

An Exceptional Leader

C.  a. R. E. S.

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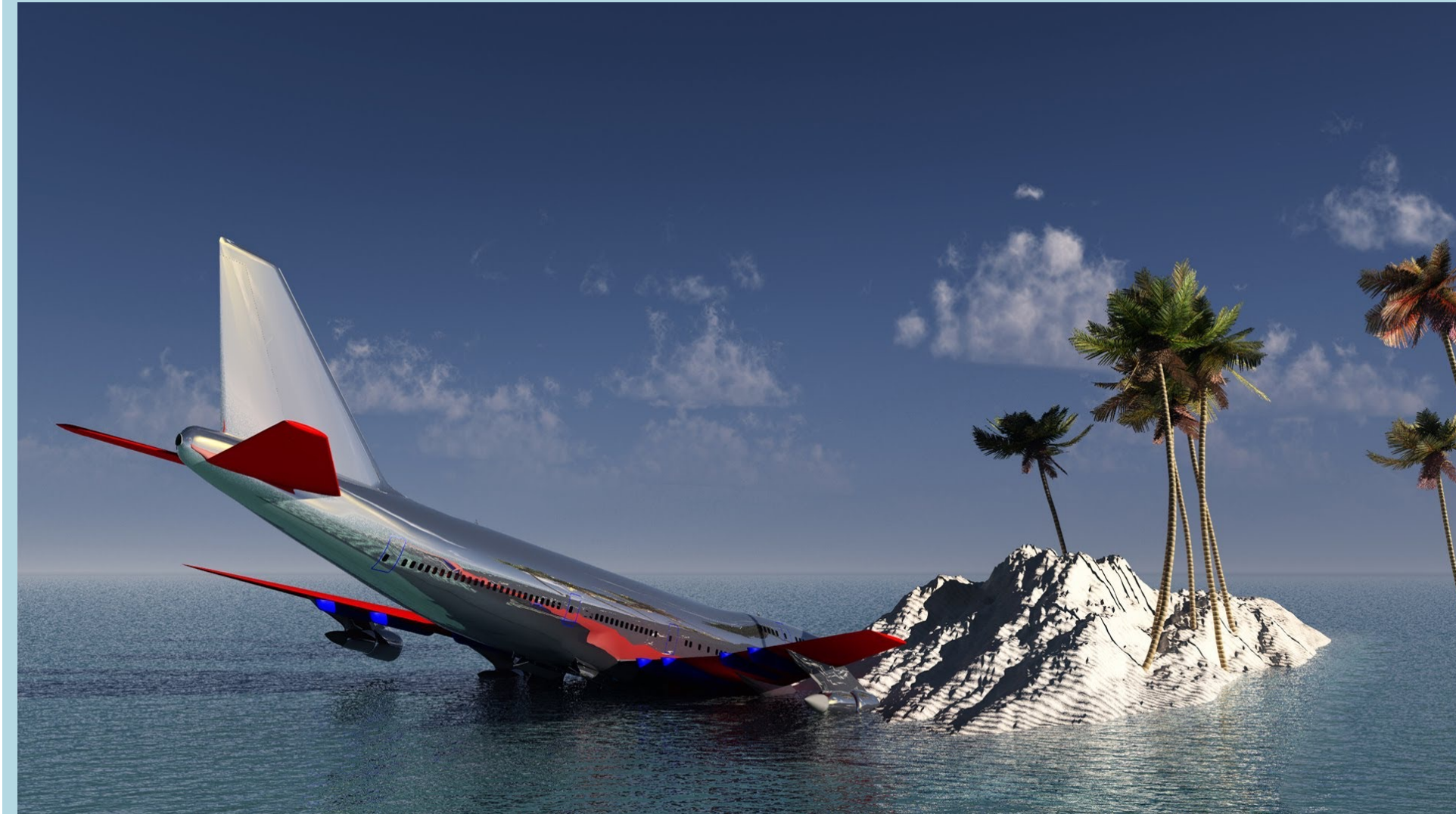


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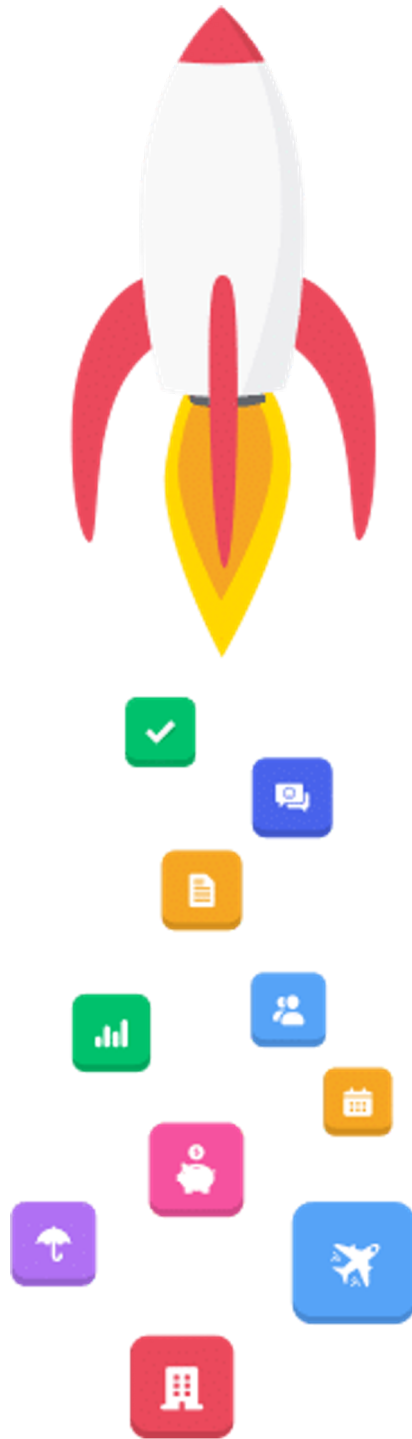


HR NIGHTMARE...

What would you have done differently?







About GoCo

GoCo's mission is to **empower SMBs and their HR**, so they can focus on growing **happier, healthier, and more productive teams**



HOW WE SPEND OUR TIME



- At Work: 90,000
- Laughing: 3,600
- Exercising: 4,320
- Eating: 31,200
- With family and friends: 42,300

On the Phone



94,170!!

OVERALL MENTAL HEALTH STATISTICS



- *25% of Americans, age 18 and older, suffer from a diagnosable mental disorder*
- *Many people suffer from more than one mental disorder*
- *Mental health disorders account for several of the top causes of disability*

MY MENTAL HEALTH JOURNEY



“Those who plant in tears will harvest with shouts of joy.

They weep as they go to plant their seed, but they sing as they return with the harvest.”

-King David





Why HR?

- YOU will be a change agent
- Together WE can make the world a better place



YOUR JOB COULD BE HURTING YOU

- **9 in 10** employees report that their workplace stress affects their mental health
- Stress causes **ONE million** employees to miss work **EVERY** day.
- **4 in 5** employees feel emotionally drained from their work, an early sign of burnout
- **60%** are not receiving adequate support from supervisors to help manage stress.
- **Only 5%** of employees **STRONGLY** agree that their employer provides a safe environment for people who live with mental illness.

BULLYING IN THE WORKPLACE

According to The World Health Organization



Harassment and bullying at work are commonly reported problems and can have substantial adverse impact on mental health.





The American Institute of Stress reported work-related stress causes **120,000** deaths per year!

THE TOLL OF WORKPLACE MENTAL HEALTH



23%

Nearly 1 in 4 (23%) employees report feeling down, depressed or hopeless often annually in the US on work productivity loss due to depression



41%

41% of employees feel burnt out, drained or exhausted from their work



37%

Over 1 in 3 employees (37%) reported having done nothing to cope with these feelings and only 7% have reached out to a mental health professional

Why?

Do you or any of your co-workers work long hours, take work home, and between stress and exhaustion have no energy to pursue treatment?



What about the idea that employees are supposed to leave their issues at home? So, they stuff their pain down and suffer silently?

