

Is Your Workplace Mentally Fit?

Take a 24-Point Mental Health Gap Analysis

Upstream Fitness

Has your organization bolstered a resilient, psychologically hardy workforce?

- 1 Our workplace has conducted a needs assessment to determine perceived mental strengths, stressors and barriers experienced by employees.
- 2 Mental health benefits are accessible, offered to all employees and are covered at the same level as physical health.
- 3 Leadership and management understand the link between physical and mental health, and promote an integrated approach to employee wellness.
- 4 Leadership promotes a caring culture through recognition and reward of workplace mental health initiatives and peer support
- 5 Leadership and management promote and model emotional resilience by fostering a culture of community and true social connection.
- 6 Managers are trained and expected to support work/life fit, job challenge and learning, employee recognition, and a climate of trust and respect.
- 7 Our wellness and safety programs include mental health literacy and emotional resilience training.
- 8 My workplace participates in local and/or national awareness efforts like community mental health events, National Suicide Prevention Week or Mental Health Month

NOT AT ALL	PARTIALLY TRUE	COMPLETELY TRUE
0	1	2

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0	1	2

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TOTAL SCORE FOR UPSTREAM FITNESS: out of 16 points



This quiz is part of the Resilience at Work program. A partnership of WorkSmart Partners and Sally Spencer-Thomas LLC

For feedback on your results and consultation on building a resilience strategy contact us, www.ResilienceAtWork.net
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Midstream Fitness

Does your organization identify emerging potential mental health concerns and link people early to qualified resources?

- 9 Leadership understands the business and legal case for early detection and treatment of mental health conditions and has a strategy to act on it.
- 10 Managers have been trained in basic mental health literacy, support skills, and where to refer employees for emotional and mental health assistance.
- 11 Managers, human resources, and legal staff are trained to provide reasonable accommodations quickly and effectively.
- 12 Our employee handbook includes a disability discrimination policy outlining how to request a reasonable accommodation and the interactive process that follows.
- 13 Leadership reassures those who are experiencing mental health challenges or overwhelming life experiences that they "have their back".
- 14 My workplace has a known and accessible Employee Assistance Program (EAP) that has been vetted as a quality benefit.
- 15 Leadership, managers, and EAP staff promote our EAP program and local and national mental health and wellness resources through diverse communication channels.
- 16 Mental health screening days are promoted, encouraging employees to take a confidential self-assessment, with appropriate follow-up provided.

NOT AT ALL	PARTIALLY TRUE	COMPLETELY TRUE
0	1	2

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Downstream Fitness

Is your organization prepared to manage mental health emergencies and employees who are living through suicide crises?

- 17 Workplace mental health intervention trainings are both evidence-based and culturally appropriate and offer opportunities to practice new skills.
- 18 My workplace allows medical leave for mental health crises.
- 19 My workplace has reintegration plans for employees who have been on medical leave for mental health crises or suicide attempt.
- 20 Evidence-based suicide prevention trainings are offered as routinely as other life-saving trainings (e.g., CPR) and include how best to ask the suicide question.
- 21 My workplace has a general critical incident protocol that includes coping with trauma.
- 22 Communications staff have been trained in safe and effective messaging regarding suicide and mental health.
- 23 My workplace provides grief support and long-term accommodations for people who are bereaved by suicide.
- 24 Managers have a crisis management protocol specific to suicide death.

NOT AT ALL	PARTIALLY TRUE	COMPLETELY TRUE
0	1	2

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Understanding Your Score

Total Score for Upstream Fitness:

Total Score for Midstream Fitness:

Total Score for Downstream Fitness:

TOTAL SCORE

Sub-scores:

These scores let you know the areas in which you fall short and may inform you of the best actions to take to build a more resilient workforce.

Total Scores:

- ❑ **For scores ranging from 32-48: Share Success and Continually Improve** Congratulations you are a model company! Your workplace has most of the characteristics that keep employees mentally healthy and safe. Organizations that implement these strategies enjoy higher engagement, productivity, and retention, fewer workplace accidents caused by presenteeism, lower substance use and other mental health concerns, lower disability utilization, and an improved bottom line. We would like to share your successes with other companies and help you with continuous quality improvement!
- ❑ **For scores ranging from 16-32: Focus on Building Your Strengths and Filling the Gaps** Good news, your company has made some investment in mental health promotion and suicide prevention as health and safety priorities; however, your results were average. There is room for improvement.
- ❑ **For scores ranging from 0-16: Get Started** You should be concerned. Your company has not made needed investments in mental health promotion and suicide prevention. There is significant room for improvement to your employees' mental wellness and psychological safety.

Why Resilience?

A mentally healthy and supported workforce is good for business and the right thing to do.

- **Engagement.** Employees who are thriving are more engaged in work and life.
- **Productivity.** Fatigue, presenteeism and absenteeism from unaddressed mental health conditions affect workers' ability to get work done efficiently.
- **Improved Morale and Retention.** People stay where they are appreciated and supported, and embedding a culture of resilience and well-being does just that.
- **Lower Healthcare and Disability Spend.** Good behavioral health is directly linked to good overall health. ¹ Unaddressed behavioral health problems like depression and addiction often accompany obesity, heart and lung health, and cancer.
- **Safer.** Employees who are not distracted by substance use problems, or overwhelmed by anxiety or depression, are paying closer attention to safety.

¹For example, of Coloradans reporting good mental health, 90.0% also report good physical health. Of Coloradans reporting poor mental health, 55.3% also report good physical health. Colorado Health Institute (CHI), analysis of the 2013 Colorado Health Access Survey, from CHI New Models for Integrating Behavioral Health and Primary Care, p. 6 (2015).



We can help!

We would like to discuss your results in depth and help you take some steps in improving your return on investment and your company culture.

Contact us today!

www.ResilienceAtWork.net

Developed by Dr. Sally Spencer-Thomas and Judge (Ret.) Mary McClatchey

