



START THE CONVERSATION

...about Mental Health.



Founded in 2002

Certified B Corp™

Atlanta
Boston
Chicago

Cincinnati
Columbus
Denver

Indianapolis
Pittsburgh
Washington, DC

250+ people | **350+ clients**

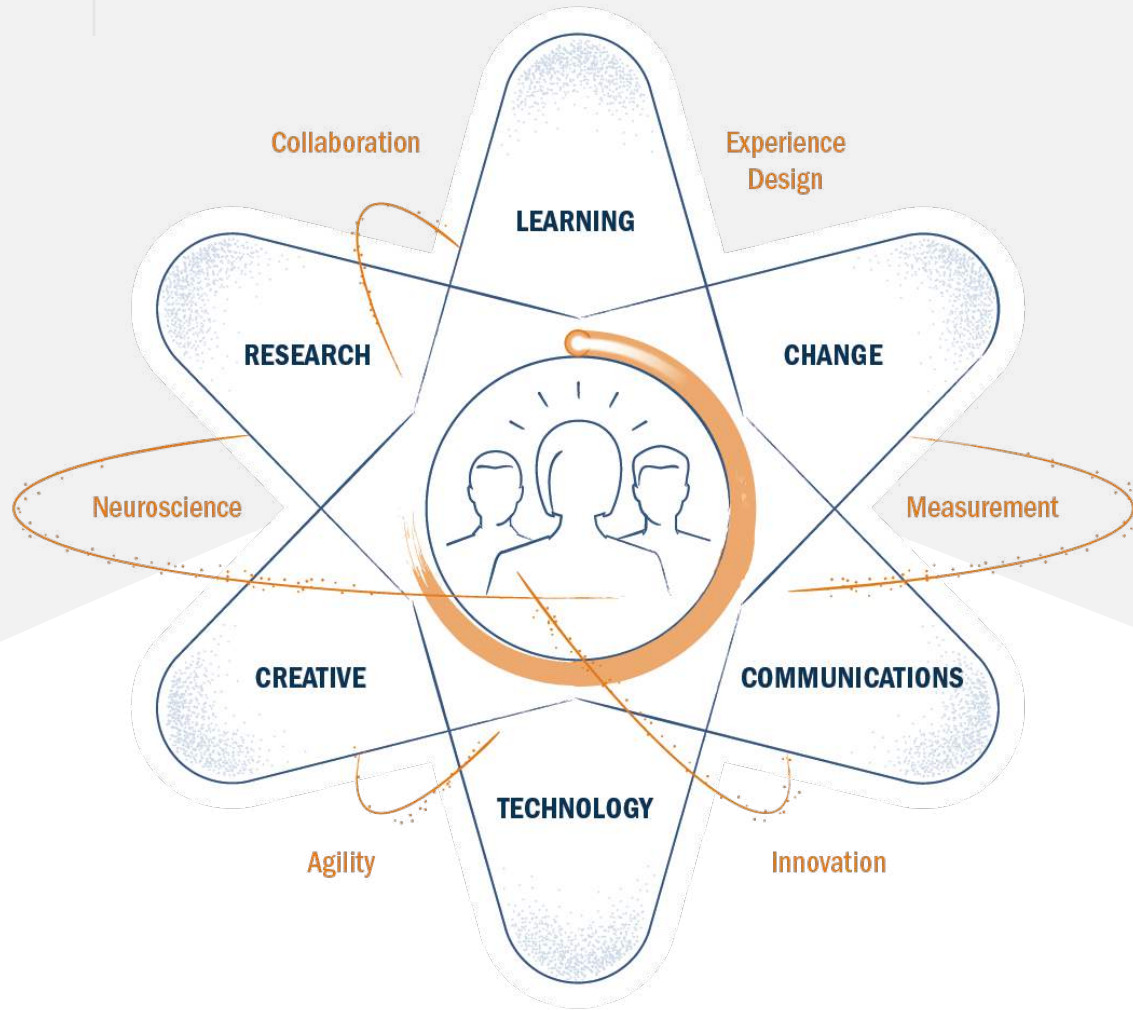
THE POTENTIAL
for any
ORGANIZATION
Lies
WITHIN ITS
people



START THE CONVERSATION
about mental health.

