



Leading Mental Well-Being

Webinar Series

TOOLKIT FOR MANAGERS AKA "PERMISSION GIVERS"



Prepared for:



Together, we can address our growing mental health crisis.

Mental health at work is a problem that is too big to ignore, especially in the natural gas transmission operating and construction industries. The nomadic nature of our industry creates a lot of mental stressors — loneliness, financial pressures, disconnection from family, and much more. Mental health affects our co-workers, our friends, and especially our families. That's why the INGAA Foundation is tackling this tough issue head-on.

This toolkit is designed for you to continue the important learnings and insights you gained and will gain in our Leading Mental Well-Being Webinar Series. The tools are hands-on and action-oriented.

The goal is simple: To make mental well-being an everyday activity in the daily work routine. Remember. You as a manager play a very important role. You're the "permission giver" who has the power to make mental well-being an active and ongoing priority in your team's culture.

It really does start with you — and the solution lies with you.

Here's a follow-up toolkit to help you moving forward.

Laura & Will

What you should know.

MAIN POINTS COVERED & FURTHER READING



Highlights of what you learned.

Our country is facing a mental health crisis.

Rates of depression have tripled since the onset of the pandemic.

[Further Reading](#)

Levels of loneliness (and substance abuse) have skyrocketed, especially for young people.

[Further Reading](#)

Nearly 90% of the workforce is reporting that their work-life balance has gotten worse.

[Further Reading](#)

Rates of suicide increased by 30% between 2000 - 2020. Rates went down for 2 years during the peak of the pandemic, and then spiked upward again in 2021 (and continue to increase).

[Further Reading](#)

The construction industry is getting especially hard hit.

The construction industry has the second highest rate of suicides (second to veterans), averaging 53.2 suicides per 100,000 workers. Construction workers are 5X more likely to die by suicide than from a jobsite fatality.

[Further Reading](#)

While women are more likely to contemplate suicide, men are 3X more likely to die by suicide.

[Further Reading](#)

Princeton researchers Anne Case and Angus Deaton have measured a notable increase in “deaths of despair” (deaths by suicide and addiction) resulting in a decrease in life expectancy, especially for white, middle-aged men.

[Further Reading](#)

The Construction Industry Alliance for Suicide Prevention has gathered resources to specifically address mental health and suicide in the construction industry.

[Further Reading](#)

Highlights of what you learned (cont.).

Promoting well-being at work is not only the right thing to do; it's the smart thing to do.

Those workers who are suffering from mental health issues are likely missing up to 26 days per year, which outpaces any other health-related cause of absenteeism.

[Further Reading](#)

On the positive side, employees who are thriving at work are 81% less likely to leave.

[Further Reading](#)

Having a company wellness program is good, but it's not enough.

80% of eligible employees opt out of company wellness programs.

[Further Reading](#)

For wellness to work, especially when it comes to mental health, it starts with you.

While the commitment to addressing mental health is there, the impact is not. *Why?* Because most companies are providing solutions that target the individual, instead of engaging the key players: managers.

[Further Reading](#)

The best way to boost workers' mental health is to give them good managers. There is not only a link between leadership and employee well-being, but specific styles of leadership lead to positive mental health outcomes - and other styles lead to negative mental health outcomes.

[Further Reading](#)

What you can do.

ACTIVITIES FOR REFLECTION & SHARING



Begin the conversation.

What you did in the webinar.

In the webinar, you started the conversation with your peers, discussing one of three questions.

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?

What you can do *after* the workshop.

Now is a good time to start building on that conversation, inviting others to offer their insights.

ACTIVITY #1

Continue the conversation with your peers. See if these questions lead to other questions – and deeper insights.

ACTIVITY #2

Engage in conversation with your team. Perhaps you can explore these questions at your next team meeting?

ACTIVITY #3

Engage in conversation with your family and friends about these questions. Be curious and open. You may gain new and unexpected insights.

Reflect on your leadership style.

What you did in the webinar.

During the webinar, you had the chance to reflect on your leadership style and how that might impact the well-being of others. As discussed in our webinar, this is a time to be gentle on yourself, because none of us is perfect. We all “rise to the occasion” at times and fall short at other times.

LEADERSHIP STYLES

The Transformer • The People Person • The Task Master • The Absent Parent • The Destroyer

What you can do *after* the workshop.

Continue noticing which leadership style(s) you exhibit and look for ways to strengthen your leadership skills.

ACTIVITY #1

Ask your peers for feedback on your leadership style. Be open to their thoughts.

ACTIVITY #2

Share the leadership styles with your team. Ask them which leadership style they think they exhibit.

ACTIVITY #3

Now ask your team members for feedback on your leadership style. Be curious and truly interested in what they have to say.

Focus on “daily touchpoints.”

What you did in the webinar.

During the webinar, you began the process of reflecting on how you can be “tough-minded on standards and tender-hearted with people.” The key, we discussed, lies in focusing on your “daily touchpoints” (how you lead meetings, how you say “hi” to someone in the hallway, how you answer the phone, etc.).

What you can do *after* the workshop.

Look for ways to optimize your everyday touchpoints.

ACTIVITY #1

Keep a running list of daily touchpoints for a week. At the end of the week, take a self-assessment. Which touchpoints helped you “rise to your best”? Which touchpoints were less effective?

ACTIVITY #2

Meet with peers who are also going through the Leading Well-Being Series. Share your findings and ask them to share theirs.

ACTIVITY #3

Reach out to peers and create an accountability group. This is a great way to optimize your daily touchpoints and stay on task to becoming the leader you want to be. It’s best to meet at least once a month.

How to go deeper.

RESOURCES TO LEARN MORE



Articles, videos, and other resources.

Ongoing expert content from Laura, your guide.

Subscribe to Laura's [monthly newsletter](#)

Subscribe to Laura's [Manager Monthly LinkedIn newsletter](#)

Tune into Laura's [monthly LinkedIn Live](#)

Handy expert resources from Laura.

[Download a free chapter](#) of Laura's book *Workplace Wellness that Works*

Read Laura's booklet of [What Every Executive Needs to Know About Workplace Wellness](#)

Read Laura's guide [Manager's Guide to Creating an Oasis of Well-Being](#)

Read Laura's checklist [50 Ways You Might Have Wellness Privilege at Work](#)

Insights from Laura in top media publications.

HR.com - [The Future of Work Calls for a New Kind of Leader](#)

HR News - [Mental health at work in need of a reboot](#)

HR Dive - [The unspoken crisis in men's mental health – and how employers can help](#)

Employee Benefit News - [5 wellness trends that matter to employees in 2023](#)

Chief Executive Magazine - [How you can make workplace wellness work](#)

MSNBC - [Workplace wellness on open forum](#)

Ways to bring Laura to your workplace.

[Keynotes](#)

[Workshops for Leaders & Managers](#)

[Workshops for HR/Benefits/Wellness Coordinators](#)

[Online courses](#)

Ready to invigorate your company?

Interested in bringing this training directly to your organization? Great! This program can be delivered to your organization through a live training program or through a licensed product that your own learning and development team can bring to your employees.

About Motion Infusion.

Motion Infusion is a global leader in well-being and engagement programs that actually work. Clients range from Fortune 500 companies to nonprofits, schools, and government entities. Services include keynotes, leadership and team development, and train-the-trainer programs. Additionally, we offer innovative and interactive curriculum products.

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Prepared for:

