Mental Health In Organizations

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Yes, You Can Talk about Mental Health at Work Melissa Doman Ma 2021-10-12 This book is for anyone who wants to understand why we need to talk about mental health at work... and how to have constructive dialogue in the workplace.

The Mental Health Context Organisation mondiale de la santé 2003-12-11 This introductory module describes the current global context of mental health. Beginning with an outline of the current burden of mental disorders the module sets the stage by describing the historical background to the current situation and summarising recent developments in the understanding treatment and care of people with mental disorders. An analysis is provided of trends in global health reform and their implications for mental health. To illustrate how these global trends can be addressed by governments and to introduce the reader to the guidance package a summary is then provided of the modules in the guidance package. This module will enable readers to gain an understanding of the global context of mental health and to select which modules will be useful to them in their particular situations. Also available: 14-module package: WHO Mental Health Policy and Service Guidance Package - 14 modules Other modules included in the package: Improving Access and Use of Psychotropic Medicines Child and Adolescent Mental Health Policies and Plans Mental Health Policy Plans and Programmes. Updated version Mental Health Context Mental Health Financing Advocacy for Mental Health Quality Improvement for Mental Health Organization of Services for Mental Health Planning and Budgeting to Deliver Services for Mental Health Mental Health Legislation and Human Rights Mental Health Policies and Programmes in the Workplace Mental Health Information Systems Human Resources and Training in Mental Health Monitoring and Evaluation of Mental Health Policies and Plans

The Mental Hygiene Movement Clifford Whittingham Beers 1917

Creating Change in Mental Health Organizations George William Fairweather 1974

Handbook of Mental Health in the Workplace Jay C. Thomas 2002-08-15 A reference tool to assist researchers and academics in the fields of occupational psychology and human resource management. It includes papers from expert contributors that provide the latest research and up-to-date developments in this area.

Organizational Interventions for Health and Well-being Karina Nielsen 2018-06-14 This important new collection provides not only a comprehensive overview of how organizational interventions can improve health and well-being in the workplace - addressing its causes rather than the symptoms - but also the practical issues faced in their design, implementation and evaluation. Drawing on a range of case studies and empirical investigations, it is the first book to seriously examine each element of the intervention process, and to recognize the individual, group, leader and organizational factors that researchers should consider. The authors describe the various challenges to such collaborative processes, as well as the specific methods and tools that can be used in response. Each chapter offers practical, evidence-based guidance. Featuring a final section examining new directions and approaches in organizational intervention research, the book features contributions from some of the leading international researchers in the field. It will be essential reading for any researcher or practitioner interested in the practical issues involved in improving the organization, design and management of the contemporary workplace.

Tie a Knot and Hang on Teresa Scheid 2018-04-17 Tie a Knot and Hang On is an analysis of mental health care work that crosses the borders of diverse sociological traditions. The work seeks to understand the theoretical and empirical linkages between environmental pressures and activities and how these intersect with organizations and individuals. The work draws upon a research tradition that sees the issue of mental health care in terms of institutional pressures and normative values. The author provides a description and a sociological analysis of mental health care work, emphasizing the interaction of professionally generated norms that guide the "emotional labor" of mental health care workers, and the organizational contexts within which mental health care is provided. She concludes with a discussion of emerging institutional forces that will shape the mental health care system in the future. These forces are having greater impact than ever before as managed care comes to have a huge fiscal as well as institutional impact on the work of mental health professionals. Scheid's book is a brilliant, nuanced effort to explain the institutional demands for efficiency and cost containment with the professional ethics that emphasize quality care for the individual. The book is essential reading for those interested in mental health care organizations and the providers responding to these seemingly larger, abstract demands. The work offers a rich mixture not just of the problems faced by mental health care personnel, but the equilibrium currently in place u an equilibrium that shapes the theory of the field, no less than the activities of its practitioners. Teresa L. Scheid is associate professor of sociology, at the University of North Carolina at Charlotte. She has published widely in the area, including major essays in Sociology of Health and Illness, Sociological Quarterly, Perspectives on Social Problems, and The Journal of Applied Behavioral Science.

