

# Recharging Employee Well-Being Through Mental Fitness

Presented by:

Caretia Silva, LCSW, LSSBB, SEP, Sr Mental Health & EAP Consultant



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## Mental Health is still a top priority

**92% of employees** experience mental health challenges that impact their work.<sup>1</sup>

### 4-to-1 return on investment

Employers that support mental health see a return of \$4 for every \$1 dollar invested in mental health treatment.<sup>2</sup>

### 5x more unplanned absences

Workers with fair or poor mental health have nearly 5 times more unplanned absences per year than other workers.<sup>3</sup>

### 81% of workers

say they'll look for workplaces that support mental health in the future.<sup>4</sup>

1. Keith MacKenzie et al., "Mental Health in the Workplace: 2022 Worker Survey," workable.com, accessed February 21, 2024. 2. "New Mental Health Cost Calculator Shows Why Investing in Mental Health is Good for Business," National Safety Council, National Opinion Research Center, May 13, 2021. 3. Witters and Agrawal, "The Economic Cost of Poor Employee Mental Health," gallup.com, December 13, 2022. 4. "2022 Work and Well-being Survey," American Psychological

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# Burnout continues to be a top concern across the country

Below are the top 5 causes of burnout<sup>1</sup>



1. Unfair treatment at work



2. Unmanageable workload



3. Lack of role clarity



4. Lack of communication and support from leaders



5. Unreasonable time pressure



Who's least likely to experience burnout?<sup>2</sup>

Staff who feel most supported by their leaders

Staff who have enough time to get their work done

These groups have

**70%**

less risk for burnout

<sup>1</sup> "Employee Burnout, Part 1: The 5 Main Causes," Gallup, July 12, 2018. <sup>2</sup> See note 1.

# Understanding the subtle symptoms of burnout



## Physical

Musculoskeletal pain

Headaches

Type 2 diabetes

Cardiovascular problems



## Mental

Irritability

Insomnia

Anxiety

Depression



## Occupational

Absenteeism

Presenteeism

Job dissatisfaction

Reduced productivity

\* "Physical, Psychological and Occupational Consequences of Job Burnout: A Systematic Review of Prospective Studies," *Plos One*, October 4, 2017.



GUIDE

## How to incorporate mental fitness in your workplace



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### What steps do I take to get started?

- Step 1: Evaluate your ecosystem
- Step 2: Active your prevention ecosystem with mental fitness

## Why Mental Fitness?

**69%**  
less likely to job hunt

**71%**  
less likely to experience burnout

**5x**  
more likely to promote their company as a great place to work

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# What is Mental Fitness?

**Mental fitness is a combination of activities, habits, and attitudes that contribute to overall emotional health and wellness.**

Workplaces support employee mental fitness by creating awareness, demonstrating support, re-framing benefits, and normalizing mental health care as preventive care.

## Introducing the mental fitness gym

### The "R's" of the mental fitness gym

Just like regular weight-lifting to build physical strength, mental fitness takes consistent habits to build resilience – the "muscle" you're working out in your mental fitness routine.

Visualize a gym designed for increasing resilience, where every resource and amenity represents a component of mental fitness.



Resourcing and role-modeling



Routine



Relationships



Rest and Reflection



Recognition

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# Applying the Concepts of Mental Fitness

How can your organization optimize messaging about resources and highlight role models who are championing wellbeing?



## Resourcing and role-modeling

[The gym equipment and trainers]

Similar to how a gym has various weights, machines, or trainers placed at optimal locations, think about how you can effectively organize and communicate the diverse tools in your benefits portfolio for greater accessibility and engagement.

### Why?

Resources and visible commitment from executives are key to promoting a culture of mental well-being.

### Action:

Position benefits prominently in internal communications. Enable managers to champion the use of these benefits. Bring in peer-to-peer support, ERGs, BRGs, mental health first aid, and employee assistance program (EAP) training for support.