WE MUST BLOW UP THIS PARADIGM!



THE GREAT RESIGNATION



In 2021, more than 39.1 million people quit their jobs!

ESCAPE!



WELLBEING, DERAILED



- Medical News Today reported that cases of depression in the U.S. had **TRIPLED** over the course of the pandemic.
- Another survey revealed increased alcohol and drug use among people in the US.

WORK FROM HOME

Research has shown that isolation can be “**TWICE** as harmful to physical and mental health as obesity.”



SO, WHAT CAN WE MAKE OF ALL THIS?

Employee mental health **MUST** be an organization's *highest priority*



SAY WHAT?!



More than **80%** of employees would consider quitting their current position for a job that focused more on employees' mental health.



MENTAL HEALTH MATTERS

Employees are leaving **BECAUSE** of general lack of care on the part of the employer.

- 40% left because of burnout
- 20% don't feel valued
- 16% said there was no support for their wellbeing.

What about money?

- 23% of people said they were earning the same
- 13% said they were making less

SICK OF WORK



An Exceptional Leader

C.  . R . E . S .

*"An [HR] Leader is a dealer
in hope."*

- Napoleon Bonaparte

*(with a little help from me and I'm taller and don't have
a complex)*

C U L T U R E

- Encouraging a team-oriented structure
- Keep expectations clear
- Make caring part of the job
- Regularly acknowledge good work.

