

Mental Health In the Workplace

*Mental health issues may be costing your workplace more than you realize. Employees living with untreated depression cost employers an average of **\$10,000 each year**, and it's likely that **one in five** employees will experience mental health issues in their lives. More and more employers are coming to recognize the impact of mental health and wellness on their employees and their bottom line, and see that investing in employee mental health makes sense.*

Depression is a specific concern for men, as they are diagnosed less often, and are less likely to seek help. In addition to being a quality of life issue and an economic issue, depression in the workplace can often be a workplace safety issue. Symptoms of depression can include difficulty sleeping, risk-taking, lack of motivation and difficulty focusing. These symptoms can easily translate into dangerous situations in the workplace, whether the setting is a warehouse, office, commercial outlet or on the road.

*The **Man to Man Project** at Klinic Community Health Centre is a straightforward program that works with employers to understand these issues and educate employees. The project provides **free** workplace and community education on the topic of mental health and wellness, with a focus on men and depression. Ideally, presentations occur in workplaces, as this can be a less-threatening venue to connect with men and because of the **financial benefits** to employers.*

Why Focus on Men?

While men are diagnosed with depression only half as often as women, men die by suicide 3 to 4 times as often, even here in Winnipeg. Men often demonstrate greater difficulty in seeking help, and have a greater tendency to hide emotions and ignore their own mental wellness.

Sometimes this can result in subtle but unhealthy coping behaviours such as:

- social isolation
- aggression towards others
- excessive use of drugs, alcohol, food, exercise, sex, pornography, the internet, work or spending money as distractions

More extreme unhealthy coping can include:

- violence
- self-harm
- suicide

More commonly, mental wellness is something that often takes a backseat to our day-to-day priorities like work, paying bills, social commitments and maintaining a household. While it is often obvious when we are physically unhealthy, many people - especially men - do not always notice signs that their mental wellness is under strain.

Awareness and reminders to make mental wellness a priority and simple ways to do this can have outstanding effects. Benefits can include improved quality of life, relationships and physical health, as well as direct and indirect financial benefits in the workplace.

Free Workplace and Community Presentations

Presentations will help enable those who attend to identify and understand:

- Signs of reduced mental wellness in themselves and others
- Signs, causes and effects of depression
- Social and economic costs of depression
- Barriers and coping strategies specific to men
- Resources and steps for increasing mental wellness

For more information or to book a presentation please contact:

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Or visit us online at:

www.klinic.mb.ca/mantoman

The Facts

- 1 in 5 Canadians will experience a significant mental health problem in their lifetime.
- In Canada, mental health concerns are the largest and fastest growing category of disability costs in the workplace, and currently account for about 35% of employers' disability insurance claims.
- These numbers are further compounded by impacts such as absenteeism, staff turnover, and reduced productivity.
- The World Health Organization predicts that by 2020 depression will rank second only to heart disease as the leading cause of disability worldwide.
- Men, and especially young men, are the least likely to recognize mental health difficulties and are less likely to get help even if they do recognize a problem. As a result, suicide is a leading cause of death for men aged 18 to 45.
- The workplace is sometimes the only network where men feel supported, and where they can connect with others.
- Depression as a disability is very treatable; it is estimated that 80 to 90% of people living with depression can learn to successfully manage it, if they are able to connect with proper support.

KLINIC SERVICES

Klinik adheres to all privacy and personal health information legislation. All medical and counselling services, whether received in person or by phone, are documented. It is the right of any client of Klinik to access their personal health information.

- Information 784-4090
- Health Services Appointments 784-4090
- Teen Klinik (teenklinik@klinik.mb.ca) 784-4090
- Public Education & Training 784-4066
- Teen Talk 784-4010
- Volunteer Information 784-4006
- Drop-In Counselling (dropin@klinik.mb.ca) ... 784-4067
- Family Violence Counselling (Evolve) 784-4070
- Dream Catchers 784-4042
- Post Trauma Counselling Appointments 784-4059
- Sexual Assault Crisis Counselling Appointments
sacpwpq@klinik.mb.ca 784-4049

24-Hour Telephone Services:

- Manitoba Suicide Line Toll Free1-877-435-7170
- Crisis Line 786-8686
Toll Free ...1-888-322-3019
- Sexual Assault Crisis Line 786-8631
Toll Free ...1-888-292-7565
- TTY Deaf Access Counselling 784-4097

**If you have comments or concerns
Please call and leave a message at 784-4018**

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