### Examples:

- Partner with EAP to highlight different features (coaching, apps, financial counseling, etc.) on a monthly basis.
- Designate a section on your company's internal portal for "Leadership Wellness Journeys," incentivizing managers to discuss the advantages of caring for both the mind and body.
- Leverage ERGs or BRGs to share available mental health resources and tools with their members.
- Promote self-care apps or other resources available through EAP or health plans with positioning about features that can help build habits around mental fitness.



**Foster well-being:**

[Discover 4 Steps to Better Employee Mental Health & Wellness](#)

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# Applying the Concepts of Mental Fitness

How can your organization start to implement proactive routines throughout the week to encourage mindfulness, mental breaks, and stress management opportunities?



## Routine

[The workout schedule]

Like a gym's daily classes, establish routines that reinforce the importance of mental exercises like mindfulness and stress management techniques.



### Why?

Consistent practice strengthens mental fitness, just as regular workouts enhance physical health.

### Action:

Foster small, habitual changes that your employees can easily integrate into their workday.

### Examples:

- Implement a policy that encourages meetings to end 5-10 minutes early for mental breaks between back-to-back meetings.
- Launch "Walk-and-Talk" meetings, promoting discussions or one-on-ones to occur while walking.
- Start meetings with a quick breathing exercise or a stretch.
- Encourage employees to set computer reminders for stretch breaks.

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# Applying the Concepts of Mental Fitness

How can staff form meaningful relationships with each other and gain inspiration from each other?



## Relationships

[Gym community]

This is akin to the camaraderie found in a gym, where the goal is nurturing an atmosphere where positive interactions are the norm.

### Why?

Supportive relationships foster a network that increases individual resilience.

### Action:

Promote small, sustainable changes that promote healthy interaction and open communication.



### Examples:

- Encourage an "Open Door" policy for managers that includes scheduling regular check-ins, giving employees clear opportunities to voice concerns and share successes.
- Offer training for managers on how to create [psychological safety](#) within teams.
- Implement a [mental health training program](#) to educate employees on the importance of mental health as part of total health.

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# Applying the Concepts of Mental Fitness

How might you promote rest and reflection in your organization?



## Rest and reflection

[The cool-down area]

Take a moment to reflect every day on things that have come up, and allow for folks to reflect openly and safely in your organization without jumping to conclusions.

### Why?

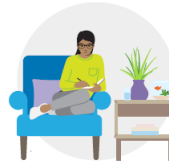
Recovery is vital for sustainable health; employees need opportunities to restore their mental energy, just as athletes need rest.

### Action:

Create structured time-out initiatives that endorse emotional health and support work-life balance, preventing burnout.

### Examples:

- Introduce flexible work policies that allow time for appointments.
- For in-office or hybrid employees, designate a "Quiet Space" in the office where employees can go to relax or take a breather.
- Try designating meeting-free times, like Friday afternoons, or even for a whole week once a quarter.
- Set clear expectations about working outside of hours or tips on how to avoid work creeping into home life for remote employees. Advocate for sleep hygiene.



Unwind and Sleep Well:

Rest and Revive Sleep Management Toolkit



## The 7 Types of Rest to Feel Recharged:

1. Physical Rest
2. Mental Rest
3. Emotional Rest
4. Sensory Rest
5. Creative Rest
6. Social Rest
7. Spiritual Rest



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# Applying the Concepts of Mental Fitness

Where are there opportunities to lift-up employees through recognition and acknowledgement?



## Recognition

[The results board]

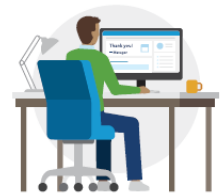
It's about acknowledging progress and victories in mental fitness, mirroring a gym's celebration of physical milestones.

### Why?

Recognition fuels ongoing participation and engagement.

### Action:

Implement programs that celebrate healthy achievements.



### Examples:

- Create a "Gratitude Board" in a prominent office location or on a digital platform, where employees can post notes expressing appreciation for their colleagues' support, kindness, or accomplishments.
- Implement a "kudos" feature within internal communication tools for spontaneous recognition.
- Conduct employee satisfaction surveys and share results and next steps for improving the work experience.

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**Thank you for joining!**