ENCOURAGING TEAM ORIENTED STRUCTURE





KEEP
EXPECTATIONS
CLEAR



**MAKE CARING
PART OF THE JOB**

ACKNOWLEDGE GOOD WORK

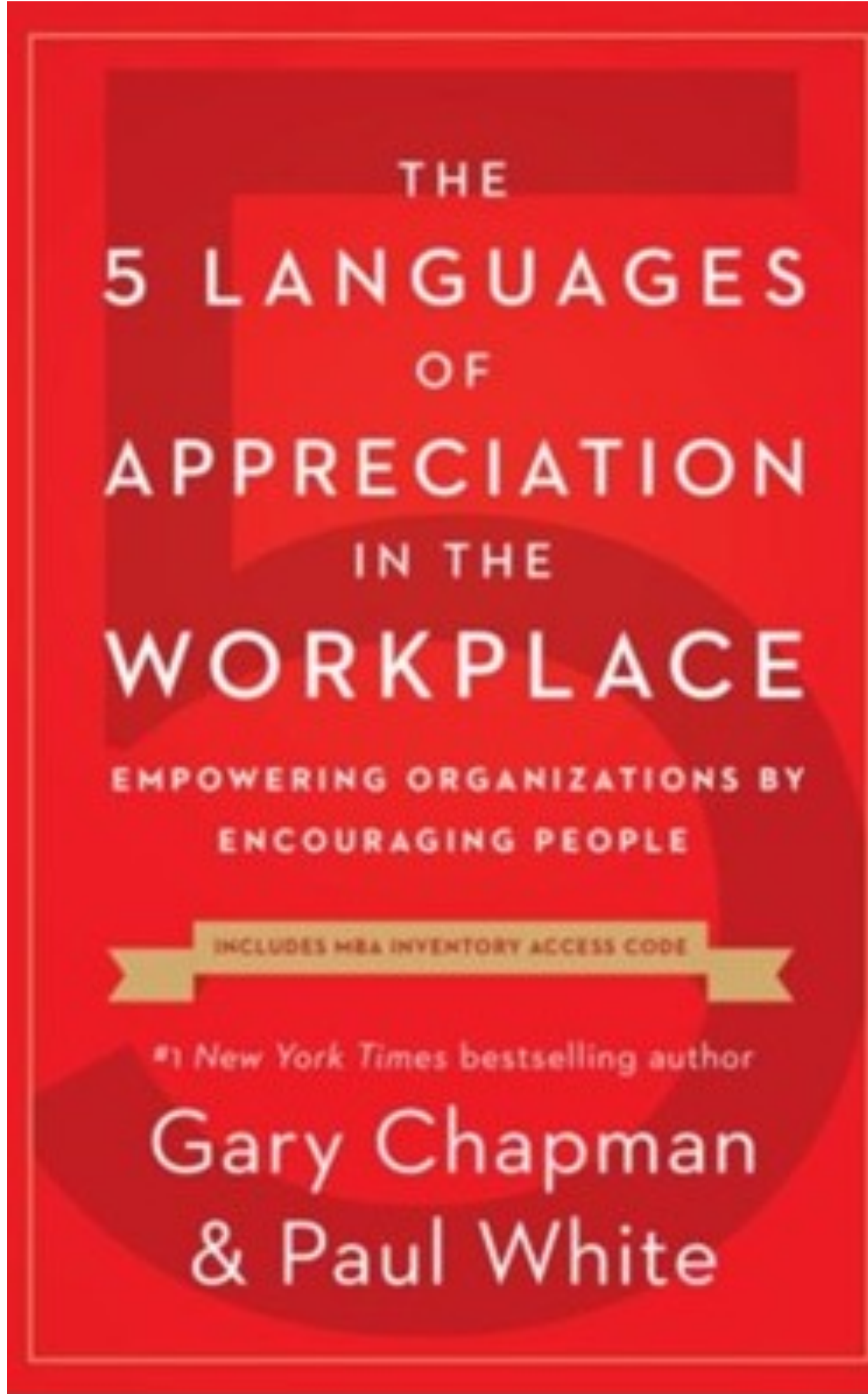


3000 years ago, King Solomon said:

*“Worry weighs a person down;
an encouraging word **CHEERS** a
person up.”*

THE FIVE LOVE LANGUAGES OF LEADERSHIP

1. Words of Affirmation
2. Career Development
3. Financial Rewards
4. Quality Time
5. Acts of Service



A L O C A T E

- Free mental health assessment tools
- Clinical screenings by a professional who can make a referral if appropriate
- Onsite counseling
- Educational materials about signs and symptoms of mental health

DOESN'T SEEM RIGHT

Did you know only 7-10% of employees utilize their EAP?



SHOW THEM YOU CARE



79% of employees are likely to stay at a company that provides high quality mental health resources.

R A L I G N

- Hire Intentionally
- Properly position your people
- Flexibility




HIRE INTENTIONALLY

- Vulnerable
- Empathetic
- Difference Maker

PROPERLY POSITION YOUR PEOPLE

- PASSION
- PERFORMANCE
- ENGAGEMENT



A wooden mannequin is shown in a dynamic, flexible pose, leaning back with one leg extended forward and the other bent. The mannequin is made of light-colored wood and has a smooth, polished finish. It is positioned against a dark, textured background. A semi-transparent grey circle is overlaid on the right side of the image, containing the text "BE FLEXIBLE".

**BE
FLEXIBLE**

E **P** **A** **T** **H** **Y**

- The ability to understand what your employees feel
- Seeing things from your EMPLOYEES' point of view
- Imagine you are in THEIR place

S

R
V
E

- Focus on Employees
- Support Employees
- Care for Employees

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in hope."*

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*(with a little help from me and I'm taller and don't have
a complex)*

A modern office desk with a laptop, notebooks, and small potted plants. The desk is dark-colored and has a laptop, two notebooks, and two small potted plants. In the background, there are larger green plants and a desk lamp.

"CREATING a healthy
workplace is GOOD for
business."



I LOVE HR!



**LOOK AT THE
ONE YOU LOVE
LIKE AVON
BARKSDALE
LOOKS AT ME!**

FROM THE DIRECTOR

"The HR profession has always had a role in addressing MH and wellness, and there is an unprecedented need for their leadership and vision. The SHRM Foundation is committed to helping HR pros and people managers provide the best possible support for businesses' most treasured resources: our employees – our people."

-Wendy Safstrom

WORKPLACE MENTAL HEALTH ALLY CERTIFICATE

As a HR professional, people manager, or business leader, you have a **UNIQUE POSITION** to **LEAD THE EFFORT** in supporting employee mental health in the workplace and fostering culture that encourages open conversations around mental health.