Mental Health and Wellbeing in the Workplace Gill Hasson 2020-06-22 ***HIGHLY COMMENDED - HR & MANAGEMENT - BUSINESS BOOK AWARDS 2021*** Provides guidance for both employers and staff on promoting positive mental health and supporting those experiencing mental ill health in the workplace The importance of good mental health and wellbeing in the workplace is a subject of increased public awareness and governmental attention. The Department of Health advises that one in four people will experience a mental health issue at some point in their lives. Although a number of recent developments and initiatives have raised the profile of this crucial issue, employers are experiencing challenges in promoting the mental health and wellbeing of their employees. Mental Health & Wellbeing in the Workplace contains expert guidance for improving mental health and supporting those experiencing mental ill health. This comprehensive book addresses the range of issues surrounding mental health and wellbeing in work environments – providing all involved with informative and practical assistance. Authors Gill Hasson and Donna Butler examine changing workplace environment for improved wellbeing, shifting employer and employee attitudes on mental health, possible solutions to current and future challenges and more. Detailed, real-world case studies illustrate a variety of associated concerns from both employer and employee perspectives. This important guide: Explains why understanding mental health important and its impact on businesses and employees Discusses why and how to promote mental health in the workplace and the importance of having an effective 'wellbeing strategy' Provides guidance on managing staff experiencing mental ill health Addresses dealing with employee stress and anxiety Features resources for further support if experiencing mental health issues Mental Health & Wellbeing in the Workplace is a valuable resource for those in the workplace wanting to look after their physical and mental wellbeing, and those looking for guidance in managing staff with mental health issues.

Mental Health Atlas 2017 World Health Organization 2018-08-09 Collects together data compiled from 177 World Health Organization Member States/Countries on mental health care. Coverage includes policies, plans and laws for mental health, human and financial resources available, what types of facilities providing care, and mental health programmes for prevention and promotion.

Handbook of Mental Health Administration and Management William H. Reid 2003 For today's mental health leaders. Book jacket.

HBR Guide to Managing Stress at Work (HBR Guide Series) Harvard Business Review 2013-12-17 Are you suffering from work-related stress? Feeling overwhelmed, exhausted, and short-tempered at work—and at home? Then you may have too much stress in your life. Stress is a serious problem that impacts not only your mental and physical health, but also your loved ones and your organization. So what can you do to address it? The HBR Guide to Managing Stress at Work will help you find a sustainable solution. It will help you reach the goal of getting on an even keel—and staying there. You'll learn how to: Harness stress so it spurs, not hinders, productivity Create realistic and manageable routines Aim for progress, not perfection Make the case for a flexible schedule Ease the physical tension of spending too much time at your computer Renew yourself physically, mentally, and emotionally

Investing in Mental Health 2013

Mental Health in the Workplace Michelle B. Riba 2019-02-13 This book offers a guide to better understanding models of workplace mental health, as well as best practices for mental health professionals, employee assistance groups, employers and employees alike. The cost of depression at the workplace is staggering, both in terms of absenteeism and productivity loss while at work, and in terms of human and family suffering. Depression is highly prevalent and affects employees' concentration, decision-making skills and memory, contributing to accidents and quality issues. Analyses indicate that the returns on investment for workplace mental health programs are significant, with employers reporting lower productivity-related financial losses and less need staff turnover due to mental health conditions. The book also addresses substance use and misuse, and ways to address such problems.

Ending Discrimination Against People with Mental and Substance Use Disorders National Academies of Sciences, Engineering, and Medicine 2016-09-03 Estimates indicate that as many as 1 in 4 Americans will experience a mental health problem or will misuse alcohol or drugs in their lifetimes. These disorders are among the most highly stigmatized health conditions in the United States, and they remain barriers to full participation in society in areas as basic as education, housing, and employment. Improving the lives of people with mental health and substance abuse disorders has been a priority in the United States for more than 50 years. The Community Mental Health Act of 1963 is considered a major turning point in America's efforts to improve behavioral healthcare. It ushered in an era of optimism and hope and laid the groundwork for the consumer movement and new models of recovery. The consumer movement gave voice to people with mental and substance use disorders and brought their perspectives and experience into national discussions about mental health. However over the same 50-year period, positive change in American public attitudes and beliefs about mental and substance use disorders has lagged behind these advances. Stigma is a complex social phenomenon based on a relationship between an attribute and a stereotype that assigns undesirable labels, qualities, and behaviors to a person with that attribute. Labeled individuals are then socially devalued, which leads to inequality and discrimination. This report contributes to national efforts to understand and change attitudes, beliefs and behaviors that can lead to stigma and discrimination. Changing stigma in a lasting way will require coordinated efforts, which are based on the best possible evidence, supported at the national level with multiyear funding, and planned and implemented by an effective coalition of representative stakeholders. Ending Discrimination Against People with Mental and Substance Use Disorders: The Evidence for Stigma Change explores stigma and discrimination faced by individuals with mental or substance use disorders and recommends effective strategies for reducing stigma and encouraging people to seek treatment and other supportive services. It offers a set of conclusions and recommendations about successful stigma change strategies and the research needed to inform and evaluate these efforts in the United States.

Physician Mental Health and Well-Being Kirk J. Brower 2017-07-25 This book explores the important topic of mental health and related problems among physicians, including trainees. The all-too-common human response of "suffering in silence" and refusing to seek help for professional and personal issues has ramifications for physicians who work in safety-sensitive environments, where clear-headed judgment and proper action can save lives. Problems covered include burnout, disruptive and unprofessional behaviors, impaired performance, traumatic stress, addiction, depression and other mood disorders, and suicide. The authors of this work include psychologists, psychiatrists, and other physicians who diagnose and treat a range of patients with stress-related syndromes. Among their patients are physicians who benefit greatly from education, support, coaching, and treatment. The book's content is organized into three parts with interconnecting themes. Part I focuses on symptoms and how physicians' problems manifest at the workplace. Part II discusses the disorders underlying the manifesting symptoms. Part III focuses on interventions at both the individual and organizational levels. The major themes investigated throughout the book are developmental aspects; mental health and wellbeing as a continuum; and the multifactorial contributions of individual, interpersonal, organizational, and cultural elements to physician health. This book is intended for anyone who works with, provides support to, or professionally treats distressed physicians. It is also intended for healthcare leaders and organizations that are motivated to improve the experience of providing care and to change the culture of silence, such that seeking help and counsel become normal activities while minimizing stigma. By writing this book, the authors aim to outline effective pathways to well-being and a healthy work-life balance among physicians, so that they may provide optimal and safe care to their patients.

Mental Health Policies and Programmes in the Workplace World Health Organization 2005 Work substantially contributes to one's identity. It provides income for an individual and their family and gives the feeling of playing a useful role in society. However, the nature of work is changing rapidly and factors such as the globalization of markets, urbanization and migration, and the advancements in information technology are impacting on the nature of work and the health and mental health of employees. This module outlines the types of mental health problems encountered in the workplace, their causes and impact. Importantly, it provides guidance to workplaces on how to develop and implement a workplace mental health policy and strategies to improve the mental health of employees. Also available: WHO Mental Health Policy and Service Guidance Package--14 modules Other modules included in the package: Improving Access and Use of Psychotropic Medicines Child and Adolescent Mental Health Policies and Plans Mental Health Policy, Plans and Programmes. Updated version Mental Health Context Mental Health Financing Advocacy for Mental Health Quality Improvement for Mental Health Organization of Services for Mental Health Planning and Budgeting to Deliver Services for Mental Health Mental Health Legislation and Human Rights Mental Health Information Systems Human Resources and Training in Mental Health Monitoring and Evaluation of Mental Health Policies and Plans

Research Anthology on Mental Health Stigma, Education, and Treatment Management Association, Information Resources 2021-02-05 In times of uncertainty and crisis, the mental health of individuals become a concern as added stressors and pressures can cause depression, anxiety, and stress. Today, especially with more people than ever experiencing these effects due to the Covid-19 epidemic and all that comes along with it, discourse around mental health has gained heightened urgency. While there have always been stigmas surrounding mental health, the continued display of these biases can add to an already distressing situation for struggling individuals. Despite the experience of mental health issues becoming normalized, it remains important for these issues to be addressed along with adequate education about mental health so that it becomes normalized and discussed in ways that are beneficial for society and those affected. Along with raising awareness of mental health in general, there should be a continued focus on treatment options, methods, and modes for healthcare delivery. The Research Anthology on Mental Health Stigma, Education, and Treatment explores the latest research on the newest advancements in mental health, best practices and new research on treatment, and the need for education and awareness to mitigate the stigma that surrounds discussions on mental health. The chapters will cover new technologies that are impacting delivery modes for treatment, the latest methods and models for treatment options, how education on mental health is delivered and developed, and how mental health is viewed and discussed. It is a comprehensive view of mental health from both a societal and medical standpoint and examines mental health issues in children and adults from all ethnicities and socio-economic backgrounds and in a variety of professions, including healthcare, emergency services, and the military. This book is ideal for psychologists, therapists, psychiatrists, counsellors, religious leaders, mental health support agencies and organizations, medical professionals, teachers, researchers, students, academicians, mental health practitioners, and more.

Occupational Outlook Handbook United States. Bureau of Labor Statistics 1976

We Flourish Judd Allen 2022-07 We Flourish is about creating proactive mental health cultures at work that reduce mental illness-related absences, turnover, and underperformance. It is a guide for managers, as well as human resource and wellness professionals seeking to promote mental well-being. We Flourish features powerful step-by-step culture building solutions. - Address the widespread mental illness crisis that is sapping employees' energy and productive potential. - Increase the effectiveness of an employee assistance program and other

health benefits. - Create supportive environments at work and at home for proactive mental health attitudes and behaviors. Between 2010 and 2030, mental illness will cost the global economy $16 USD trillion in lost economic output-more than cancer, diabetes, and respiratory diseases combined. Approximately half of your employees will experience mental illness. Your organization and team cannot afford the upended lives, lost productivity, and increased health care costs. We need to proactively support mental health by adopting practices that lower the risks and speed recovery from mental illness. We Flourish empowers organizational leaders and their employees to adopt attitudes and behaviors that prevent mental illness while building a thriving workplace culture. Judd Allen earned his Ph.D. in Community Psychology from New York University. He is President of the Human Resources Institute, LLC, a research, publishing, and consulting firm that focuses on the creation of supportive cultural environments. Dr. Allen has assisted several hundred government, business, and community organizations to bring about lasting and positive culture change. Dr. Allen has authored more than 50 books, journal articles, training manuals and software titles. His most recent books are 103 Challenges for Manager-Led Wellness, Leading for Purpose, Culture Change Planner, The Social Climate Toolkit, The Cultural Analysis Toolkit, A Family Guide to Wellness, Kitchen Table Talks for Wellness, Bringing Wellness Home, Wellness Leadership and Healthy Habits, Helpful Friends. He lives in Burlington, Vermont and Montreal Canada.

Marketing for the Mental Health Professional David P. Diana 2010-03-19 Praise for Marketing for the Mental Health Professional: An Innovative Guide for Practitioners "This book is packed with useful strategies that have worked for years and years in the business world. People who follow the advice here are going to go places." —Dr. Thomas Phelan, Psychologist and bestselling author of 1-2-3 Magic "David's book is brilliant! He guides us through our own resistance and the unquestioned beliefs we have held around marketing, money, and our profession. Not only have I received a long-overdue education, David has inspired in me the creativity, courage, and confidence to create my own vision." —Melinda Edwards, MD, Psychiatrist A hands-on guide to building a successful mental health practice There is real opportunity for growth, advancement, and overall success within the mental health profession. Marketing for the Mental Health Professional helps you acquire and apply the powerful, proven sales and marketing techniques and strategies needed to create and cultivate a thriving mental health practice. Filled with real-life stories and helpful tips, this book provides you with the tools to build your practice, including guidance on: Using customer-based selling to create a thriving practice Developing effective strategies for engaging clients, building credibility, and earning loyalty Identifying true prospects that will lead to long-term success Using power, influence, and persuasion to help grow your practice Creating an impression and being remembered Using Internet technology to start a conversation and build relevance A practical guide for professionals looking to achieve long-term success in the field, Marketing for the Mental Health Professional proposes a different way of thinking about the profession. It leverages and incorporates key business, sales, and marketing principles that "best in class" organizations and sales/marketing professionals use to generate an increase in market share, financial wealth, and overall achievement.

Foundations of Mental Health Promotion Manoj Sharma 2020 Written for undergraduate and graduate courses in public and community health, the second edition of Foundations of Mental Health Promotion provides a current look at mental health and mental illness with a focus on medical, epidemiological, behavioral, sociological, political, historical, developmental, and cultural perspectives in the field. Readers are introduced to the field of mental health promotion, and both individual-level and population-level approaches to handling mental health concerns are emphasized. New & Key Features: - UPDATED to reflect current CHES/MCHES competencies form NCHEC or DSM-5 and the latest version of ICD-11 - UPDATED models for mental health and health promotion are included throughout - FOCUS FEATURES highlight interesting discoveries, important aspects, anecdotes or future directions being pursued on a particular topic discussed in the chapter - ADDRESSES mental health promotion for children and adolescents, mental health promotion for adults, and mental health promotion for older adults - SKILL-BUILDING ACTIVITIES have been revised to reflect current events in mental health promotion and CASE STUDY ACTIVITIES have been added

Organization of Services for Mental Health Organisation mondiale de la santé 2003-12-11 The organisation of mental health services has an important bearing on the effectiveness of service delivery and on the achievement of objectives of national mental health policies. This publication does not aim to prescribe a single model for service organisation, as this depends on the social, cultural, political and economic context within individual countries; rather it seeks to highlight examples of good practice in successful service delivery models in order to provide guidance to countries in different regions of the world on the key issues involved. This publication is also available as part of a set of eight mental health policy and service publications containing practical guidance to assist policy-makers and planners in WHO member countries (ISBN 0119894173).

MhGAP Intervention Guide for Mental, Neurological and Substance-Use Disorders in Non-Specialized Health Settings - Version 2. 0 World Health Organization 2016-11-30 The mhGAP Intervention Guide (mhGAP-IG) for Mental, Neurological and Substance-use Disorders for Non-specialist Health Settings, is a technical tool developed by WHO to assist in implementation of mhGAP. The Intervention Guide has been developed through a systematic review of evidence followed by an international consultative and participatory process. The mhGAP-IG presents integrated management of priority conditions using protocols for clinical decision-making. The priority conditions included are: depression, psychosis, bipolar disorders, epilepsy, developmental and behavioural disorders in children and adolescents, dementia, alcohol use disorders, drug use disorders, self-harm/suicide and other significant emotional or medically unexplained complaints. The mhGAP-IG is a model guide and has been developed for use by health-care providers working in non-specialized health-care settings after adaptation for national and local needs.

Contracting for Public Mental Health Services Terry Savela 2000

Leaders and Health Care Organizational Change Stewart Gabel 2001-05-31 Health and mental health organizations are undergoing major changes in policies, procedures, structures, and emphasis. Many of these changes appear related to what may be termed the managed care revolution. This upheaval in delivery systems related to health and mental health care has been associated with great changes and rapid turnover in leaders and in leadership positions. It appears that many leaders are not able to lead their organizations into this or other new territories. The purpose of this book is to describe stages that organizations go through as they move rapidly to adapt to new and sometimes unwanted changes. The emphasis is on the aspects of leaders and of leadership that appear tied to successful or unsuccessful outcomes for organizations in the midst of these rapid changes. Particular challenges and expectations that are likely to be present in organizations and in individuals facing change are described. Methods are presented that might be employed by leaders to confront various difficulties in order to direct successful outcomes for themselves, as leaders, and for their organizations. Throughout the book, the essential and sometimes differing goals of leaders as individuals and of leadership as a professional process are highlighted. This book will be of interest to leaders and managers at all levels in various health and mental health care organizations, as well as graduate students in health care management, health care services, health care administration, and business administration. It will also be of interest to mental health professionals and graduate students in industrial and organizational psychology.

Consumer-Run Mental Health Louis D. Brown 2011-10-22 Consumer-run organizations and other types of mental health self-help are becoming increasingly popular in the public mental health system. These initiatives now outnumber traditional mental health organizations in the US (Goldstrom et al., 2006). This growth is due in large part to their low cost, devoted supporters, burgeoning evidence base, and increased acceptance by mental health professionals. International interest in these initiatives is also growing as self-help is flourishing in industrialized countries worldwide. I recently edited a special issue on mental health self-help for the American Journal of Community Psychology and we received submissions from five continents, with exciting work coming out of China, Australia, and Europe. The proposed book develops a rich theoretical model called the Role Framework, which explains how people engage in and benefit from mental health consumer-run organizations (CROs).

Wellbeing at Work Jim Clifton 2021-06-01 What if the next global crisis is a mental health pandemic? It is here now. One-third of Americans have shown signs of clinical anxiety or depression, and the current state of suffering globally has risen significantly. The mental health pandemic manifests everywhere, not least in your workplace. As organizations around the world face health and social crises, as well as economic uncertainty, acknowledging and improving wellbeing in your workplace is more critical than ever. Increasingly, leaders and managers must support mental health and cultivate resilience in employees — not just increase engagement and performance. Based on more than 100 million Gallup global interviews, Wellbeing at Work shows you how to do just that. Coauthored by Gallup's CEO and its Chief Workplace Scientist, Wellbeing at Work explores the five key elements of wellbeing — career, social, financial, physical and community — and how organizations can help employees and teams thrive in those elements. The book also gives leaders ideas and action items to help employees use their innate talents and strengths to thrive in each of the wellbeing elements. And Wellbeing at Work introduces a metric to report a person's best possible life: Gallup Net Thriving, which will become the "other stock price" for organizations. In a world where work and life are more blended than ever, maximizing employee wellbeing takes on greater urgency. Wellbeing at Work shows leaders how to create a thriving and resilient culture. If you and your leaders don't change the world, who will? Wellbeing at Work includes a unique code to take the CliftonStrengths assessment, which reveals your top five strengths.

Mental Illness in the Workplace Henry G. Harder 2016-04-22 The extent of mental illness concerns in the workforce is becoming increasingly apparent. Stress, depression, anxiety, workplace bullying and other issues are costing businesses billions every year in lost productivity, poor treatments and employee retention. Unless appropriately addressed, issues related to mental illness difficulties will result in stiff financial, organizational, and human costs for organizations. Drawing on empirical evidence from North America, the United Kingdom, Australia and New Zealand, the book provides a practical guide to identifying, understanding, treating and preventing individual and organizational mental health issues. The authors illustrate how organizations can save money and improve the health and wellbeing of their employees by using a psychological disability management approach in the treatment and accommodation of mental illness issues. This book will meet the needs of human resources professionals, administrators of employee assistance programs, industrial and organizational psychologists, mental health practitioners, those teaching or studying psychology and disability management, and more generally will serve to enlighten students of business management and practicing managers regarding a major workforce risk factor.

The Social Determinants of Mental Health Michael T. Compton 2015-04-01 The Social Determinants of Mental Health aims to fill the gap that exists in the psychiatric, scholarly, and policy-related literature on the social determinants of mental health: those factors stemming from where we learn, play, live, work, and age that impact our overall mental health and well-being. The editors and an impressive roster of chapter authors from diverse scholarly backgrounds provide detailed information on topics such as discrimination and social exclusion; adverse early life experiences; poor education; unemployment, underemployment, and job insecurity; income inequality, poverty, and neighborhood deprivation; food insecurity; poor housing quality and housing instability; adverse features of the built environment; and poor access to mental health care. This thought-provoking book offers many beneficial features for clinicians and public health professionals: Clinical vignettes are included, designed to make the content accessible to readers who are primarily clinicians and also to demonstrate the practical, individual-level applicability of the subject matter for those who typically work at the public health, population, and/or policy level. Policy implications are discussed throughout, designed to make the content accessible to readers who work primarily at the public health or population level and also to demonstrate the policy relevance of the subject matter for those who typically work at the clinical level. All chapters include five to six key points that focus on the most important content, helping to both prepare the reader with a brief overview of the chapter's main points and reinforce the "take-away" messages afterward. In addition to the main body of the book, which focuses on selected individual social determinants of mental health, the volume includes an in-depth overview that summarizes the editors' and their colleagues' conceptualization, as well as a final chapter coauthored by Dr. David Satcher, 16th Surgeon General of the United States, that serves as a "Call to Action," offering specific actions that can be taken by both clinicians and policymakers to address the social determinants of mental health. The editors have succeeded in the difficult task of balancing the individual/clinical/patient perspective and the population/public health/community point of view, while underscoring the need for both groups to work in a unified way to address the inequities in twenty-first century America. The Social Determinants of Mental Health gives readers the tools to understand and act to improve mental health and reduce risk for mental illnesses for individuals and communities. Students preparing for the Medical College Admission Test (MCAT) will also benefit from this book, as the MCAT in 2015 will test applicants' knowledge of social determinants of health. The social determinants of mental health are not distinct from the social determinants of physical health, although they deserve special emphasis given the prevalence and burden of poor mental health.

Mental Health in Organizations Erich P. Prien 1979 Assesses the problem of individual mental health in the industrial setting, focusing on the key concept of control and its relationship to productivity and personal adjustment

Compassionate Management of Mental Health in the Modern Workplace John A. Quelch 2018-09-06 This proactive guide brings the relationship between work life and mental well-being into sharp focus, surveying common challenges and outlining real-life solutions. The authors' approach posits managers as the chief mental health officers of their teams, offering both a science-based framework for taking stock of their own impact on the workplace and strategies for improvement. Areas for promoting mental wellness include reducing stress and stigma, building a safe climate for talking about mental health issues, recognizing at-risk employees, and embracing diversity and neurodiversity. Emphasizing key questions to which managers should be attuned, the book speaks to its readers—whether in corporate, nonprofit, start-up, or non-business organizations—as a friendly and trusted mentor. Featured in the coverage: · Mind the mind: how am I doing, and how can I do better? · Dare to care: how are my people doing, and how might I help? · Building blocks for mental health: how do I manage my team? · Stress about stressors: what is constantly changing in the environment? · Changing my organization and beyond: how can I have a greater impact? Compassionate Management of Mental Health in the Modern Workplace holds timely relevance for managers, human resources staff, chief medical officers, development heads in professional service firms, union or employee organization leaders, legal and financial professionals, and others in leadership and coaching positions. "Workplace mental health: Wow! A subject that frightens most managers. If they read this book, they will strengthen their own skills and transform their workplace and our society." Donna E. Shalala, Trustee Professor of Political Science and Health Policy, University of Miami; former U.S. Secretary of Health and Human Services "Mental health is an underappreciated, and oft-misunderstood challenge that is growing in the modern workplace. This book provides leaders with practical advice to address mental health challenges in their organization and improve productivity and wellbeing. This is a topic that can no longer be ignored by leaders in any field, and a book that will fundamentally change the way we think about and help improve mental health in the workplace." Dominic Barton, Managing Director, McKinsey & Company