Why Mental Health?

LEVERAGING OUR EXPERTISE



Creating an experience to take to other organizations to start the conversation.

At TiER1, we aren't mental health experts, so we partnered with experts:

Lindner Center of HOPE





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about mental health.



1 in **5**



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about mental health.

Up to 80%

**Will experience a diagnosable
mental health condition in their lifetime,
*whether they know it or not***



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about mental health.

11
years

**Average time between onset of symptoms and
treatment**



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Why?



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about mental health.

CONSTRUCTION INDUSTRY MENTAL HEALTH

**#1
suicide
rate
of all
industries**

**Suicide is
5 times greater
than all other
construction
fatalities
combined**

**Higher than
average drug
and alcohol
abuse and
addiction**

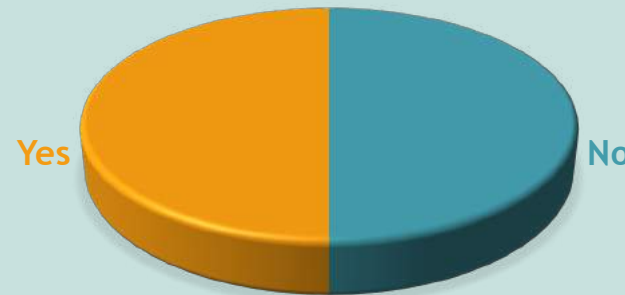
Source: Centers for Disease Control (CDC)



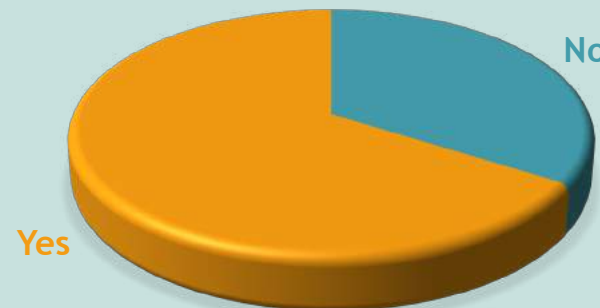
HOW ARE WE COPING?

To cope with workplace stress, I do unhealthy things (e.g. drinking, drug use, lashing out at others).

MENTAL HEALTH AMERICA
(MHA) NATIONAL SURVEY



Workplace issues negatively impact my sleep.

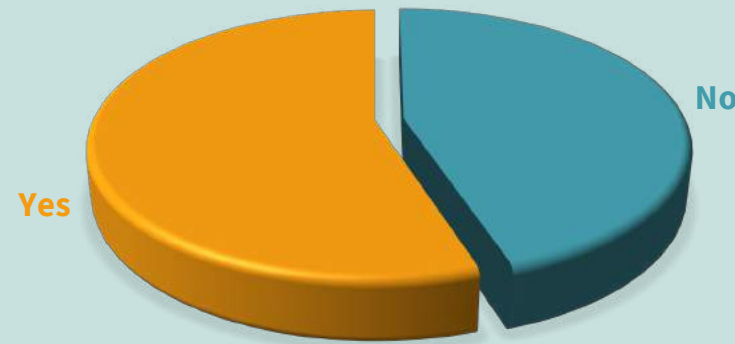




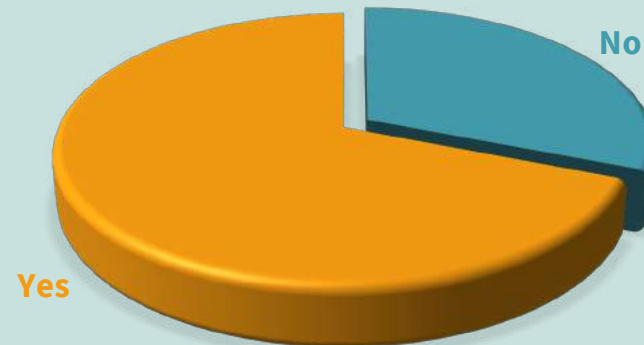
TALKING ABOUT WORK STRESS IS A SENSITIVE TOPIC

I'm afraid of getting punished for taking a day off to attend to my mental health.

