



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.