Textbook of Global Mental Health: Trauma and Recovery, A Companion Guide for Field and Clinical Care of Traumatized People Worldwide Richard F. Mollica 2011

Mental Illness in the Workplace Shannon Wagner 2014-07-28 The extent of mental illness concerns in the workforce is becoming increasingly apparent. Stress, depression, anxiety, workplace bullying and other issues are costing businesses billions every year in lost productivity, poor treatments and employee retention. Unless appropriately addressed, issues related to mental illness difficulties will result in stiff financial,

organizational, and human costs for organizations. The authors of Mental Illness in the Workplace provide a practical guide to identifying, understanding, treating and preventing individual and organizational mental health issues. They illustrate how organizations can save money and improve the health and well-being of their employees by using a psychological disability management approach in the treatment and accommodation of mental illness issues. Drawing on empirical evidence from North America, the United Kingdom, Australia and New Zealand, the book is in three parts. The first addresses the scope of mental health issues in the workplace. The second part describes the most common mental illnesses found in the workplace, while the third focuses on prevention and treatment of mental health issues. This book will meet the needs of human resources professionals, administrators of employee assistance programs, industrial and organizational psychologists, mental health practitioners, those teaching or studying psychology and disability management, and more generally will serve to enlighten students of business management and practicing managers regarding a major workforce risk factor.

Advocacy for Mental Health WHO 2003-12-11 This volume is part of a series of publications which contain practical guidance to assist policy-makers and planners in member countries with policy development to address public mental health needs and service provision. This volume highlights the importance of advocacy in mental health policy and service development, a relatively new concept, aimed at reducing stigma and discrimination, and promoting the human rights of people with mental disorders. It considers the roles of various mental health groups in advocacy and sets out practical steps for implementation, indicating how governments can support advocacy services. The full package of eight volumes in the series is also available (ISBN 0119894173).

Mental Health Counselor Critical Questions Skills Assessment Gerardus Blokdyk 2022-09-10 You want to know how to keep mental health in the workplace as an important issue to your organization. In order to do that, you need the answer to do you have the optimal project management team structure? The problem is what does your workplace provide to help maintain good mental health, which makes you feel asking does the team have regular meetings? We believe there is an answer to problems like what influence does stigma have on mental illness. We understand you need to support your employees in working mentally healthy at home which is why an answer to 'how seriously does the team as a whole take mental health?' is important. Here's how you do it with this book: 1. Use clinical information to improve patient care 2. Better use critical social and clinical information trapped in unstructured formats 3. Gauge the quality of the mental health services So, what does a pleasant workplace look like? This Mental Health Counselor Critical Questions Skills Assessment book puts you in control by letting you ask what's important, and in the meantime, ask yourself; what does the ideal workplace look like to you? So you can stop wondering 'do individuals have access to quality and affordable mental health services?' and instead get leadership and management invested in mental health initiatives. This Mental Health Counselor Guide is unlike books you're used to. If you're looking for a textbook, this might not be for you. This book and its included digital components is for you who understands the importance of asking great questions. This gives you the questions to uncover the Mental Health Counselor challenges you're facing and generate better solutions to solve those problems. INCLUDES all the tools you need to an in-depth Mental Health Counselor Skills Assessment. Featuring new and updated case-based questions, organized into seven core levels of Mental Health Counselor maturity, this Skills Assessment will help you identify areas in which Mental Health Counselor improvements can be made. In using the questions you will be better able to: Diagnose Mental Health Counselor projects, initiatives, organizations, businesses and processes using accepted diagnostic standards and practices. Implement evidence-based best practice strategies aligned with overall goals. Integrate recent advances in Mental Health Counselor and process design strategies into practice according to best practice guidelines. Using the Skills Assessment tool gives you the Mental Health Counselor Scorecard, enabling you to develop a clear picture of which Mental Health Counselor areas need attention. Your purchase includes access to the Mental Health Counselor skills assessment digital components which gives you your dynamically prioritized projects-ready tool that enables you to define, show and lead your organization exactly with what's important.