**MENTAL HEALTH AMERICA (MHA)
NATIONAL SURVEY**



In my company, it is safer to remain silent about my workplace stress.





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CONSTRUCTION INDUSTRY - WHY?

“I think people don't realize how hard of a job it is.”

“It's hard physically, mentally. It's working weird hours. There's just a lot of stressors in the construction world.”

- Joe Beischel, president of R.J. Beischel Building Co.



WHY?

Issues that lead to high levels of stress, anxiety , and depression:

- Chronic pain
- High pressure work environment and timelines
- Sleep deprivation

89% are men:

- Less likely to receive treatment
- More likely to self treat chronic mental health issues through drugs, alcohol and suicide



START THE CONVERSATION

...about Mental Health.

At **TiER1**

93%
of us

are affected by

mental illness

92%

Friend or
Colleague

45%

Personally

82%

Family
Member

Our Journey



START THE CONVERSATION
about mental health.

Start the Conversation

Mental Wellness

Mental Health Conditions

Support

Week 1

Week 2

Week 3

Week 4

Choose your own adventure...

GUIDANCE & GUIDELINES:



- **WEEKLY EMAILS** will introduce our weekly topics and session participants.
- **STC GUIDEBOOK** will help you navigate the content and resources for the weekly topics at your own pace.

CHALLENGES & EVALUATIONS:



- **WEEKLY CHALLENGES** will stretch your thinking and ask you to try new things.
- **ASSESSMENTS** will help you reflect on your health along the way.

INSPIRATION & INFORMATION:

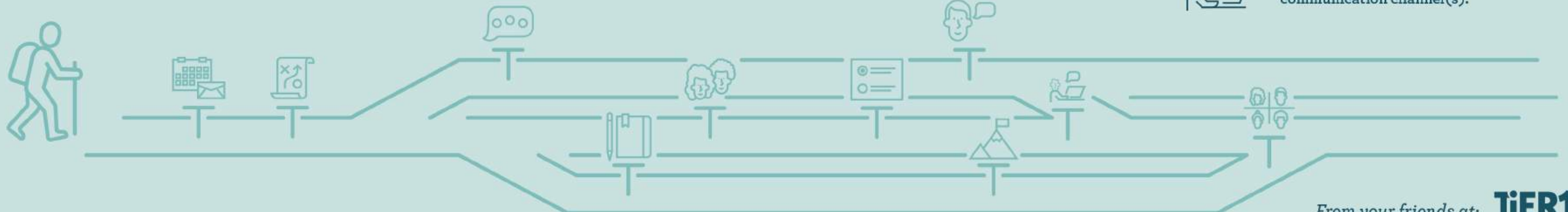


- **OPTIONAL TEXTS** provide a bird's-eye view of the experience - for those who just want to dip their toe in the water!
- **COLLEAGUES** will share their personal stories and insights around the weekly topics.

...AND, OF COURSE, CONVERSATION & REFLECTION:



- **WEEKLY SESSIONS** bring colleagues and occasional outside experts together to dive deeply into each week's topic.
- **PARTNER CHATS** provide prompts for conversations with a trusted colleague, friend or family member.
- **USE A JOURNAL** to capture your personal notes and reflections along the way.
- **START A DISCUSSION** using the appropriate internal communication channel(s).