*SHRM and the SHRM Foundation partnered
with PsychHub*



SO MUCH VALUE

Benefits

- Receive evidence-based training and shareable resources with content easily understandable by anyone.
- Gain actionable skills to help employees during difficult times.
- Earn 7 professional development credits (PDCs).

*For every **\$1** put into scaled up treatment for common MH disorders there is a return of **\$3 to \$10***

***67%** of leaders cited improvement in productivity when offering MH support to their employees.*

***79%** of employees are likely to stay at a company that provides high quality MH resources.*

IMPROVING WORKPLACE WELLNESS PAYS DIVIDENDS!

MAKING YOUR EMPLOYEES' MENTAL HEALTH A PRIORITY EQUALS EMPLOYEES WHO ARE HEALTHIER, HARD-WORKING, AND THE RESULTS ARE HIGHER PROFITS.



Healthy

+



Hard-Working

=



Profits

PURSUING MY PASSION





BYRON

***NOTE: Names have been changed to protect the identities of clients*

A bronze sculpture of two elk with large antlers, positioned in a forest setting. The elk are facing each other, with their antlers touching. The sculpture is set on a rocky outcrop. The background is a dense forest of evergreen trees.

CHAITON

***NOTE: Names have been changed to protect the identities of clients*



“A bad job will beat a good person every time.”

