

# **CULTIVATING CULTURES OF MENTAL WELLNESS THROUGH COACHING**

Presented By:

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THE  
**BOWMAN FOUNDATION**  
FOR  
WORKPLACE EQUITY &  
MENTAL WELLNESS

# CONTENT WARNING

THIS PRESENTATION DISCUSSES SUICIDAL FEELINGS.

## 988 Suicide & Crisis Lifeline

988

Text 988



If you're thinking about suicide, are worried about a friend or loved one, or would like emotional support, the Lifeline network is available 24/7 across the United States.



**Natasha Bowman, JD, SPHR** (She/Her) • You  
🌟 2022 Top Voice for #Mentalhealth 🌟 Transforms Workplace Culture T...  
10mo • 🌐



This is the face of someone with Bipolar Disorder.

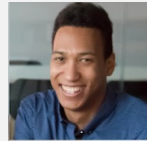


👍❤️ Majja Hoehn and 25,544 others

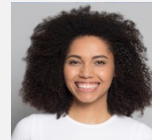
2,448 comments · 1,328 shares



Thank you so very much for having the courage and the strength to share your story. It is when amazing people like you choose to share their struggles that people realize they are not alone in theirs.



We'll said. It's a long road to the end of stigma, but it gets shorter every time someone opens up, and someone else notices. Thank you, Natasha.



**Natasha Bowman, JD, SPHR** you are such a beautiful self aware soul! And doing a great thing with helping bring light to this. The gift for you is that the other side of this is resilience and deep compassion and empathy for others....THIS enables you to be a great human and a great leader! ❤️

Grief



Police Brutality



Child Care



# MENTAL HEALTH CRISIS DURING THE PANDEMIC



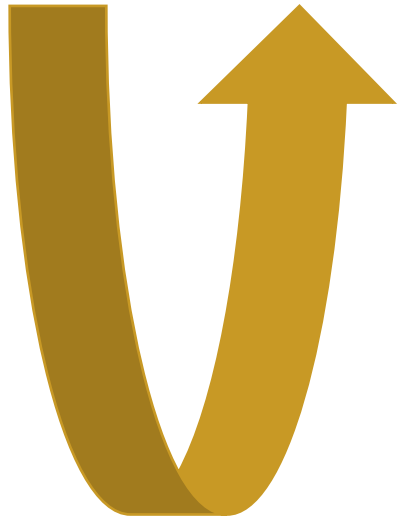
Job Insecurity  
& Uncertainty



Ukraine Crisis



Political Landscape



**25% Increase in anxiety and depression**

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**2022 MENTAL HEALTH IN THE  
WORKPLACE SURVEY**



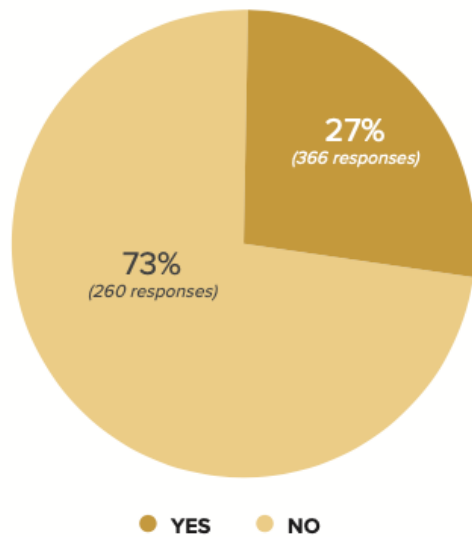
# KEY FINDINGS

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**While Most Workers Admit They Struggle With Their Mental Health, Disclosing Mental Health Disorders To Employers Is Still An Issue**

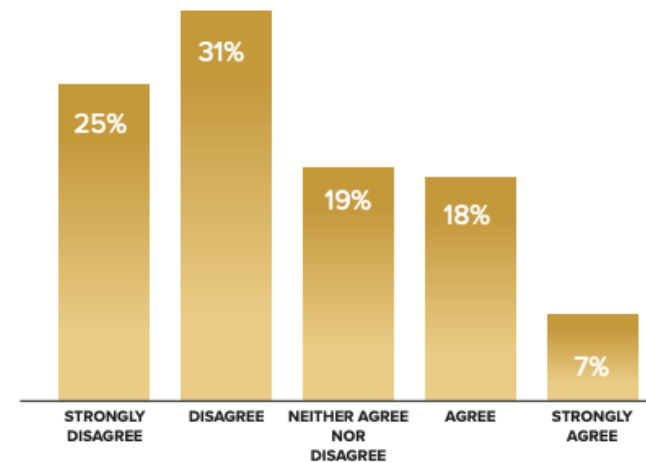
Out of the 354 respondents that disclosed a mental health diagnosis to an employer, and only 25% would feel comfortable disclosing a mental health diagnosis in the future.

