The Takeaways
Resource Sheet

THE DIVIDENDS

What's the motivation? You might think the primary motivator is financial: cost savings related to productivity, absenteeism, and disability. But the research showed that **the dividends aren't only monetary.**

Here are some motivators:

- Reduce disability and absenteeism
- Increase productivity and reduce presenteeism
- Enhance reputation as a great place to work
- Reduce liability
- Increase employee engagement
- Ethics
- Compassion

According to the 40 organizations, while cost savings certainly figured in, other motivators came in higher.

Organizations that implement the standard overwhelmingly do it because it's the right thing to do. Because it's ethical.

Here's why "the 40" implemented the Standard:

- To do the right thing (91%)
- To protect the psych health and safety of employees (90%)
- To increase engagement (72%)
- To enhance their reputation (63%)
- To manage costs (47%)
- To reduce liability (41%)

THE TAKEAWAY

You don't have to choose between what's ethical and what's practical.

UP, UP AND UP

The study showed that progress is bound to happen. You can actually expect it. In terms of numbers, compliance with the Standard went from 55% to 72% over three years.

THE TAKEAWAY

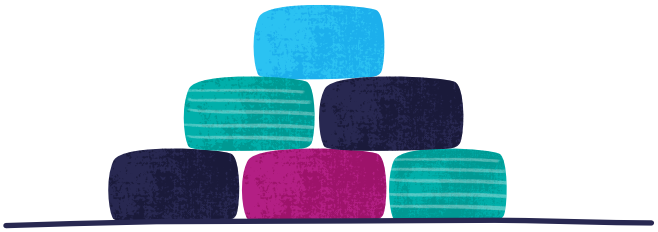
When you make real steps to implement the Standard, you will succeed.

YOU'RE CLOSER THAN YOU THINK

You're probably on track already: Most organizations had something to build on when they started. Like them, you may already have the basic ingredients for creating a psychologically safe workplace. One study respondent who found there was already a base said that there were things we "didn't have to do through trial and error."

THE TAKEAWAY

You may have a good foundation to build on. These built-in basics will make your job easier.



YOU'RE CLOSER THAN YOU THINK - *CONT'D*

So what's in place already? What structures, policies or programs exist now that will help you on your way? Some of the 40 organizations did this by conducting an organizational review of what exists.

THE TAKEAWAY

Before shopping for new ingredients, use The Checklist in this toolkit to take stock of what you already have.

WHAT YOU ALREADY KNOW – *THE DATA*

You'll also want to know where you are NOW so you can evaluate it LATER.

The 40 organizations tapped into their own data when the study began.

Here's what they used:

- Employee Assistance Program (EAP) utilization rates
- Return-to-work data
- Accommodation data
- Long-term and short-term disability rates

They also tapped into incident reports and psychological health risk assessments.

You'll also want to know where your organization stands in terms of workplace mental health from the outset, so that you can chart your progress. You might do a self-assessment of workplace risks and hazards and survey your employees to find out their concerns.

THE TAKEAWAY

Find out what you know at "baseline" as a benchmark for evaluation.

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