

## HELPING EMPLOYERS

# RECOGNIZE | UNDERSTAND | RESPOND

*to support the mental health of employees*

Mental health issues are a growing concern for our associates, both personally and professionally.

**Employees** experiencing mental health issues need help and hope. They may be uncertain how their condition will be viewed at work. They often feel unsupported, misunderstood or the subject of an associated stigma – so they may suffer alone.

**Employers**, managers and human resources departments want to help their employees, but they don't know where to begin. Mental health issues can be hard to recognize and managers may feel ill prepared without the resources they need to address issues and offer proper support.

**That's why Independent Health has partnered with Horizon Health Services**, one of the largest providers of outpatient mental health and substance use treatment in Western New York, to assist managers to be adequately prepared to compassionately address issues before they get more serious. Together we help employers **recognize** the signs, **understand** what the employee is dealing with and **respond** appropriately during what may be a difficult conversation.

### How We Can Help You

The good news is that mental illness is treatable. When employers address mental health issues in the workplace – and demonstrate a culture that is caring, knowledgeable and supportive – they help their employees' overall health and ability to be productive at work.

Independent Health and Horizon Health Services offer a comprehensive approach to help you create a workplace that supports mental health through:

- Training for Your Leaders
- Resources for Your Associates



## 1 IN 5 ADULTS

EXPERIENCE MENTAL ILLNESS  
EACH YEAR. HOWEVER,  
ONLY 40% SEEK HELP.\*

## EXPERT SUPPORT AND GUIDANCE

Horizon Health Services provides hope and healing for individuals and their families dealing with mental health and substance use disorders.

And the stakes have never been higher.

The diseases of mental illness and addiction impact families in every neighborhood of our community. Horizon is recognized as an industry leader and patient advocate, providing:

- Care to help individuals and families improve their health.
- Comprehensive treatment, including medical, psychiatric, counseling and support services.
- Support that makes recovery possible.
- Hope to change and save lives.

## It Starts With Training Your Leaders

Before engaging your full workforce, it's important to first equip your frontline leadership team with the fundamental knowledge and skill set essential for productive support.

Our initial two-part training will help your leaders **recognize** the signs and symptoms of mental health issues affecting their team members, **understand** the impact and **respond** in appropriate ways.

- **Mental Health in the Workplace** – An online course covering mental health versus mental illness at a high level.
  - Leaders will learn about what they might see, how they play a role, how to recognize and manage a workplace issue, and available resources.
  - Allows leaders to recognize the signs of mental illness and feel comfortable having a conversation with employees about related issues.
- **Understanding the Impact and How You Can Help** – An online or in-person training presented by both Horizon Health Services and Independent Health.
  - Provides in-depth understanding around three of the biggest issues: depression and anxiety, substance abuse and suicide prevention.
  - Includes discussion on the mind-body connection and the important role exercise and nutrition play.
  - Gives leaders the comfort and encouragement they need to recognize, understand and respond with compassion and effectiveness.

## Resources for Your Associates

Increase awareness and provide education, resources and support for your employees to further develop a caring, inclusive workplace culture.

Independent Health can provide you and your employees with additional, in-person or prerecorded educational seminars, with topics that include:

- Mental Health in the Workplace for Employees
- Understanding Substance Use Disorders, Part I and II
- Healthy Behaviors That Can Improve your Mental Health
- Stress Management and Psychological Well-Being
- Mindfulness

*Additional seminars may be available through Horizon Health Services.*

### We're here to help!

Talk to your Independent Health Account Manager today.

**It's all part of the RedShirt® Treatment.**

