

ABSENTEEISM AND REDUCED PRODUCTIVITY ARE SIGNS



WORKFORCE PERFORMANCE AND DEVELOPMENT TIPS

By Abigail Mirarchi, Accelerated Instructional Media, Inc.

Scenario: Your productive and lively co-worker who normally runs life on all cylinders now responds to emails with one-liners and is frequently late to meetings or late on assignments.

Scenario: Your sweet friend, kind to everyone, always smiling and giving to others starts to become easily agitated and begins to distance herself from her usual group of friends.

Sound familiar? If so, it's time to ask, "friend, are you okay?" Depression, bi-polar, and countless other mental illnesses and disorders have observable behaviors, some harder to identify than others. Did you know depression is a leading cause of absenteeism and reduced productivity at work and has a

rippling negative effect on the team, customers, and company? Just think about the impact it has on a family.

Be it work and life stress, addiction, mental illness, or something completely different — recognize the signs of something not quite right and then speak up. Voice your concern to the individual with compassion and refer to events that have taken place. Speak to your manager or HR about the changing behaviors observed.

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If someone is contemplating injuring themselves or others — seek help immediately.

Here is a brief list to become mental health aware:

- Untreated mental illnesses contribute to rising healthcare costs, stress, production loss, employee absenteeism, and, most importantly — loss of life.
- Mental health disorders may be a result of or a combination of genetics, environment, and altered brain chemistry and structure.
- Possibly the individual is in denial or is not aware there is something not quite right.
- Mental illness symptoms vary from hard to recognize to extreme behaviors, more likely occur over extended periods and progressively gets worse when untreated or unmanaged.

• Mental health illnesses do not have to ruin lives, take lives and be battled alone.

• People of all walks of life, each day, successfully manage their conditions because of the help and guidance of medical healthcare professionals and health services.

Many companies have health and wellness programs — it is worth the time to learn about this worthwhile offering! Companies, please promote your benefit!

While we know mental health is a broad topic, the more we become aware of it, signs and symptoms, we can collectively break the negative stigma attached to it. Mental health programs can also help with stress management, addiction, and grieving employees and spouses, to name a few. Know the signs and tap into this valuable benefit.



Abigail Mirarchi is the owner of Accelerated Instructional Media, Inc, a workforce performance & development consulting company in Leesport, PA. For more information, call 610.730.7681; website: AIM2train.com. HR, T&D and L&D

leaders are encouraged to book a free onsite or virtual consultation.