### Have you disclosed a mental health diagnosis to your employer?



### How do you feel about the following statement?

*If I were to be diagnosed with a mental health disorder in the future, I would feel comfortable disclosing my diagnosis to my employer.*



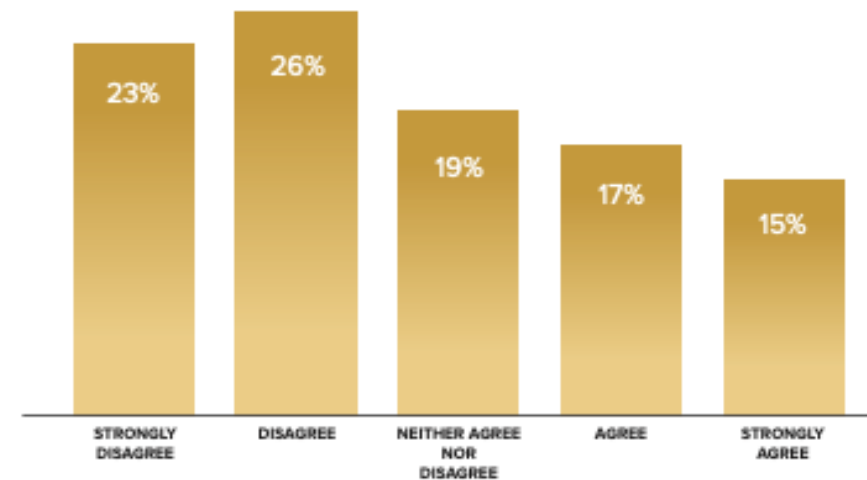


# SUPPORT FROM EMPLOYER AFTER DISCLOSING A MENTAL HEALTH DISORDER

About half (49%) of all respondents felt they did not receive adequate support from their employer.

## How do you feel about the following statement?

*After disclosing my diagnosis, I received adequate support, resources, and accommodations from my employer.*



# PRE VS. POST PANDEMIC LEADERSHIP COACHING MODELS



## Pre-Pandemic

- Performance Management
- Performance Development
- Difficult conversations about odor, dress code, and time & attendance
- Relationship with others
- Emotional Intelligence
- Employee Engagement

## Post-Pandemic

- Unconscious Bias
- Difficult conversations about mental health, social justice, and political issues
- Aligning personal values with organizational values
- Proximity Bias
- Employee engagement in a hybrid work model
- Preventing Burnout
- Leading with empathy

## Burnout is a serious medical diagnosis



1. feelings of energy depletion or exhaustion
2. increased mental distance from one's job, or feelings of negativism or cynicism related to one's job
3. reduced professional efficacy

# **CULTIVATING CULTURES OF** MENTAL WELLNESS THROUGH COACHING



## **THE C.A.R.E. MODEL**

# CONCERN

“When I shared my mental health condition with my manager, she abruptly ended the conversation and referred me to HR. The next day, one of my colleagues shared their diagnosis of a non-mental health related condition and my manager willingly engaged in a conversation to learn more about she could support my colleague.”





# WHY DO MANAGERS TREAT MENTAL ILLNESSES DIFFERENTLY THAN PHYSICAL ILLNESSES?



Stigma



Advice by HR and legal departments



Don't know how to respond

# AWARENESS

## Creating Safe Spaces for Dialogue

Statistics

1:5 people have been diagnosed with a mental health condition

Optimism

With collaboration & support most employees with mental health conditions can thrive in the workplace

Actions

Determine what meaningful support looks like for the employee

Recognize

Recognize your ongoing role in cultivate cultures of mental wellness

# REFLECT

**YOUR OWN BEHAVIOR, WORDS, AND ACTIONS**



# EMPATHY

*Source: Forbes*

## Engagement

more than twice as many employees reported engagement at empathetic organizations: **76 percent compared to 32 percent**

## Innovation

61 percent of employees at empathetic organizations reported an environment where they could be innovative, compared to 13 percent at apathetic organizations

## Inclusivity

When asked if their organization was inclusive, 50 percent of employees from empathetic organizations agreed, compared to 17 percent who worked for less-empathetic employers

# What's Next?

## Other Tools For Cultivating Cultures of Mental Wellness

- Conduct organizational assessments for blind spots
- HR Audit
- Management Training
- Establish Mental Health ERG



**THANK YOU!**

**SUPPORT**

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