

Leading Mental Well-Being

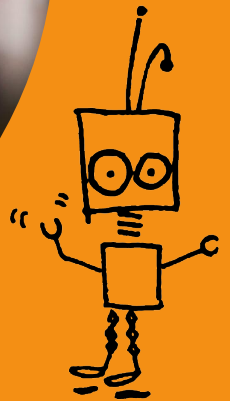
Module #1: It Starts with You

Laura Putnam, MA

CEO & Founder of Motion Infusion
Author of Workplace Wellness that Works

Will Southerland

Manager of Construction
The Williams Companies

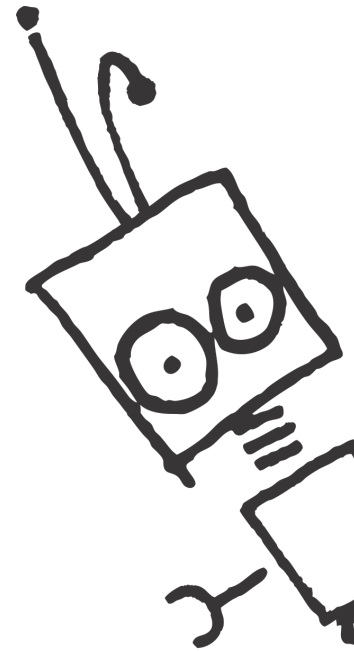


Prepared for & with



Welcome!

1. Unmute yourself if you wish to speak.
2. Use the camera – unless you have an unstable connection.
3. We'll be using the chat throughout. Let's practice. Where are you right now?
4. Use the chat if you have a question or comment.



Leading Mental Well-Being

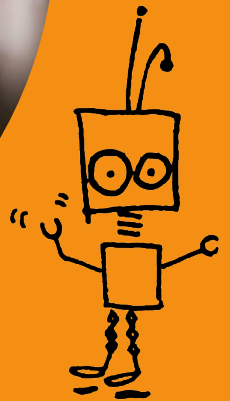
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LEADING MENTAL WELL-BEING

