



Thank you for joining
our panel discussion
**Creating a mental
wellness culture**

Webinar will start at 2 p.m. ET
This webinar will be recorded.

Introducing our panel

Presenters



Christine M. Crawford, M.D., MPH,
Associate Medical Director, National
Alliance on Mental Illness (NAMI)



Tammi Wortham,
Senior Vice President, Human Resources,
Sun Life U.S.



Lisa Jacobus,
LICSW, Behavioral Health Consultant,
Group Disability Claims, Sun Life



John Altieri,
Associate Director, Philanthropy &
Sponsorships, Sun Life U.S.



Emily Schur,
Senior Vice President,
Global Talent, Sun Life

Moderator



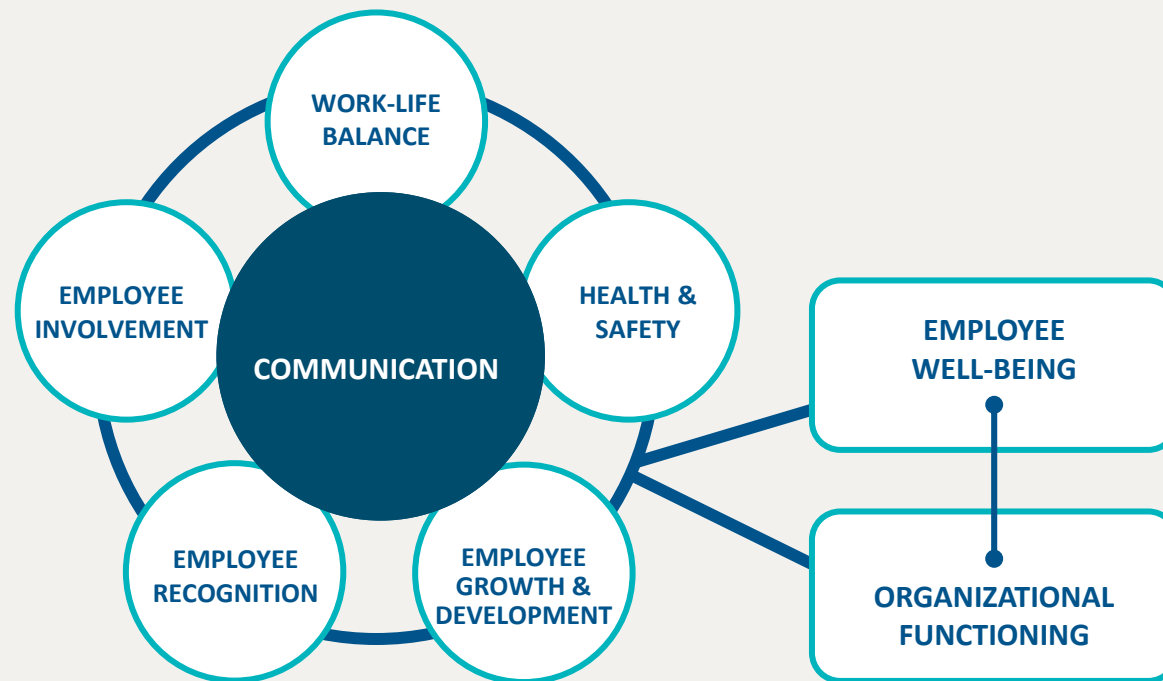
Carrie Bibens,
MBA, CRC, Director,
Clinical-Vocational-
Accommodation
Services, Sun Life

Be aware of potential legal Issues

- Legal issues are beyond the scope of today's presentation, but you should be mindful and consult your employment counsel.
- Many laws that can be triggered when you are trying to address an employee's mental well-being, including:
 - Family and Medical Leave Act (FMLA)
 - Americans with Disabilities Act (ADA)
 - Genetic Information Nondiscrimination Act (GINA)
 - State and local leave and accommodation laws
- ***If you would be interested in a presentation on the legal issues, please make note of that in your feedback.***

What is a mental wellness culture?

ESSENTIAL COMPONENTS OF A PSYCHOLOGICALLY HEALTHY WORKPLACE



AMERICAN PSYCHOLOGICAL ASSOCIATION

<https://www.apa.org/applied-psychology/psychologically-healthy-workplaces-2019.pdf>

Myths and misconceptions

Mental Health problems don't affect me

People with mental health problems cannot hold down a job

People with mental health problems are violent and unpredictable

Personality weakness or character flaws cause mental health problems

Prevention does not work



National Alliance on Mental Illness
Mental Health Conditions are Common

1 in 5 adults (1 in 25 lives with a serious mental illness)

Depression
(7.2%)

Bipolar Disorder
(2.8%)

Schizophrenia
(<1.0%)

Anxiety Conditions
(19.1%)

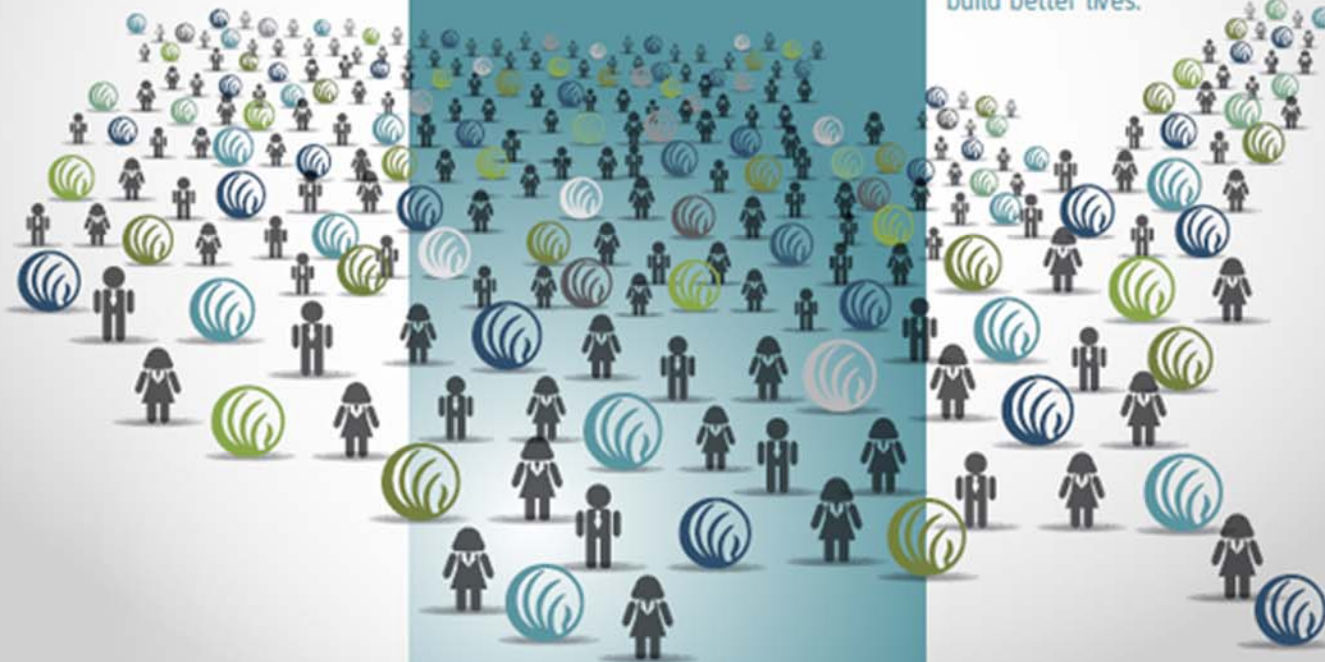
<https://www.mentalhealth.gov/basics/mental-health-myths-facts>

SUN LIFE |

WE ARE



an association of hundreds of local affiliates, state organizations and volunteers who work in communities across the country. We are the nation's largest grassroots mental health organization providing advocacy, education, support and public awareness so that individuals and families affected by mental illness can build better lives.



