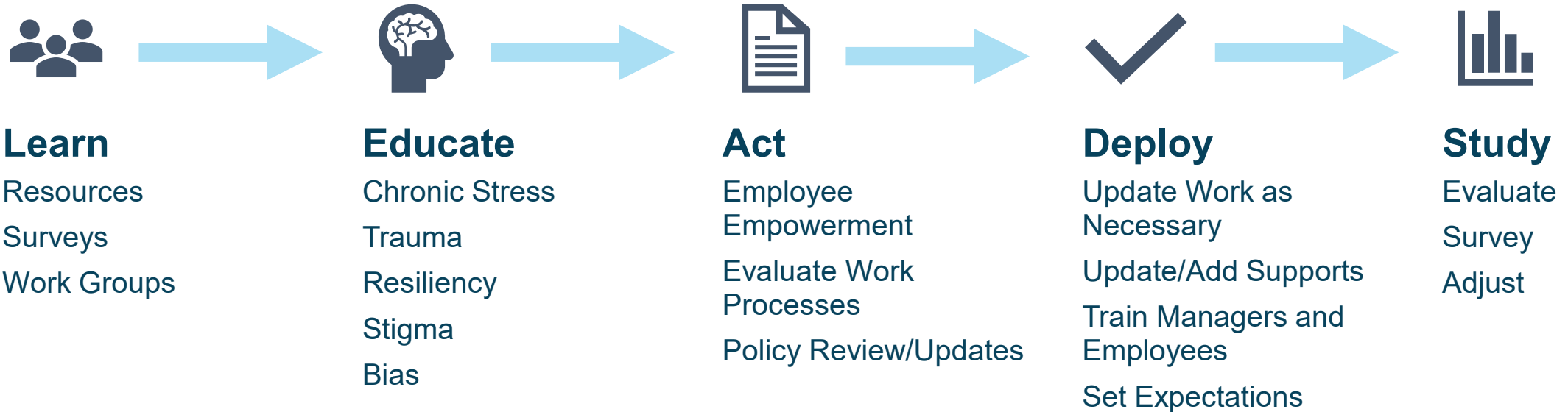


Healthy Work Healthy Mind LEADS Pilot

A Transformational Approach to Total Worker
Health and Safety



LEADS on Workplace Mental Health



Why Participate

Organizations that participate in LEADS gain access to **evidence-based assessments, training, and tools** to evaluate and strengthen workplace culture, policies, and practices related to mental health and well-being.

Benefits May Include

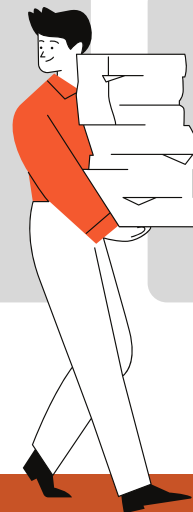
- ✧ **Reduced turnover, absenteeism, and burnout:** Job stress drives ~40% of turnover in Michigan; supportive workplaces see 18% less burnout
- ✧ **Improved engagement and satisfaction:** Employees who feel supported are 3× more engaged and 71% less likely to report high burnout
- ✧ **High return on investment:** Workplace mental health investments return ~\$4 for every \$1 spent
- ✧ **Stronger attraction and retention:** 81% of Michiganders say they prefer employers that support mental health.

Employers Gain Access To

- Evidence-based assessments and tools
- Training for employees, leaders, HR, and union partners
- A blueprint of mental-health-supportive policies and practices
- Leadership development and applied action labs
- Actionable recommendations based on pre- and post-assessment data

Common Outcomes Include

- Lower burnout and absenteeism
- Higher engagement and satisfaction
- Improved retention
- Stronger attraction and employer reputation





In the Workplace

Directly involving employees and their work-related experiences

- Policies
- Procedures
- Work/Life Balance
- “Burnout”



Affecting the Workplace

External factors that indirectly impact an employee and their work-related experiences

- Trauma-Poverty, Racism, ACE's
- Societal pressures/events
- Work/Life Balance



Individualized Behavior

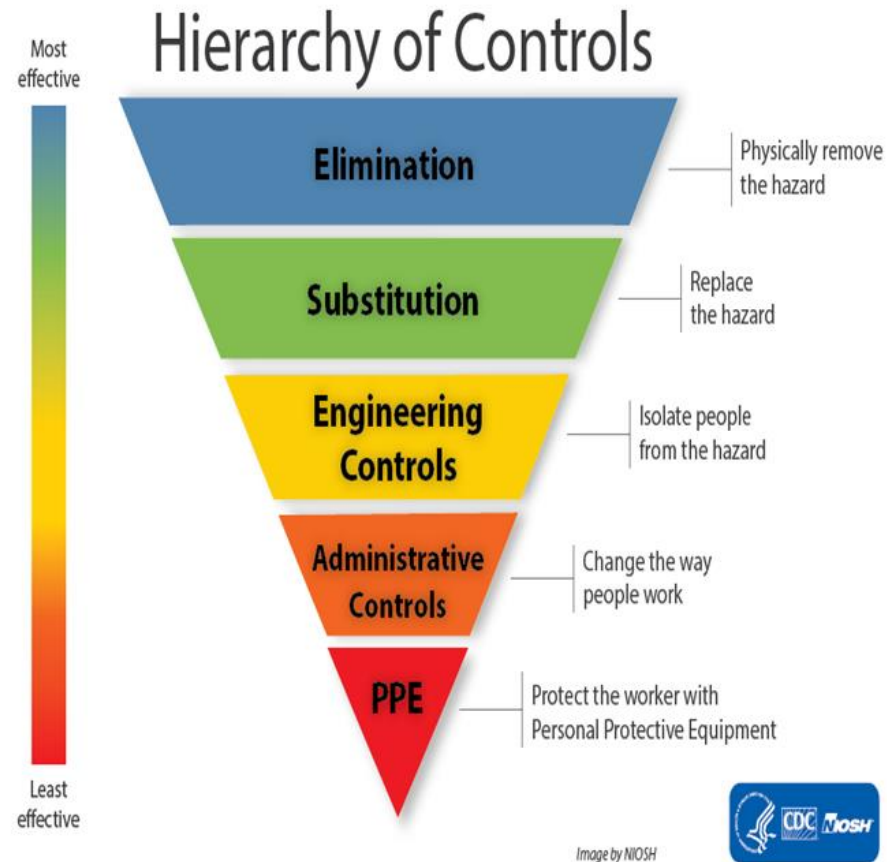
Personalized tools, strategies or interventions