6-Part Series

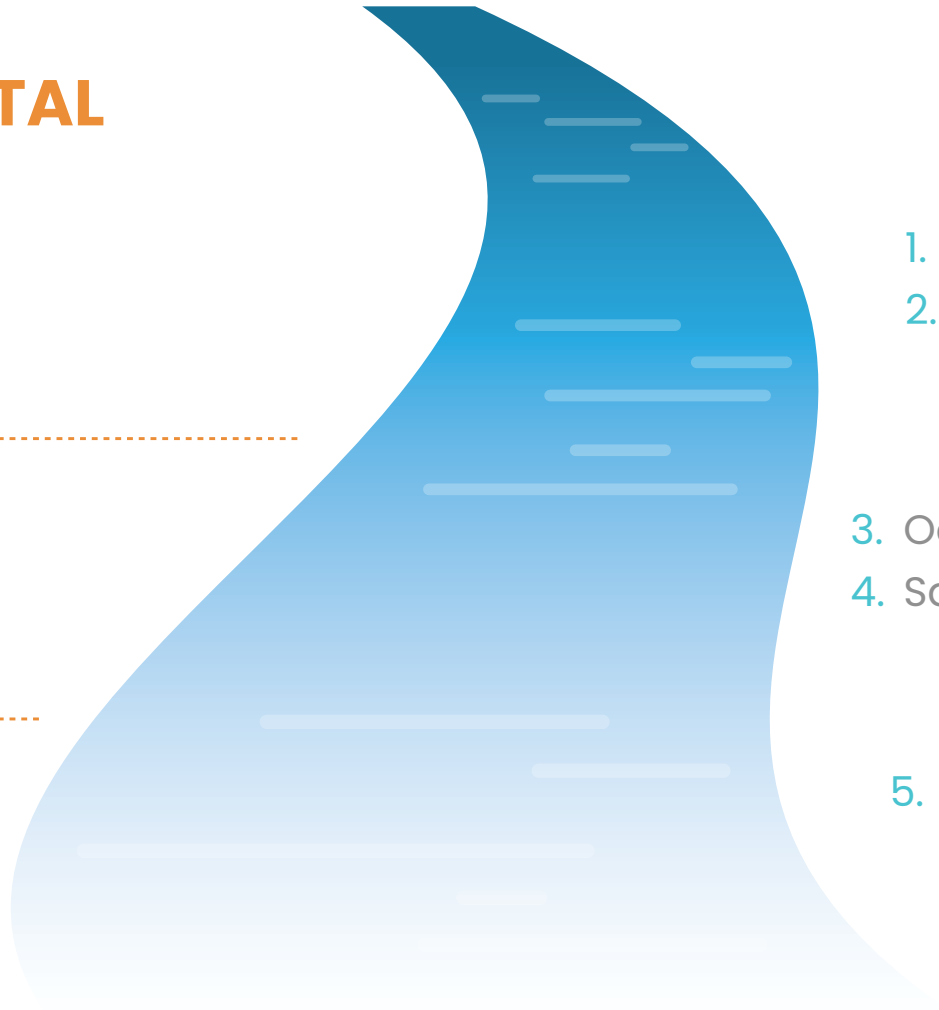
Upstream



Mid-Stream



Downstream



1. It Starts with You
2. Culture First

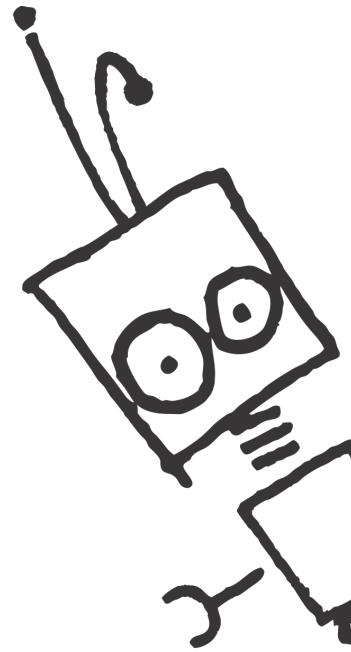
3. Oasis of Well-Being
4. Safe Harbor

5. One Conversation At A Time

6. Built To Last

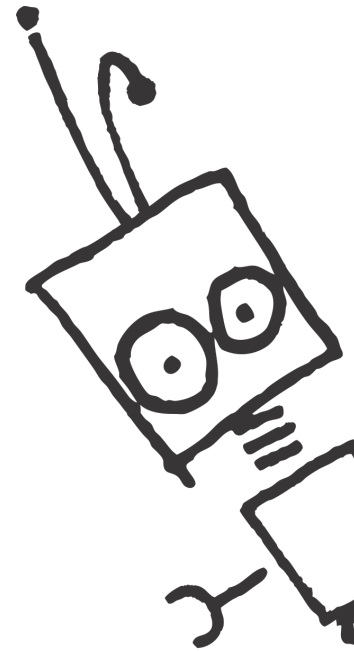
We All Have A Role To Play, Especially Leaders

1. Trendsetter
2. Permission Giver
3. Activator
4. Self-Starter



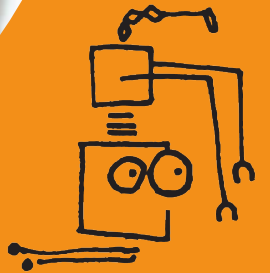
Today's Agenda

- Begin the conversation.
- Reflect on leadership styles.
- Focus on touchpoints.



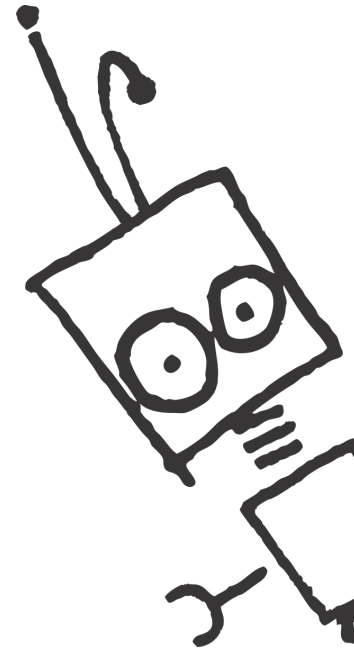
Begin

the conversation.



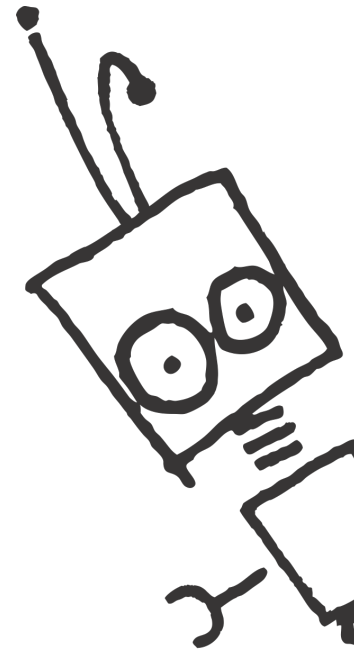
Questions To Consider

1. **There is a mental health crisis that is happening around the world. WHY?**
2. The construction industry has the second highest rate of deaths by suicide. **WHY?**
3. **HOW** do we tackle the taboo topic of mental health & well-being at work?



