



CAFII

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Some thoughts



We are now focused more on workplace mental health than ever.



But are we keeping up?



Do we fully appreciate the impact that mental health and wellbeing will have on the workplace in the near future?

Key issues to consider

The mental health of
younger cohorts


and the impact on the workplace
with demographic shifts

Increased isolation and
loneliness

and its impact on mental &
physical health

Acceleration of societal
change

and the impact on expectations
and communication



“Social isolation significantly **increases a person’s risk of premature death from all causes**, a risk that may rival those of smoking, obesity, and physical inactivity.”

One in five (21%) of workers report having chronic anxiety.



Highest % among service workers



Service workers

26%



Labourers

21%



Office workers

18%

2.3x more likely in those 20-29 vs 50-59

20-29 yrs	39%
30-39 yrs	30%
40-49 yrs	22%
50-59 yrs	17%
60-69 yrs	12%





Social isolation and
**loneliness can worsen
physical health.**

29%
increased risk of
heart disease

32%
increased risk of
stroke

50%
increase risk of
dementia

4x
increase risk of death
with heart failure

Ongoing fight-or-flight stress signalling can lead to:

- impaired executive function (increased brain fog)
- decreased immune system functioning, plus
- other negative mental and physical health impacts.

We need some change, but **we do not adapt well to rapid unpredictable, ongoing change.**

- **Each change causes our brain to adapt** and form new neural pathways – change overload makes adaptation difficult.
- **When overloaded we feel anxious/threatened,** resistant, can become apathetic and may burnout.

One of our greatest challenges is that an
increased pace of change is unavoidable.

CBT - cognitive behavioural therapy (also training or coaching)

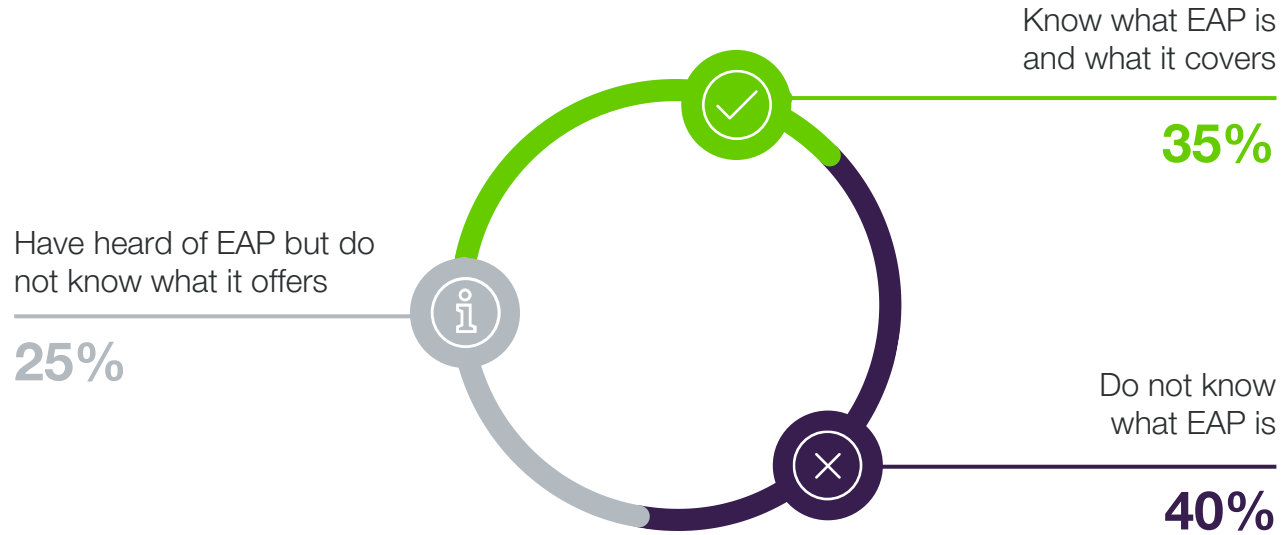
Excessive change
depletes resilience

Social support
and CBT
can **build resilience**





Only slightly more than **1 in 3 (35%)** know **what EAP is** and what it covers.