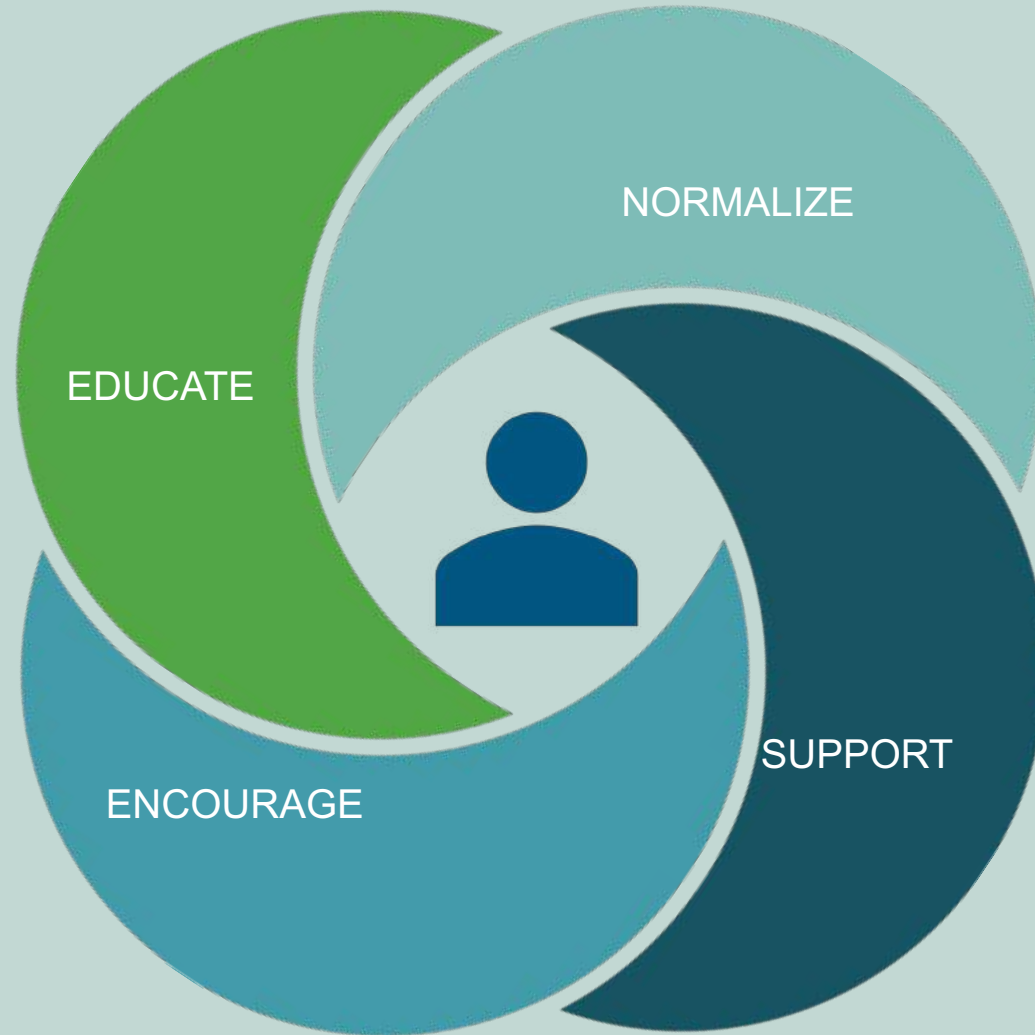
From your friends at: **TIER1**
PERFORMANCE