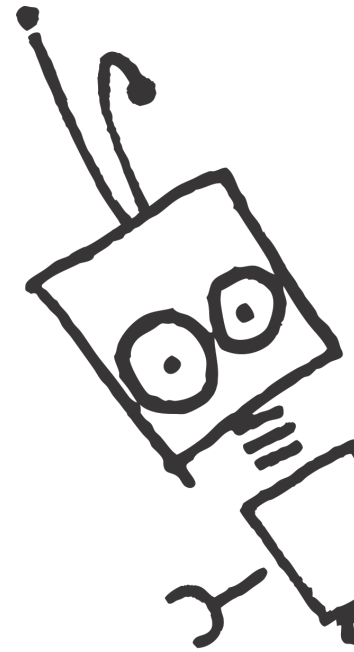
Question #1 Poll Options

- A. Pandemic
- B. Always-on culture
- C. Financial pressures
- D. Political divisiveness



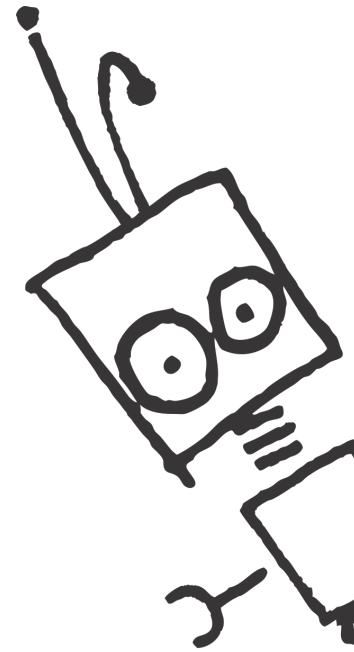
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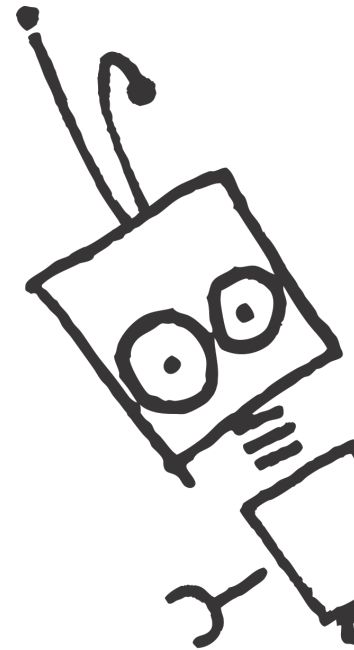
Question #2 Poll Options

- A. Under time pressure to deliver
- B. Away from home for long stretches (resulting in guilt & strained relationships)
- C. Culture in which it's not "OK" to show vulnerability
- D. Hard to prioritize self-care given working conditions



Questions To Consider

1. There is a mental health crisis that is happening around the world. **WHY?**
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IT'S THE RIGHT THING TO DO

Module #1: It Starts with You



RATES OF DEPRESSION IN THE U.S. HAVE TRIPLED



Original Investigation | Public Health

Prevalence of Depression Symptoms in US Adults Before and During the COVID-19 Pandemic

Catherine K. Ettman, BA; Salma M. Abdalla, MD, MPH; Gregory H. Cohen, MPhil, MSW, PhD; Laura Sampson, PhD; Patrick M. Vivier, MD, PhD; Sandro Galea, MD, DrPH

Abstract

IMPORTANCE The coronavirus disease 2019 (COVID-19) pandemic and the policies to contain it have been a near ubiquitous exposure in the US with unknown effects on depression symptoms.

OBJECTIVE To estimate the prevalence of and risk factors associated with depression symptoms among US adults during vs before the COVID-19 pandemic.

DESIGN, SETTING, AND PARTICIPANTS This nationally representative survey study used 2

Key Points

Question What is the burden of depression symptoms among US adults during the coronavirus disease 2019 (COVID-19) pandemic compared with before COVID-19, and what are the risk factors associated with depression symptoms?



30% increase



State of Mental Health by the Numbers

- Over 53 suicides per 100,000 workers.
- You're 5X more likely to have a suicide fatality than a jobsite fatality.
- Construction workers are TWICE as likely to die by suicide, compared to any other industry.



IT'S THE RIGHT THING TO DO; IT'S THE SMART THING TO DO

Module #1: It Starts with You



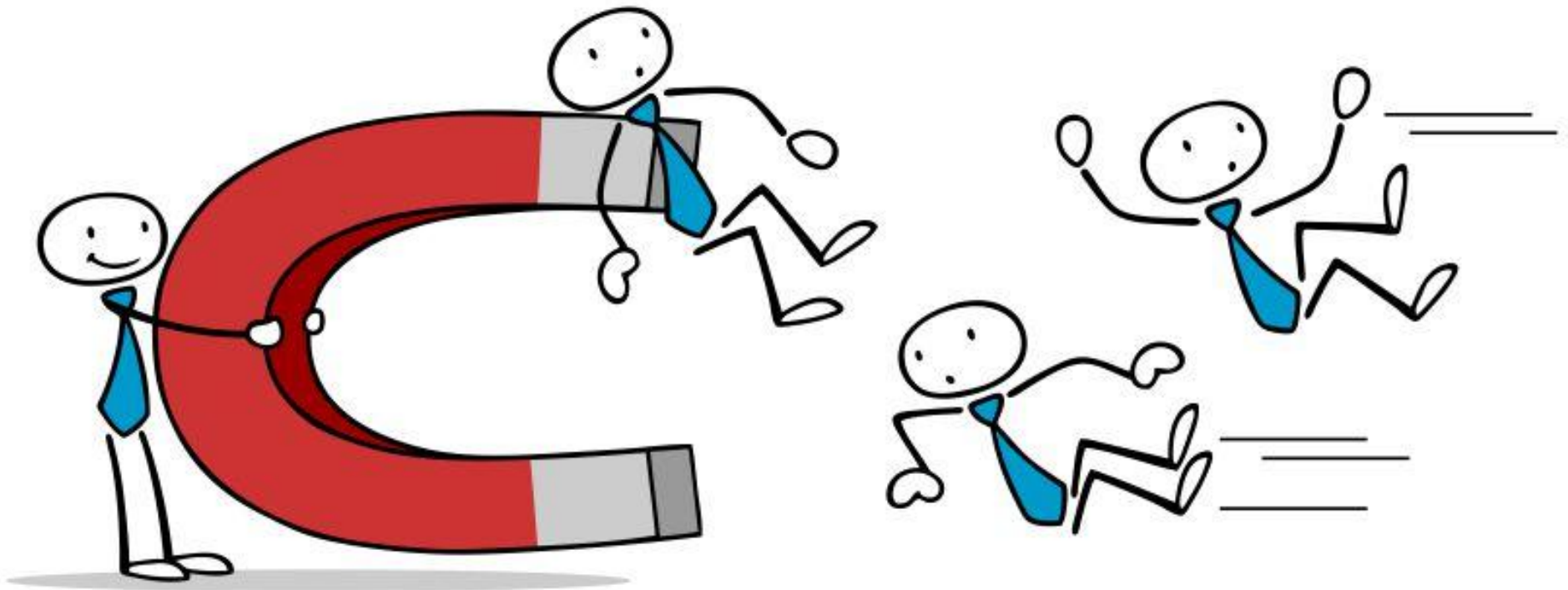
Workdays Lost Due to Chronic Conditions

- Heart disease = 6.8 days/year
- Allergies = 8.2 days/year
- Respiratory disorders = 14.7 days/year
- Cancers = 16.9 days/year
- Depression/sadness/mental illness = 25.6 days/year



Source: Ron Goetzel et al, "Health, Absence, Disability and Presenteeism Cost Estimates of Certain Physical and Mental Conditions Affecting US Employers."

THRIVING EMPLOYEES ARE 81% MORE LIKELY TO STAY



Source: Gallup

A woman wearing a yellow hard hat and a high-visibility safety vest over a plaid shirt is shown in profile, looking upwards. She is holding a tablet or clipboard. The background is a blurred industrial or warehouse setting with metal shelving units.

