

Mental Well-being in the Workplace



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TODAY'S DISCUSSION

- How is OU addressing employee mental well-being at work?
- What are some strategies you could implement at your organization?
- What are some potential resources to promote at work?



WHAT IS MENTAL WELL-BEING?

FEELING HAPPY ABOUT YOUR LIFE & ENJOYING EXPERIENCES THAT PROVOKE HAPPINESS

QUALITY
SOCIAL
CONNECTIONS

SENSE OF
PURPOSE

CONTINUED
SELF-
DEVELOPMENT
& GROWTH

BELIEVING
YOU CAN

MENTAL WELL-BEING IN THE WORKPLACE

Promotes mental well-being

- Good professional relationships
- Clear, constructive feedback and instructions
- Work-life balance

*Contributes to
productivity,
success, and
job satisfaction.*

*Unaddressed,
chronic negative
factors leads to
burnout.*

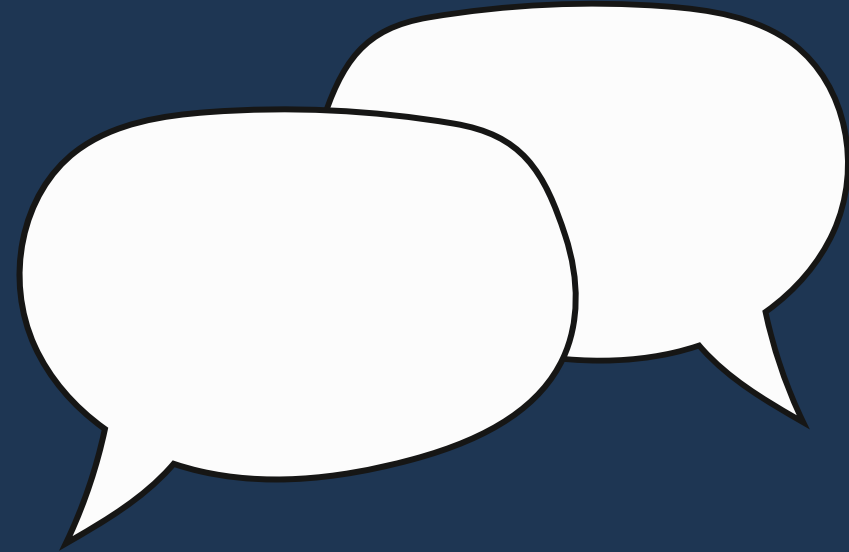
Discourages mental well-being

- Lack of support
- Unrealistic deadlines
- Workplace conflict

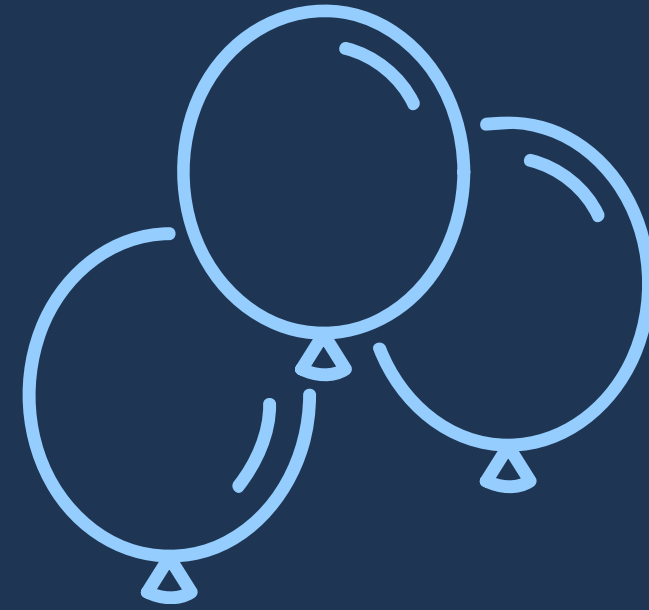
HOW IS OU ADDRESSING EMPLOYEE MENTAL WELL-BEING AT WORK?