HR PROFESSIONALS ARE SPECIAL PEOPLE

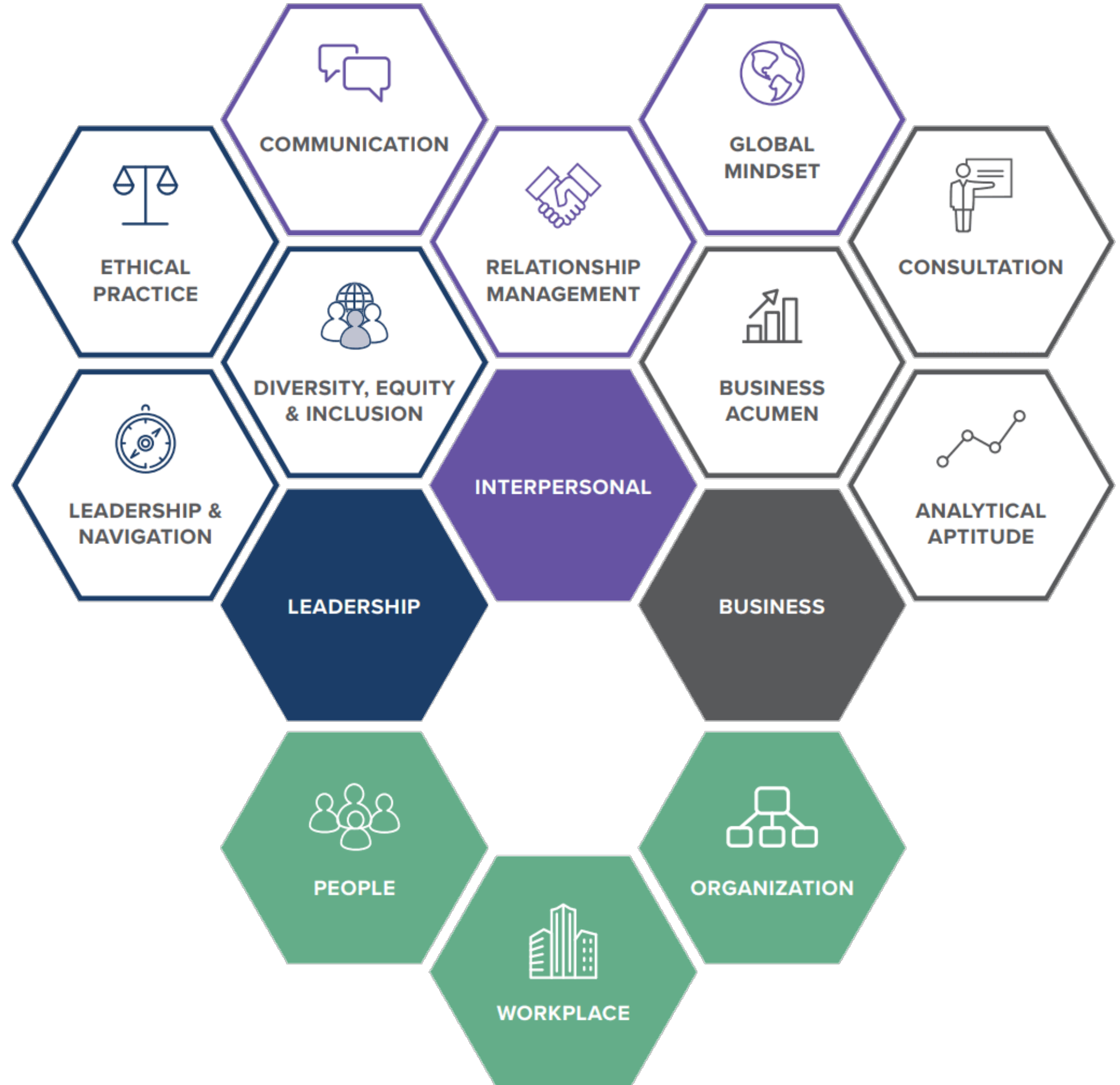


Hope!

“We as HR professionals and people managers have a moral obligation to take action.”




SHRM BODY OF APPLIED SKILLS AND COMPETENCIES™ (BASK)



HR PROFESSIONALS ARE SPECIAL PEOPLE



Hope!



*You are uniquely
positioned to
make an impact!*

HR PROFESSIONALS ARE SPECIAL PEOPLE



Hope!

*You are uniquely
positioned to
make an impact!*

You are the
heartbeat of
your
organization!

[illegible]

ESSENTIAL LEADERSHIP PRINCIPLES

– LISTENING–

- Remove distractions
- Summarize and ask clarifying questions
- Ask open-ended questions
- Use body language to show you're listening

PRACTICE, PRACTICE, PRACTICE!

“Too often we underestimate the power of a touch, a smile, a kind word, a listening ear, an honest compliment, or the smallest act of caring, all of which have the potential to turn a life around.”

- Leo Buscaglia

ESSENTIAL LEADERSHIP PRINCIPLES

– SELF-CARE –

- Make sleep part of your self-care routine
- 20 minutes of moderate exercise every day
- Fuel your brain and your body
- Say "no" to others and "yes" to your self-care

SCHEDULE SELF-CARE AND GUARD IT WITH EVERYTHING YOU HAVE!

"You won't be good at loving others until you start loving yourself. Taking care of you IS loving yourself."

- Me

ESSENTIAL LEADERSHIP PRINCIPLES

– BE VULNERABLE –

- Be vulnerable
- Talk to a therapist about your stress and the burden that is transferred onto you by the people you serve
- Find a mentor or confide in a friend

THERE IS HEALING IN BEING VULNERABLE AND ADMITTING YOU'RE HURTING

“Vulnerability is the birthplace of love, belonging, joy, courage, empathy, and creativity. Opening yourself up to make new friends and learn a new, healthy habit may feel uncomfortable. But if you run away the second those shaky feelings arise, you’re just reinforcing the voice in your head that says I’m not good enough.”

Brene Brown

HR PROFESSIONALS ARE SPECIAL PEOPLE

Hope!

*You are uniquely
positioned to
make an impact!*

You are the
heartbeat of
your
organization!

You Are the

SOLUTION

COMEBACK STORY





FOUNDATION FOR SUCCESS

Values

Belonging



Community

Hope

*Make the mental health
of employees your mission
and sit back and watch
the magic.*