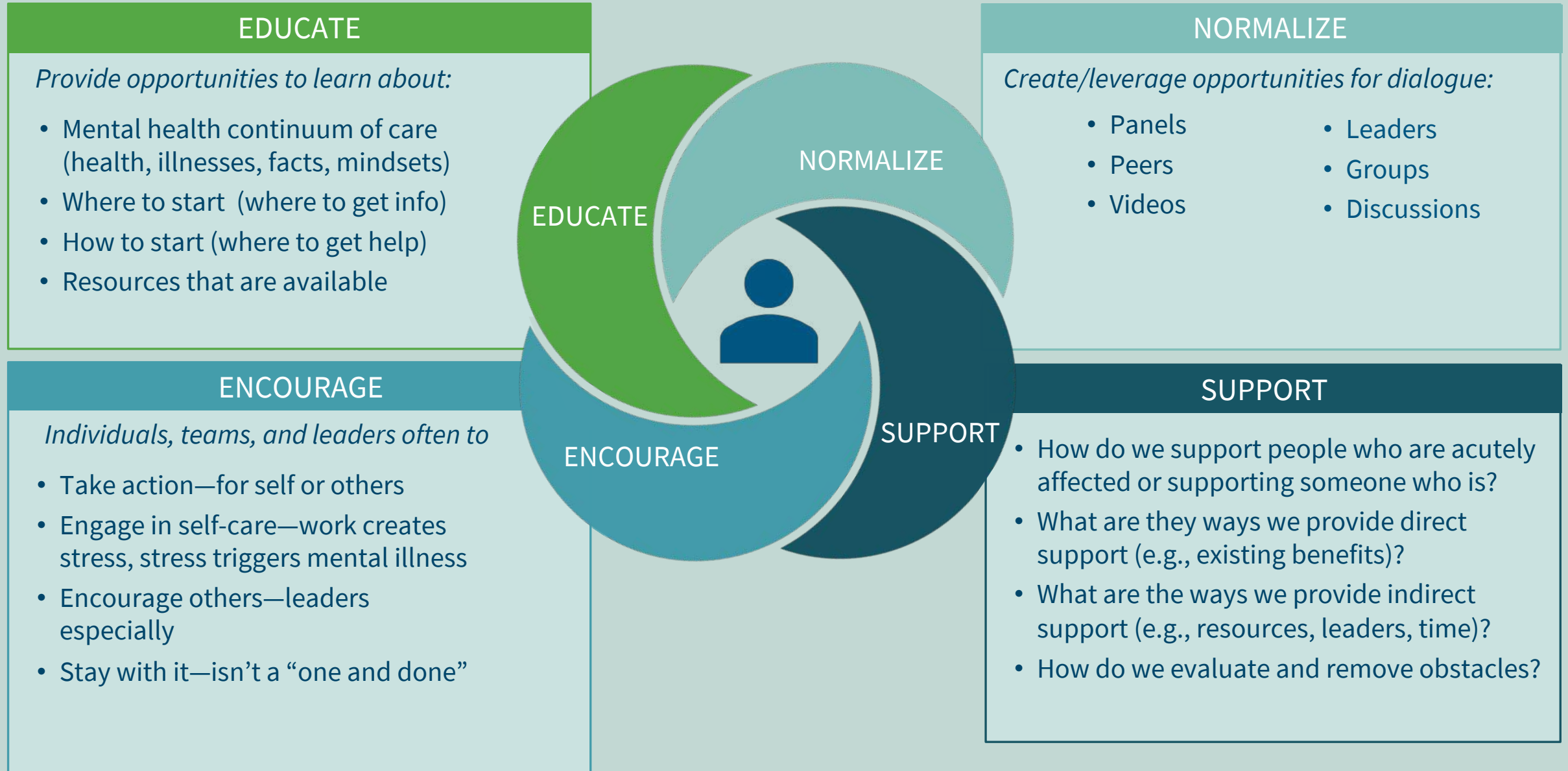
3 KEY THINGS WE LEARNED

1. 1. There's nothing more important an organization can invest in to improve performance.
2. 2. It has to “get personal”. Normalize the dialogue.
 1. *Knowing there are people around me that I can talk to about it has to be part of the solution.*
3. 3. It's an iterative, continuous process.

4 things leaders must continually do



A Framework for How Leaders in Organizations Can Help





DISCUSSION

Think about the framework:

Educate, Normalize, Support, Encourage

1. Where do you think your organization needs to focus?
2. How might you as a leader partner with other leaders in your organization to start the conversation?



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about mental health



For more information contact :

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Supporting Others

Empathy

Conversation

Treatment

Advocacy



Supporting Others

Empathy

Conversation

Treatment

Advocacy

Understand their illness.

- *Do you I know the facts about the illness?*
- *Have I ever asked them what it's like to live with their disorder?*

Have the right expectations.