Identifying when an employee is struggling

Performance measure as an indicator

- ✓ Productivity decrease
- ✓ Turnaround in work is slowed
- ✓ Concentration easily disrupted
- ✓ Needing to redo work
- ✓ Errors or mistakes in work



Behavior as an indicator

- ✓ Checking on performance frequently
- ✓ Inability to stay calm in challenging discussions
- ✓ Isolating and not interacting
- ✓ Not responding in meetings

INITIATING A CONVERSATION



How to help employees stay at and return to work



Flexible schedule



Simulate challenging situations



Allow/increase break frequency



Temporarily adjust timelines/deadlines



Allow time off or treatment



Checklists to complete tasks




Develop agreed upon plan



Travel frequency adjusted/removed



Work coach/mentor

A woman with long, wavy hair is shown in profile, wearing a bright yellow, textured knit sweater. She is holding a white mug with a black floral pattern in her right hand and writing in a notebook with a pen in her left hand. The background is a bright, out-of-focus window. The overall mood is calm and focused.

What questions
do you have about
mental wellness
at work?

- United Way 211
- National Suicide Prevention Hotline
1-800-273-8255
- NAMI.org
- Afsp.org

MILLIONS OF AMERICANS,

1 In 5 or nearly 60 million people, face the day-to-day reality of living with a mental illness. We get it. We've been there. We offer help and hope; we improve lives and take a stand.



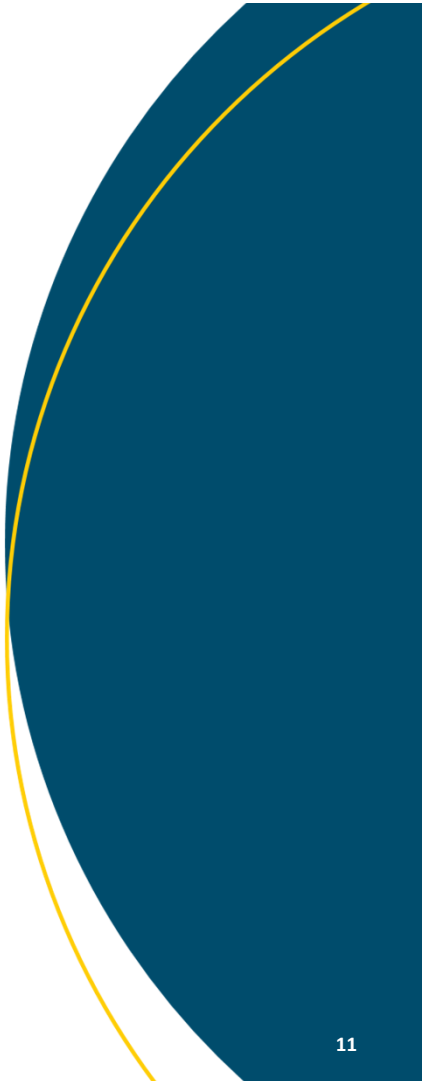
NAMI MEANS MORE

than simply hope—we educate families and those living with mental illness and advocate night and day to ensure better lives for everyone.



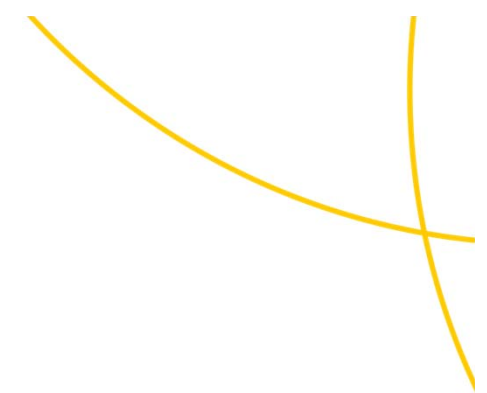
It's time to stand up, take a stand and make a difference.

TOGETHER,
we can make mental health a priority and be part of the solution to solving one of the biggest problems we face as a nation and a world.





Life's brighter under the sun



Thank you for your time.
A recording of this session will be shared with
you, along with new Sun Life resources.



This content is not to be considered legal advice. We recommend that Clients speak with legal counsel as necessary.

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