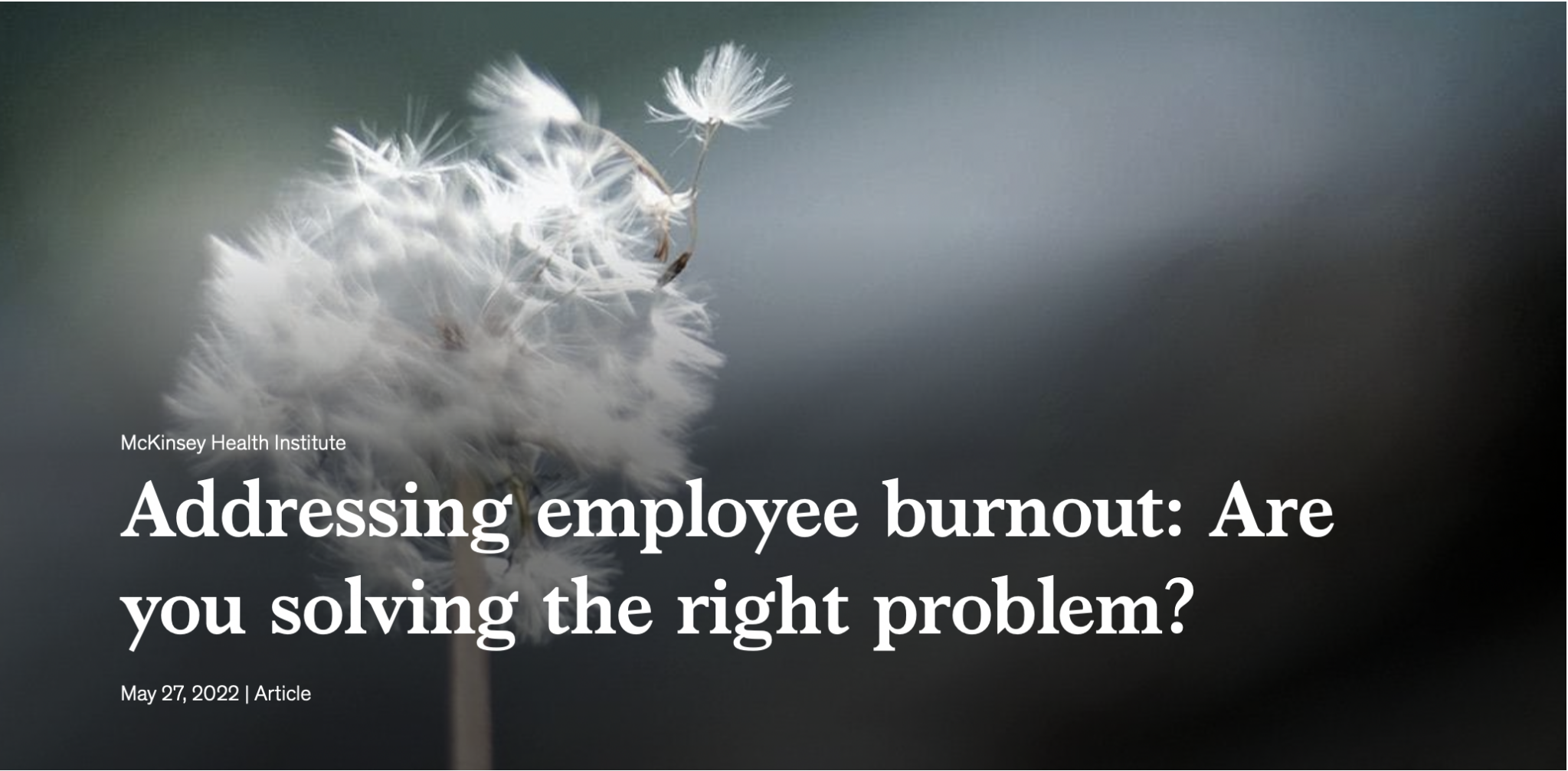
Mental health, especially burnout, is widely recognized as an issue.

Employees report high rates of burnout and distress symptoms, despite organizational commitment to mental health and well-being as a priority.

Workplace outcomes by country



Note: Employees and HR decision makers surveyed were not necessarily from the same organizations.
 Source: McKinsey Health Institute Employee Mental Health and Wellbeing Survey 2022; employee, n = 14,509; HR decision maker, n = 1,389



McKinsey Health Institute

Addressing employee burnout: Are you solving the right problem?

May 27, 2022 | Article

Module #1: It Starts with You



**THERE IS AN UNMISTAKABLE LINK BETWEEN LEADERSHIP
& WELL-BEING, PARTICULARLY MENTAL WELL-BEING.**



The screenshot shows the top portion of a Scientific American article. At the top, there are navigation links: 'Subscribe' (a blue button), 'Latest Issues' (a grey button), the 'SCIENTIFIC AMERICAN' logo, a 'Cart 0' button, and links for 'Sign In' and 'Newsletters' with a search icon. Below this is a horizontal bar with 'SHARE' and 'LATEST' options. The article's category is 'PSYCHOLOGY | OPINION'. The main title is 'The Best Way to Boost Workers' Mental Health Is to Give Them Good Managers'. The subtitle reads: 'To improve workers' health, research shows, companies need to support "transformational" leaders and weed out "destructive" actors, not just tout wellness programs'. The author information at the bottom of the article snippet is 'By Daisy Grewal on February 13, 2023'.

**MOREOVER, SPECIFIC STYLES OF LEADERSHIP MAKE
A DIFFERENCE – FOR BETTER OR WORSE.**



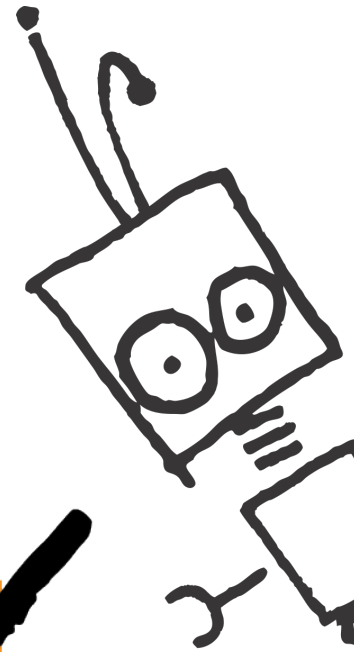
It Starts with You

Reflect

on your leadership style.

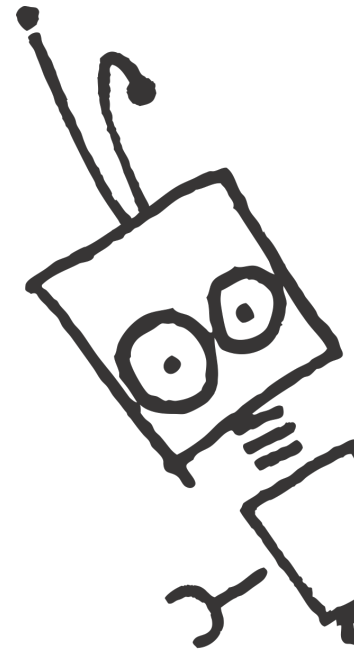


Leadership Styles



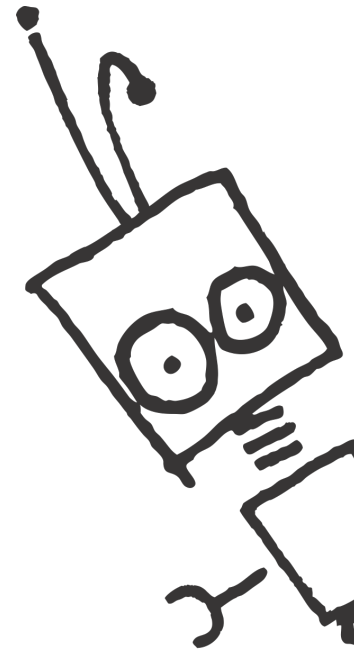
Questions To Consider

1. **When you are at your best, which leadership style do you embody?**
2. When you are under stress, which leadership style do you sometimes take on?
3. How can you move closer to the leadership style you aspire to (all the time)?



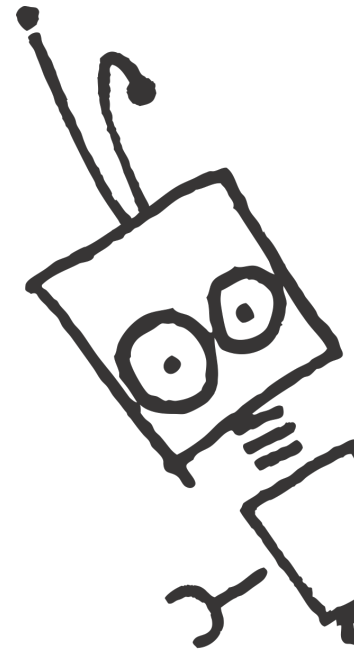
Question #1 Poll Options

- A. The Transformer
- B. The People Person
- C. The Task Master
- D. The Absent Parent
- E. The Destroyer



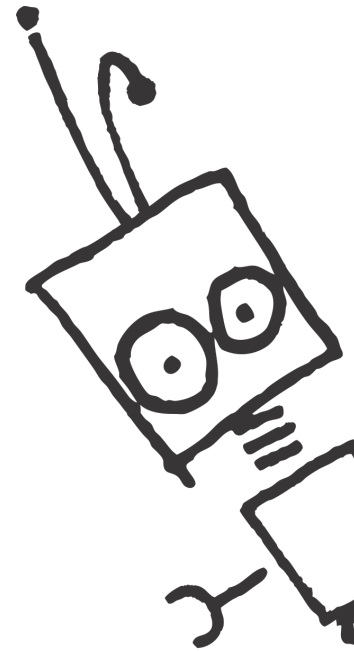
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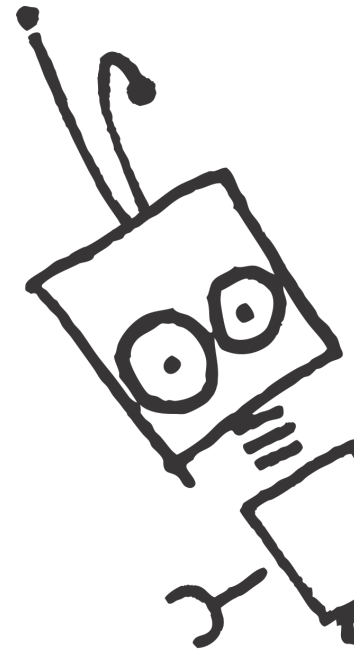
Question #2 Poll Options