- Parity
- Environment for Growth
- Tools/Resources

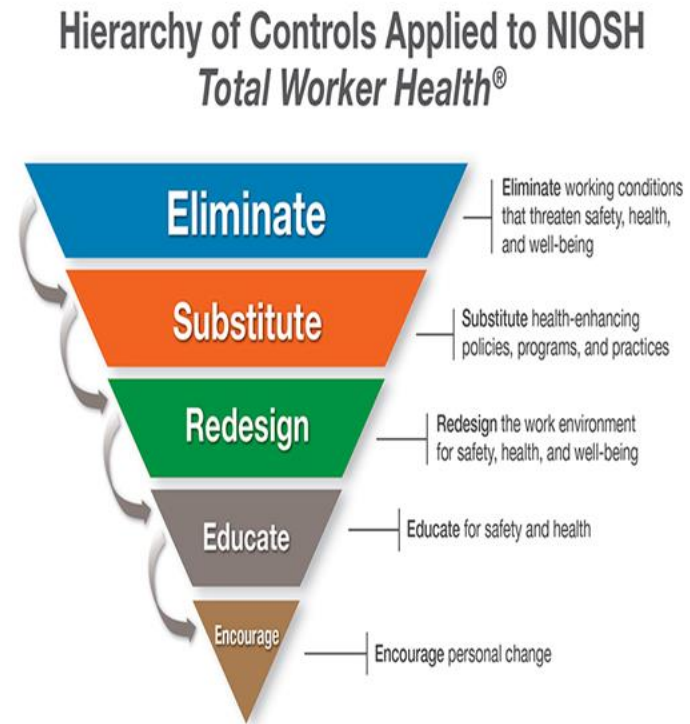
Managing the Hazards

Traditional Workplace Safety

Total Worker Health



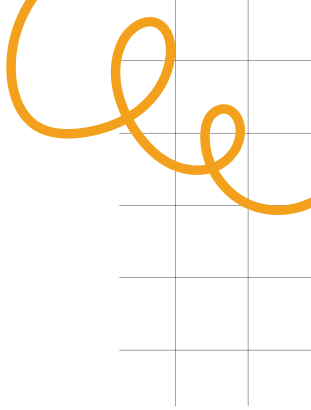
<https://www.cdc.gov/niosh/hierarchy-of-controls/about/index.html>



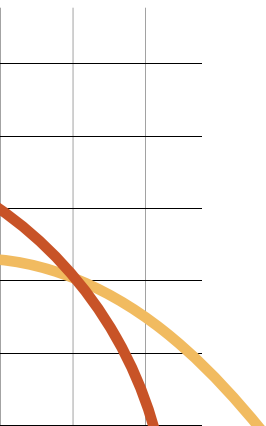
Suggested Citation: NIOSH (2016). Fundamentals of total worker health approaches: essential elements for advancing worker safety, health, and well-being. By Lee MP, Hudson H, Richards R, Chang CC, Chosewood LC, Schill AL, on behalf of the NIOSH Office for Total Worker Health, Cincinnati, OH: U.S. Department of Health and Human Services, Centers for Disease Control and Prevention, National Institute for Occupational Safety and Health. DHHS (NIOSH) Publication No. 2017-112.



<https://www.cdc.gov/niosh/twh/php/hierarchy/index.html>



LEADS PILOT ROADMAP



Program Expectations & Time Commitment

Participating organizations are asked to complete pre- and post-program surveys, plus brief learning assessments after each session.

| Participant Group | Training Components | Estimated Time |
|---|---|----------------|
| All Employees | Three 2-hour workshops covering Respectful Workplaces, Mental Health, and Our Brains at Work | 6 Hours |
| Leaders, Managers, Supervisors, HR Personnel, Union Leaders (if applicable) | Three 3-hour workshops plus Three 1-hour virtual Action Labs focused on leadership application and practice | 12 Hours |
| HR Personnel | Includes the above, plus a focused conversation on mental health policy, practices, and benefits | 14 Hours |

How to Apply/Next Steps

Complete the LEADS Application Form



Request More Information



For questions, contact: LEO-LaborHWHM@Michigan.gov