discuss stigma and how it hinders understanding, growth, and healing
- Compare and contrast the definitions of stress and anxiety
- Discuss the warning signs of suicide and methods of prevention

MODULE 2: BURNOUT/SELF-CARE



- Identify symptoms, causes, risk factors & consequences of burnout
- Practice meaningful self-care to balance and alleviate stress and burnout
- Recognize that resilience and mindfulness are proven techniques to decrease stress

MODULE 3: ACTIVE/EMPATHETIC LISTENING



- Learn how to use different styles of communication (non-verbal and para-verbal)
- Explore how to use kinesics, proxemics & haptics for better communication
- Realize the significance and process of being an active listener
- Consider benefits and methods to empathetic listening

MODULE 4: MANAGER TRAINING: CREATING A WORKPLACE MENTAL WELLNESS CULTURE



- Discuss the negative effects of stigma, especially in the workplace
- Acknowledge the cost of unmet mental health needs
- Plan ways to establish a mental wellness culture
- Demonstrate how to respond to an employee who discloses a mental health condition

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MODULE 5: STAFF TRAINING: EMPLOYEE LEGAL RIGHTS



- Assess your legal rights in regards to mental health (disclosure)
- Provide approaches to asking for accommodations for a mental health condition
- Review EAP benefits

MODULE 6: INTERNAL SUPPORT GROUP



- Facilitate break-out sessions in small groups
- Provide an open and non-judgmental space for employees to discuss hardships and successes they may experience, implementing mental wellness culture today
- A certified recovery support specialist facilitates the program

MODULE 7: EMPLOYEE WELLNESS SURVEY AND RECOMMENDATIONS



- Assist in creating and implementing a mental wellness survey for staff
- Create aggregated data report
- Provide recommendations in response to data collected

MODULE 8: MINDFULNESS IN THE WORKPLACE



- Understand the definition, origins, and basic components of mindfulness
- Learn and practice various mindfulness exercises
- Recognize how to incorporate components of mindfulness into your daily routines

MODULE 9: LANGUAGE MATTERS



- Discover the importance of inclusive language and the impact it has on identity
- Examine acts of bias and modes of stigma
- Decipher between person first and identity first language styles
- Acquire alternative vocabulary to replace harmful language



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