- A. The Transformer
- B. The People Person
- C. The Task Master
- D. The Absent Parent
- E. The Destroyer



Questions To Consider

1. When you are at your best, which leadership style do you embody?
2. When you are under stress, which leadership style do you sometimes take on?
3. **How can you move closer to the leadership style you aspire to (all the time)?**

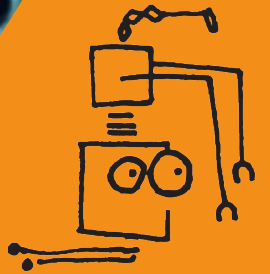


A middle-aged man with short, light-colored hair and black-rimmed glasses is smiling warmly at the camera. He is wearing a light blue button-down shirt and dark red suspenders. He is seated in a black office chair. Behind him is a large, dark wood bookshelf filled with books, framed photographs, and other decorative items. To his right, a stack of several books is visible on a surface.

**“tough minded on standards and
tender hearted with people”**

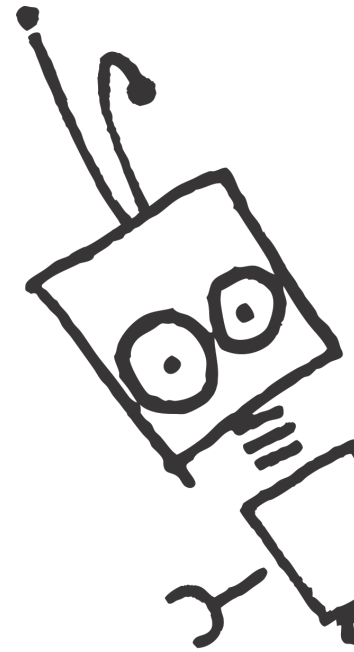
Focus

on touchpoints.

