



Workplace Mental Health Support

Training for Managers

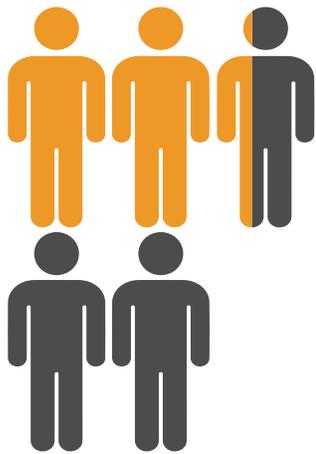
Supportive Managers. Healthy Employees.

Training managers to support
employee mental health

*From the Center for Supportive Leadership
at Oregon Health & Science University*

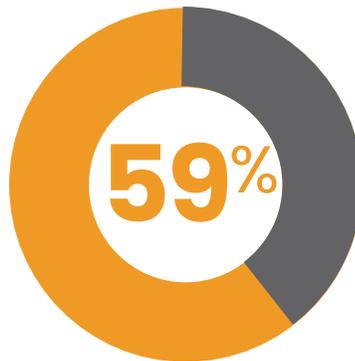


Burnout, depression, and anxiety are at an all-time high among U.S. workers

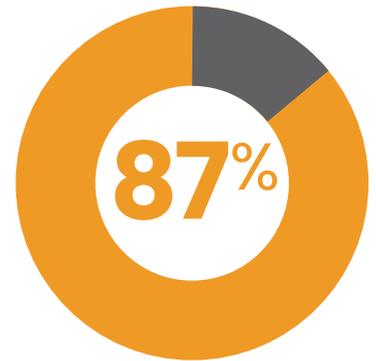


MORE THAN
2 IN 5

stressed employees
intend to change
jobs within
the year¹



have experienced negative
impacts of work-related
stress in the past month¹



of employees think actions
from their employer would
help their mental health¹

\$47.6 billion

estimated annual productivity loss to U.S.
economy from poor employee mental health²



2022
WORLD HEALTH
ORGANIZATION
**STRONG
RECOMMENDATION**

For the first time ever, the World Health Organization has issued a strong recommendation for manager training to support employee mental health³.

[Click here for sources](#)

Our evidence-based training helps managers support employees' mental health

Managers are often the first people to notice signs of distress in their employees. Unfortunately, very few know how to respond. With the right training, managers can learn the skills they need to help employees improve their mental health.

Our one-hour, computer-based **Workplace Mental Health Support Training for Managers** has been tested in U.S. workplaces. It teaches managers tangible skills to:

- Effectively support employees' mental health
- Recognize and respond to warning signs of distress in ways that are appropriate and actionable in all workplace settings.



Workplace Mental Health Support Training for Managers has significantly reduced reports of loneliness, a risk factor for mental illness, and significantly improved:

- Managers' knowledge of mental health and supportive leadership behaviors
- Managers' perceived usefulness of the program
- Employees' sense of having emotional and instrumental support at work*
- Employees' general feelings of belonging within their teams*

*Particularly evident among workers who reported high levels of stress and loneliness at the start.

The workplace is a significant contributor to overall health and well-being and the missing link in improving mental health.⁵ Our research has repeatedly shown that leadership support training programs can *significantly reduce employee job stress and improve mental and physical health.*⁶⁻⁹

Workplace mental health training, specifically designed for managers, also demonstrates return on investment (ROI), with sustained benefits for both managers and employees.¹⁰⁻¹³

4:1 ROI

The ROI for employers who prioritize workers' mental health is \$4 for every dollar invested.⁴

This training was developed by occupational health experts, Leslie Hammer, Ph.D. and Jennifer Dimoff, Ph.D.

If you are interested in the **Workplace Mental Health Support Training for Managers** program for your workplace, contact Dr. Hammer at hammerl@ohsu.edu.

To learn more about our evidence-based supervisor support interventions, visit supportiveleadership.org.

Meet the experts



Leslie Hammer, Ph.D.

Leslie Hammer, Ph.D. is co-director of the Oregon Healthy Workforce Center at Oregon Health & Science University (OHSU), and the associate director of applied research at the Oregon Institute for Occupational Health Sciences. She is a renowned expert in *Total Worker Health*[®], work-life balance, job stress, and the development of effective supervisor-support trainings. She has studied job stress and the effectiveness of workplace interventions within a variety of industries, including retail, healthcare, construction, information technology, and government. Dr. Hammer's supervisor supportive training programs have significantly improved employees' job performance, workplace safety, organizational commitment, job satisfaction, sleep quality, cardiovascular health, work-family stress, and turnover intentions. The full catalog of available leadership trainings developed by Dr. Hammer and her team can be found at supportiveleadership.org.



Jennifer Dimoff, Ph.D.

Jennifer Dimoff, Ph.D. is an assistant professor in the Telfer School of Management at the University of Ottawa, as well as an affiliate faculty member at Oregon Health & Science University (OHSU). She has worked with local, national, and international organizations to develop, deliver, and evaluate evidence-based solutions to real workplace problems. Dr. Dimoff co-developed the Mental Health Awareness Training (MHAT), which was one of the first scientifically evaluated mental health training programs for workplace leaders to demonstrate ROI. Dr. Dimoff has co-edited, *Leading to Occupational Health and Safety: How Leadership Behaviours Impact Organizational Safety and Well-Being*, a book that challenges the reader to explore the critical roles leaders play in determining the health, safety, and mental well-being of their employees. Her primary area of research focuses on the intersections between leadership, occupational health and safety, and employee training and development.

To access the Workplace Mental Health Support Training for Managers or explore research collaborations at your organization, please contact Dr. Leslie Hammer at hammerl@ohsu.edu.