

Message from Zima Creason

Director of Wellness Works



As Wellness Works wrapped up its final days of full funding in June, we celebrated the impact of over two years of development and engagement efforts. I am proud to report that the Wellness Works team across California delivered over 170 training sessions to over 2,200 managers, employees and organizational leaders. I extend sincere gratitude to all who played a part in this success. We laid the foundation for expansion throughout California and beyond!

Message from Donna Hardaker

Program Manager of Wellness Works



It has been a whirlwind of activity at Wellness Works this summer! We are implementing a marketing strategy that will secure the

viability of our program as a fee-for-service business in the highly competitive field of workplace training. We have rebranded and revised our product descriptions, we are attending conferences and trade shows to increase our profile among purchasers of workplace training, and we are developing a comprehensive social media campaign. This is the foundation for programmatic success that will allow us to reach more employers with our message that now is the time to address employee mental health!



Now is the time to address workplace mental health!

Mounting evidence demonstrates the tremendous cost to employers who don't strategically address workplace mental health, and the significant economic benefits when employee management systems are aligned with best practices in workplace mental health. Wellness Works helps employers increase their ability to address immediate employee issues more effectively, while building capacity to create and maintain psychologically healthy workplaces.

A Wellness Works client describes the impact of "Complex Issues, Clear Solutions" Workshop for Managers

"Our managers learned that sometimes poor performance can be linked to more deeply-rooted issues," says Sara Kennedy, Director of Human Resources at

Miner's Ace Hardware. "Although it is not their sole responsibility to help, with some key training and tools, they are better equipped to recognize and navigate the complex issues surrounding mental health conditions in the workplace, and are therefore more able to support their employees' path to success."



How can you help when an employee is struggling?

Are your managers equipped to address employee performance issues early because they are trained to be aware? Are



your managers able to approach and offer appropriate and effective support without judgment or pre-determined ideas of what the employee requires to succeed? Wellness Works teaches a methodology that encourages managers and supervisors to be aware of changes in employee behavior and performance, to wonder about what is going on with an employee—rather than jump to conclusions—and to facilitate a collaborative conversation in which the manager and employee together co-create strategies for the employee's success.



The business case for addressing workplace mental health

Research has conclusively shown that mental health and substance abuse disorders are a major cause of lost productivity and absenteeism.

It makes good business sense for employers to build capacity to intervene earlier and more effectively when employees are struggling. What is required to do this capacity building?

Employers first have to recognize that their employees are their greatest resource that requires investment and care, like any other valuable asset. Wellness Works recommends both an immediate and a broad approach to these issues. In the immediate, it is known that managers play a pivotal role in employee success, so Wellness Works focuses first on the intersection between front-line supervisor and employee. We focus on equipping managers to notice, approach without judgment, and then apply methods that encourage the employee to invest in their own success. Simultaneously, Wellness Works encourages employers to consider longer term, broad-based approaches by considering how current workplace processes of employee management may contribute to problems. Wellness Works uses the lens of workplace psychological risk factors and protective factors to educate employers about strategically addressing issues to prevent problems from arising in the future, and to promote the health, wellbeing and productivity of all employees.

www.mhwellnessworks.org