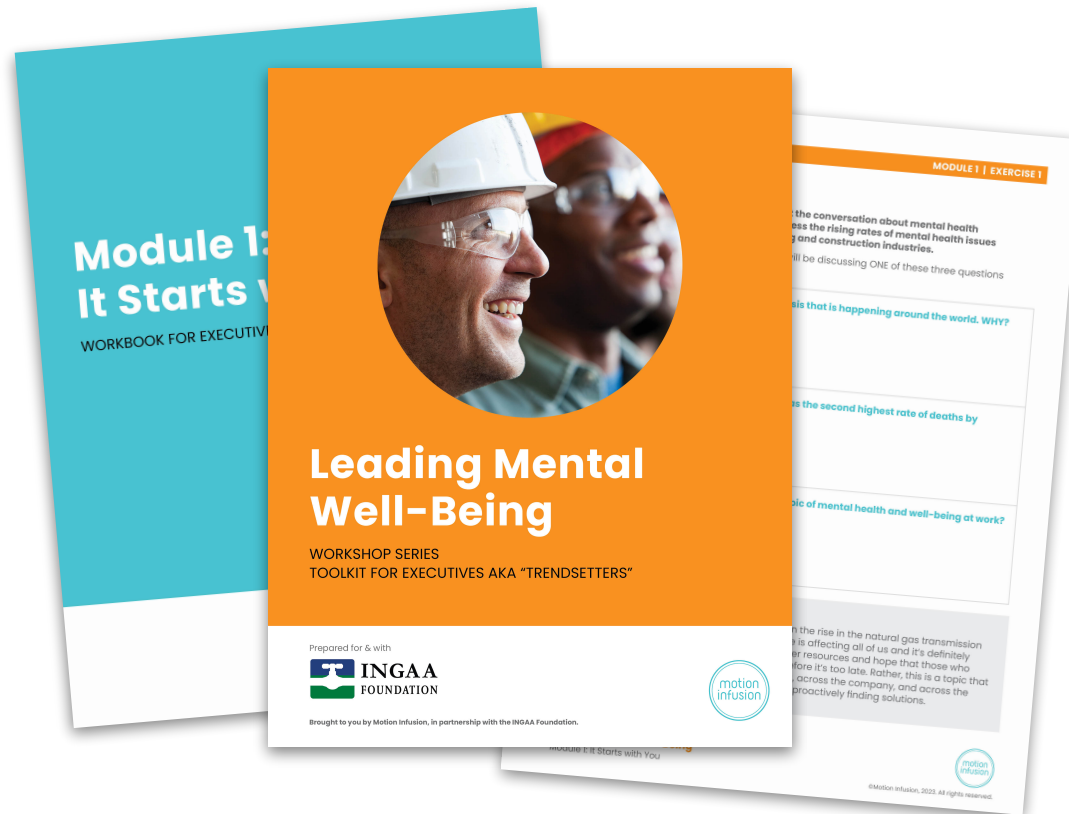


Questions To Consider

1. What are examples of daily touchpoints?
2. Think of a recent touchpoint. How did you handle that touchpoint?
3. On a basic level: Did you lift up or did you push down?
4. On a more complex level: Which leadership style did you exhibit?



What's next?

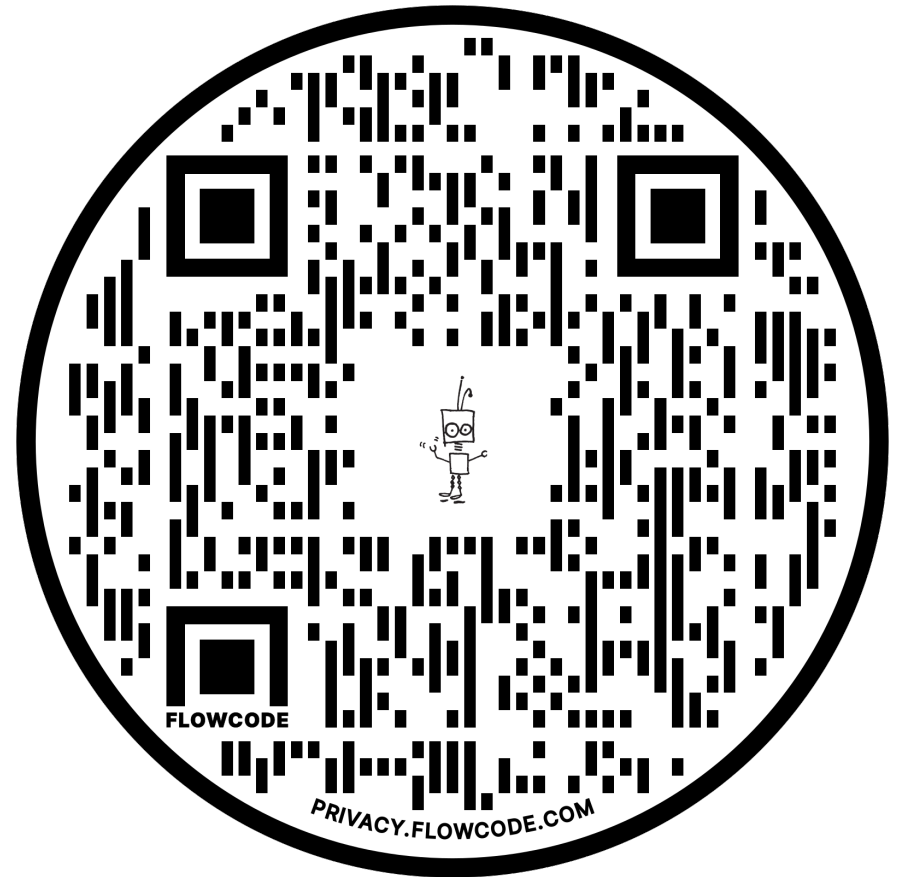


WHICH ONE ARE YOU?

Are you a Trendsetter,
Permission Giver,
Activator, or Self-Starter?



Laura Putnam



A close-up profile of a man wearing a yellow hard hat and a high-visibility vest, looking towards the right. The background is a blurred industrial facility with large metal tanks and pipes under a clear blue sky. A semi-transparent green rectangular box is overlaid across the middle of the image, containing the text.

Who do I want to be?

Module #1: It Starts with You

A circular logo with the text "motion" on the top line and "infusion" on the bottom line, both in a lowercase sans-serif font.

motion
infusion

Leading Mental Well-Being

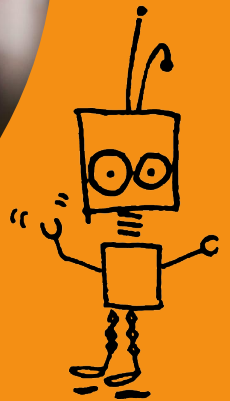
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