THE ROAD TO HR



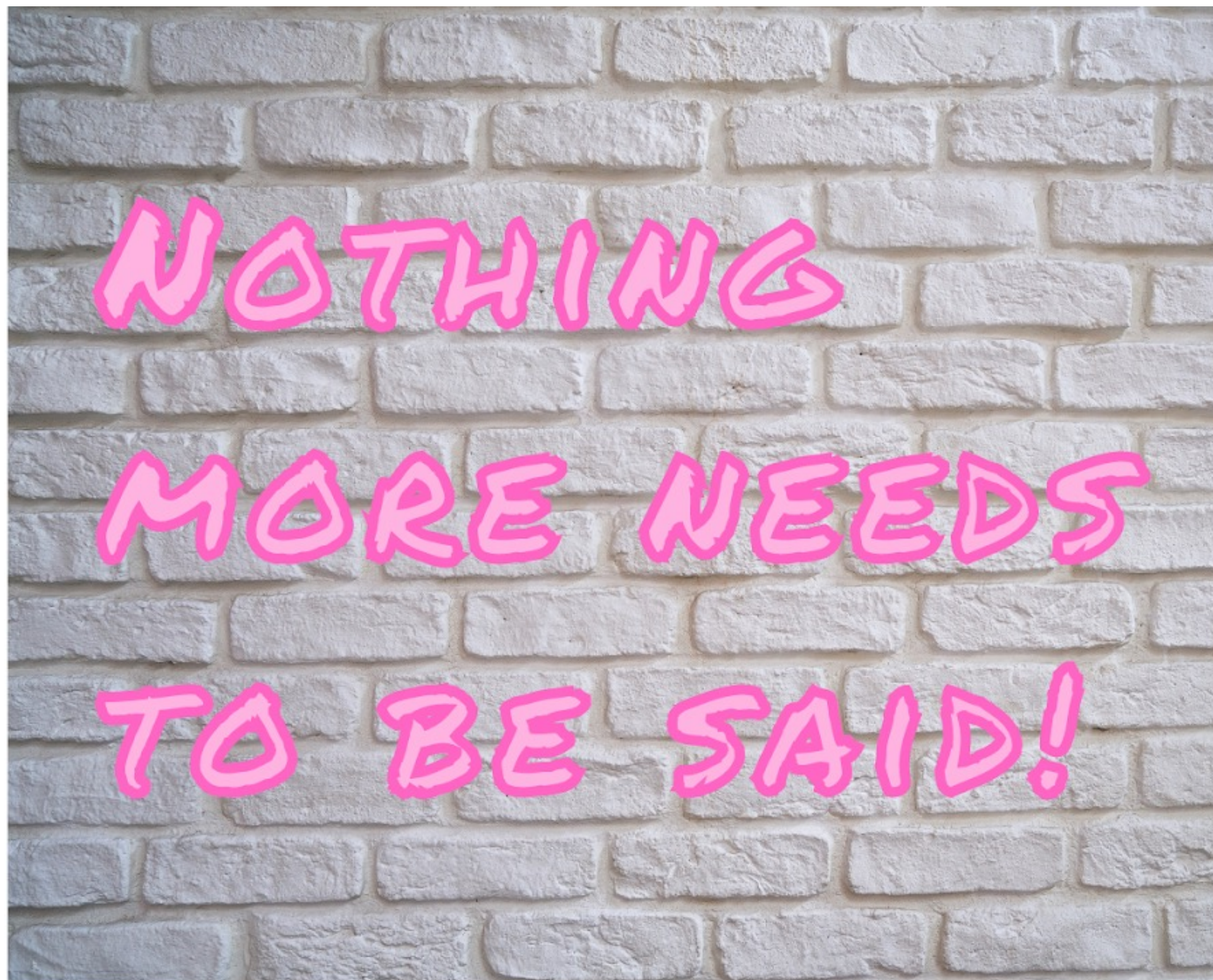
- *Faith and Hard Work* -

SECOND CHANCE





MY SECOND CHANCE



ACKNOWLEDGEMENTS

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Let's Do Lattes!

Schedule a consultation with a **GōCo** expert and the coffee is on us.

goco.io/coffee

Book & complete your call in the next 2 weeks and we'll send you a Starbucks gift card!

A photograph of three German Shepherds sitting on a light-colored tiled floor in a kitchen. Two dogs are on the left, one black and tan, and one tan with black markings. A third dog, mostly black with tan markings, is on the right. A blue speech bubble with white text is overlaid on the top right of the photo.

Connect with Dad!

CONTACT

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