OCD, Anxiety, Panic Attacks and Related Depression Adam Shaw and Lauren Callaghan 2020-03-05 Being in control of your mental health and understanding your own mental health wellbeing just makes everything in life better – it's that simple. From the heart and soul of Adam Shaw, who battled OCD for decades, and the expert insight of his psychologist, Lauren Callaghan, comes the definitive recovery guide for OCD, anxiety, and related depression. This unique self-help book brings you advice and recovery tools from the separate perspectives of a leading psychologist and her patient, and gives an insight into mental health recovery and CBT techniques that you can really relate to.This

new edition contains a bonus chapter on how Adam has used this approach to maintain his recovery and wellness several years on.

Workplace Mental Health Manual for Nurse Managers Lisa Y. Adams 2014-07-17 Targeting the complex set of stressors found in health care work environments, this unique, practical resource describes the impact of bullying, harassment, addictions, violence and other triggers and the resulting adverse physiological and behavioral responses in these facilities.

Mental health at work: policy brief World Health Organization 2022-09-15 The primary objective of this product is to provide a brief practical guide of policy options to support national (health and labour) and workplace level policy makers to implement the evidence-based recommendations of the forthcoming WHO guideline on mental health at work. The policy brief describes the policy options required to prevent mental health conditions at work, to promote mental health at work, and to ensure people living with mental health conditions can access and effectively participate in line with the recommendations in the WHO guideline. Similar to the WHO guideline on mental health at work, the policy brief includes considerations for lower-resourced settings. The policy brief aims to increase the implementation of evidence-based mental health prevention, promotion and care for people who work or who aspire to work and are living with mental health conditions. By doing so, the product strengthens the enactment of WHO Comprehensive Mental Health Action Plan 2013-2030, WHO Global Strategy on Health Environment and Climate Change, and International Labour Organization Conventions relevant to the area of mental health, such as, but not limited to the Occupational Safety and Health Convention.

Mental Health and Productivity in the Workplace Jeffrey P. Kahn, M.D. 2002-11-29 Mental Health and Productivity in the Workplace is a comprehensive and practical guide to identifying, understanding, preventing, and resolving individual and organizational mental health problems in the workplace. Originally published as Mental Health in the Workplace (Van Nostrand/Wiley, 1993), this completely revised, updated, and expanded edition represents the most current thinking in the field and contains contributions from an expert panel of organizational and occupational psychiatrists. With fifty percent more chapters, this new edition adds essential material on creating systems and cultures that encourage organizational productivity and employee mental health and on finding cost-effective,quality mental health care. The book focuses on problems that start "at the top" (executive dysfunction) as well as on the effects of organizational structure, office politics, chronic change, downsizing and employment uncertainty, office wide emotional crises, and aspects of organizational development. In addition, this helpful resource includes information about such basic issues as anxiety, stress, burnout, depression, drug and alcohol abuse, violence, and psychosis.

Mental Health in the Workplace Jeffrey P. Kahn, M.D. 1992-10-15 Clear direction for managing workplace distress in the '90s Mental Health in the Workplace A Practical Psychiatric Guide Edited by Jeffrey P. Kahn, M.D. Anxiety...corporate restructuring...employee divorce...career development...psychotherapy...depression...drug abuse. In today's workplace, a whole range of employee and organizational mental health issues confront businesses at a time when efficient and productive operations are more critical than ever to successful organizations. There is growing recognition of the need for more substantial approaches to these crucial concerns. This vital new reference offers the fundamental guidance necessary to understand emotional problems in the workplace. In it you'll see how sophisticated knowledge of individual behavior and organizational structure is essential for effective and efficient management, consultation, and mental health. Mental Health in the Workplace addresses employee and organizational level problems, and their complex workplace interactions. It provides detailed information about the recognition, management, and treatment of substance abuse, depression, disability, emotional crises, and many other all-too-common concerns. Expert coverage shows you how to identify an employee in trouble and offers sound advice on finding optimal treatment. Throughout, Mental Health in the Workplace reflects a comprehensive and scientific perspective. Chapters use a case study approach to introduce discussions of diagnosis, workplace causes and effects, psychiatric management, return to work, and prevention. The three sections in the book cover key areas that include: General psychiatric topics such as diagnosis, treatment, ethics, mental health care providers, delivery systems and cost containment, and a history of occupational psychiatry Major organizational concerns, including organizational structure and change, job loss, disability, executive distress, executive development, emotional crises, and workplace effects of family problems Selected psychiatric diagnoses covering anxiety, depression, personality, alcoholism, drug abuse, psychosis, and psychosomatic illnesses A timely resource for today's employers and mental health clinicians, Mental Health in the Workplace will be welcomed by professionals from occupational medicine and nursing; management and human resources; and psychiatry, psychology, and social work.