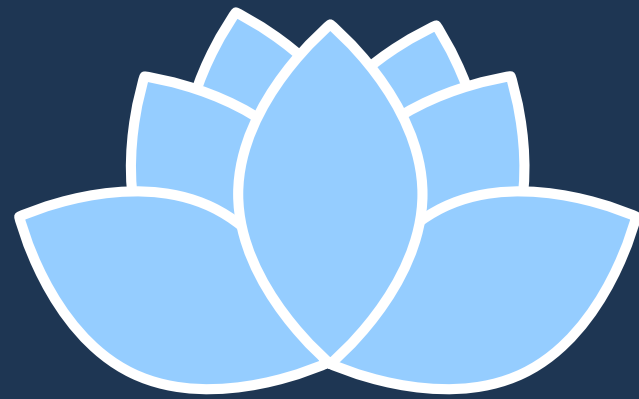
ACTIVITIES



Virtual Watercooler
Chats



Staff Week



Guided Meditation &
Breathwork



Team & Individual
Challenges



EDUCATION

Workshops from employee wellness, L&OD, EAP, etc.

**NEW EMPLOYEE
ORIENTATION
(NEO)**

**SUPERVISOR
FOUNDATIONS**

**TALK SAVES
LIVES**

**MENTAL HEALTH
FIRST AID**



ENVIRONMENT & COMMUNICATION

Employee Benefits

Physical Activity

Surveys/Town Halls

Flexible Work Arrangements



**WHAT ARE SOME
STRATEGIES YOU
COULD IMPLEMENT
AT YOUR
ORGANIZATION?**



ACTIVITIES

Kudos/
Shout
Outs

Volunteer

Social
Gatherings

Physical
Activity
Breaks

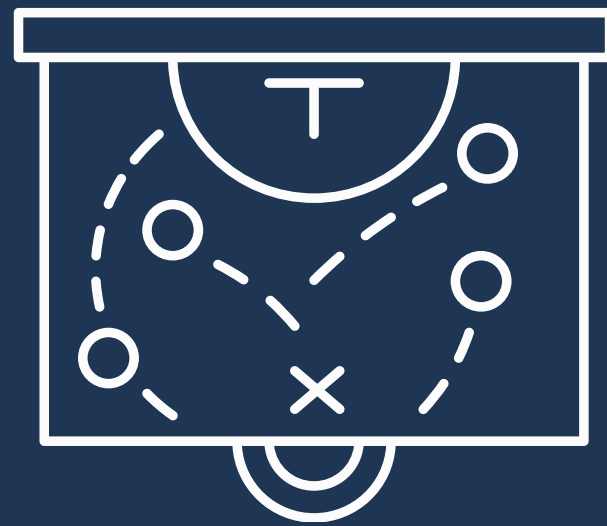
Healthy
Food
Options



EDUCATION



Workshops



Coaching/training
for managers



Appointed well-being
influencers/leaders/
captains



On-boarding and
staff meetings

ENVIRONMENT & COMMUNICATION



COMMUNICATION

- Gather input/feedback
- Share results and plan of action
- Regularly communicate/show support and empathy

BENEFITS SUPPORT WELL-BEING

- Leave/PTO/mental health days
- Flexible work arrangements

PHYSICAL ENVIRONMENT

- Chill/quiet room
- Standing desks
- Inviting walking paths & sitting areas

Employee Assistance Program (EAP)

Oklahoma Dept. of Mental Health & Substance Abuse Services

- ARE YOU OK?
- 988
- MENTAL HEALTH FIRST AID
- KOGNITO

In Your Community

- ARTS/MUSIC FESTIVALS
- FINANCIAL WELLNESS CLASSES
- FREE/LOW COST CLASSES AT LIBRARIES, CHURCHES, COUNTY HEALTH DEPTS., ETC.

**WHAT ARE
SOME
POTENTIAL
RESOURCES
TO
PROMOTE
AT WORK?**



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**THANK YOU
& BE WELL!**

