

MENTAL HEALTH IN THE WORKPLACE

Support is important, and we need to start talking about it.

Mental health used to be a topic that was rarely discussed in the realm of business. But as reputable studies* have shown, a passive approach to employee well-being no longer will suffice.

Staffing challenges, rising costs, safety concerns, and more have placed increased pressure and stress on employees at all levels in the rental housing industry. And the time is now to bring those issues to the forefront of discussion, policy making, and action.

BY THE NUMBERS

According to data from the National Council for Mental Wellbeing¹:



67%

INCREASE

Demand for mental health and addiction treatment services.

52.9

MILLION

In 2020, **1 in 5 adults** in the U.S. experienced mental illness; **54% did not receive treatment.**

11 YEARS

The average delay between symptom onset and treatment.

22.3

MILLION

The number of Americans living in recovery from substance use.

WHY IT MATTERS: AN INDUSTRY SNAPSHOT²

Since 2020, mental health has received increased attention and remains an important concern for the rental-housing industry.

32%

Mental/emotional health has interfered with their personal lives.

1 in 4

Unsure of company support services.

40%

Took PTO for emotional health;

15%

one week or more.

20%

Unsure employer considers this a priority.

24%

Consider resigning in the next 12 months.



CONNECTING THE DOTS

The good news: Small changes make a big impact. You can differentiate your organization by supporting efforts that encourage a healthy, productive, and engaged workforce.

How do you do that?

Well, consider the following areas, each of which highly correlates to employee retention:

Employee wellbeing is prioritized.

Company culture encourages healthy work/life balance.

Visible and engaged executive leadership.

Corporate resources to support mental health.

For company leaders, the response to mental and emotional health significantly impacts the organization. With nearly 25% of survey participants expressing uncertainty about whether they would remain with their company over the next 12 months, the issues identified in this study warrant attention. **Your employees are one of your greatest assets;** don't overlook or ignore opportunities to offer the support they need.

Grace Hill Can Help!

Contact us today to learn how Grace Hill can be your partner in supporting your employee's mental health and wellbeing.



¹Sources:
¹ National Council for Mental Wellbeing (www.thenationalcouncil.org)
² National Apartment Association (www.naahq.org)