- *Have I put unrealistic expectations on them?*
- *Can I recognize when it's the illness "talking?"*
- *Am I regularly frustrated with them?*

Supporting Others

Empathy

Conversation

Treatment

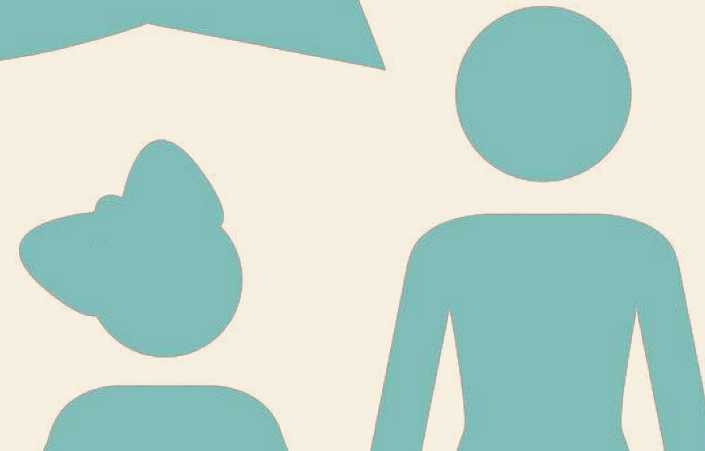
Advocacy

I care about you...

I'm worried about you...

Here's what I'm worried about...

*I think we might want to consider
talking to someone who knows
more than we do.*



Supporting Others

Empathy

Conversation

Know the Treatment

Advocacy

***What does the first
step look like to you?***



Supporting Others

Empathy

Conversation

Treatment

Advocacy

Psychiatrist

Treats the brain to treat the mind.



Supporting Others

Empathy

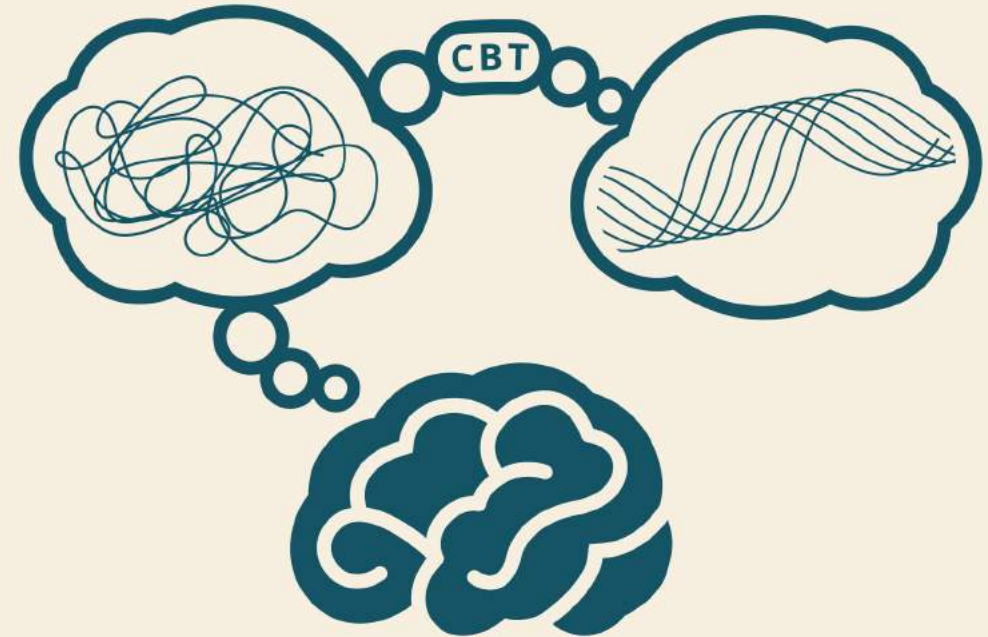
Conversation

Treatment

Advocacy

Psychologist

Treats the mind to treat the brain.



Supporting Others

Empathy

Conversation

Treatment

Be an Advocate

Advocate

[n. ad-vuh-kit]

*a person who pleads for or on
behalf of another...an intercessor.*

Supporting Others

Empathy

Conversation

Treatment

Advocacy

For access to quality care

- *Do I know health insurance covers mental health?*
- *Do I know the treatment options for the illness?*
- *Do I know how to find a good doctor or therapist?*

For a partnership

- *Does the doctor or therapist explain the treatment?*
- *Is the person getting treatment an active partner?*

Commitment to the treatment

- *Do I know the consequences of failing to adhere to the treatment – CBT or drugs?*
- *Am I supporting and encouraging the adherence to treatment?*

Questions?