4 in 10 workers do not know what EAP is / have not heard of EAP

There is significant **mismatch of medication for mental health.**



Almost 1 in 4 workers (23%) report taking **medication for a mental health issue.**

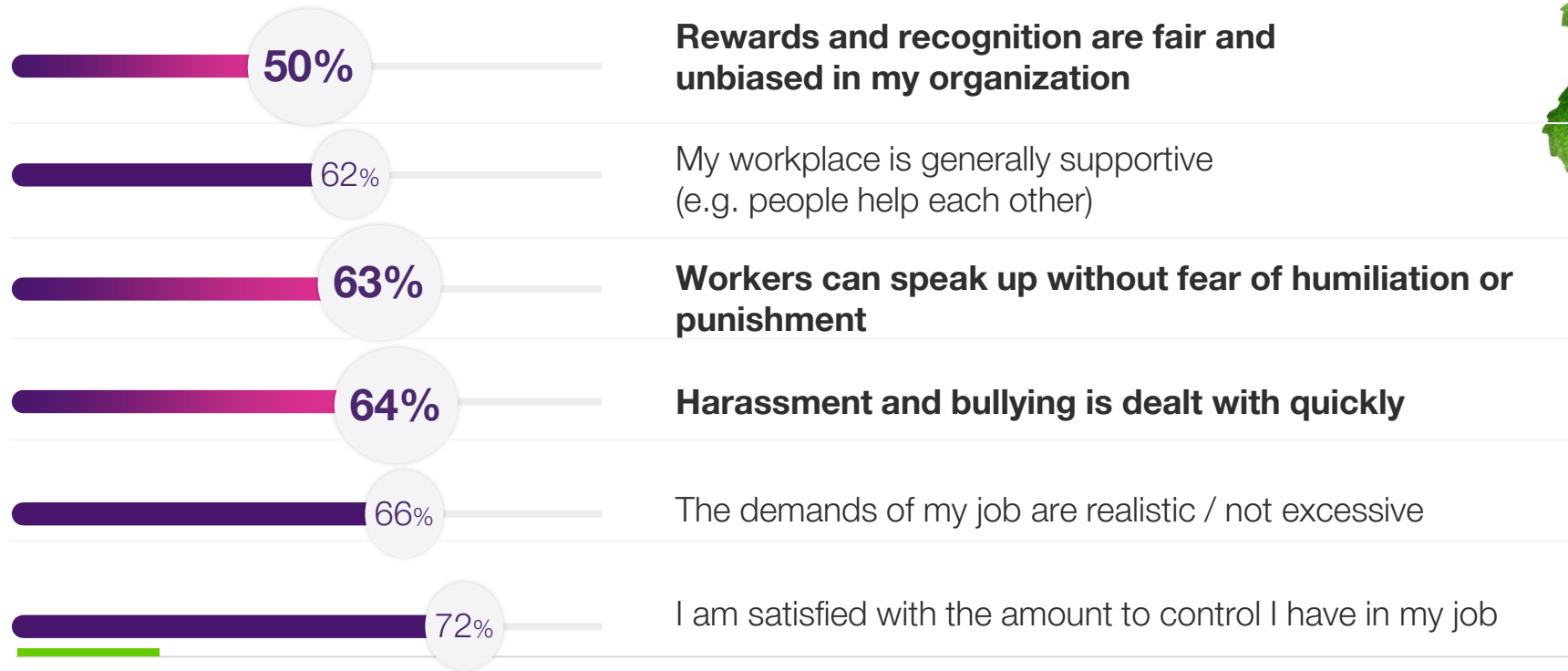


For over half (58%) **the first prescription was not effective.**



1 in 3 (32%) of those workers **tried more than a year to find the right medication.**

Favourable responses on psychosocial risk factors **correlate strongly with higher mental health and productivity.**



Consider **the impact of current trends** on mental wellbeing
+
Increased cognitive work and productivity **expectations**
+
Our current pace in addressing the need