



TARGET DEPRESSION IN THE WORKPLACES OF EUROPE

CEO Leadership Guidelines for Mental Health, Wellbeing & Productivity

- I A VISION THAT MATTERS**

Build mental health and wellbeing into your vision of a healthy workplace and give your people every chance to learn about and discuss the topic without fear or reluctance. Be an informed leader. Defusing myth and misperception is on-going work.
- II ZERO TOLERANCE OF STIGMA**

Require your HR people to consult managers and executives to develop a policy of zero tolerance of workplace-based stigmatization of mental illness based on education, training and the principle of common decency.
- III GETTING THE FACTS**

Audit the disability experience of your organization to ensure you have a factual understanding of the toll taken by depression and related conditions and what is being done to support employees in their recovery and return to work.
- IV TARGETS, RESULTS**

Set achievable, and specific targets to reduce the rates and impact of disability associated with mental disorders.
- V DEPRESSION: HEART OF THE MATTER**

Take steps needed to ensure all your employees and their families understand the impact of depression on cardiovascular health, diabetes, Parkinson's disease and other chronic conditions.
- VI BEING THERE**

Ensure your people are trained/informed on how to respond properly and empathetically to co-workers and direct reports who threaten suicide or who lose a friend or family member to suicide.
- VII PART OF THE JOB**

Introduce mandatory mental health training for executives and managers and establish accountability to learn and use these new skills as part of their performance-based compensation.
- VIII BEST PRACTICES AT WORK**

Put a value on research and inquiry. Be prepared to invest in workplace-based trials and pilot projects in search of best practices for reducing chronic job stress and accelerating healthy interventions to support employees in distress.
- IX VENUE OF PREVENTION**

See the workplace as a venue for reducing the incidence of disabilities associated with depression, anxiety and sub-threshold stress-related problems.
- X CONSISTENCY AS A VIRTUE**

Walk the talk.