



Resilience at Work™

Integrating Mental Wellbeing into Employee Wellness, Engagement, and Compliance Strategies

Mental wellbeing is essential to employee wellbeing, and the long-term health of organizations is connected to the long-term wellbeing of its employees. Yet studies show that legal and human capital programs often get in the way.

- Only 7 percent of workplace wellness programs include mental wellbeing¹, yet 55 percent of employees feel their employers don't provide adequate resources for mental wellbeing²
- EEOC claims involving depression increased 56 percent from 2003 to 2013, yet 85% of managers have no training in how to handle mental health conditions at work³
- Depression is the leading cause of disability in the U.S⁴, yet employers lack a strategy for addressing it

Resilience at Work can help your employees, and your organization, to thrive. Our program aligns:

- **Upstream prevention**, to build the protective factors that promote mental wellbeing and a culture of total wellness;
- **Midstream early and effective intervention**, to identify problems early and embed support solutions that expedite a return to wellness and full productivity; and
- **Downstream crisis response**, to ensure a safe and compassionate response to a mental health crisis or suicide and reduce any impact on the workforce.

For a free assessment of your organization's mental fitness or to learn more about how we can help please visit

www.ResilienceAtWork.net

\$516.03	3.00%
\$517.26	39.80%
\$643.21	31.00%
\$455.59	22.80%
\$240.26	17.20%
\$678.06	25.80%
\$820.51	38.60%
\$697.98	21.60%
\$507.74	37.60%
\$197.22	3.80%
\$334.48	1.60%
\$100.00	0.00%



- ★ We help legal and human resources activate the right programs and practices to ensure a mentally fit workplace.
- ★ We prepare leaders and managers to champion a supportive workplace.
- ★ We teach employees how to achieve and support each other's optimal mental wellbeing.
- ★ We help organizations measure success and ensure sustainability.

Packages include:

Managing for mental wellbeing and legal compliance: best practices and team exercises for managers

Needs assessment, design, and implementation of comprehensive mental wellbeing strategy, including leadership consultation, manager training and team-based wellness workshops

Dr. Sally Spencer-Thomas, Psy.D., MNM, Judge (Ret.) Mary McClatchey and other experts combine decades of legal, organizational psychology, leadership, human resources, communication, and suicide prevention expertise to help organizations get mentally fit. Dr. Spencer-Thomas is a psychologist and an internationally recognized leader in designing and implementing workplace mental wellbeing programs. Judge McClatchey is an innovator in workplace mental wellness programming that aligns leadership, legal, HR/wellness, and managers around a unified strategy.

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or contact us:

**Sally at
(720) 244-6535**

SallySpencerThomas@gmail.com

**Mary at
(303) 229-3597**

Mary@worksmartpartners.com

¹Forbes, ²APA Work and Wellbeing Survey, 2015, ³and ⁴APA Partnership for Workplace Mental Health, 2016

Resilience at Work is a partnership program of Sally Spencer-Thomas LLC and WorkSmart Partners



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