



Mental Health Awareness Company Check-up

Member Forum

May 8, 2025

safeproject.us

Cal Beyer, CWP

- Over 30 years professional experience in risk management, safety & wellness focusing on human capital risk management and wellbeing
- Helped launch mental health & suicide prevention movement in the AEC industry
- Appointed to the Executive Committee of National Action Alliance for Suicide Prevention & Lived Experience Advisory Committee of the Suicide Prevention Resource Center (SPRC)
- Named Top 25 Newsmaker for 2016 by *Engineering-News Record*
- Formerly served on Advisory Boards for the Center of Workplace Mental Health, AGC of America & Youturn Health
- Frequent presenter at industry events & regular contributor to industry publications



Cal Beyer
Sr. Director of SAFE Workplaces

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Ronna Yablonski

- Over 20 years of professional experience in youth substance prevention and community coalition development
- Professional positions include: Executive Director of multiple Drug-Free Communities Coalitions, Prevention Coordinator, Prevention Program Trainer of Trainers
- Graduate of the Community Anti-Drug Coalitions of America (CADCA) National Coalition Academy
- Earned in excess of a 1,000 hours of training in field related topics
- Formerly served as the Chair of the Advocacy Committee of the Commonwealth Prevention Alliance
- Subject matter program developer
- Conference presenter



Ronna Yablonski
Sr. Director of Prevention

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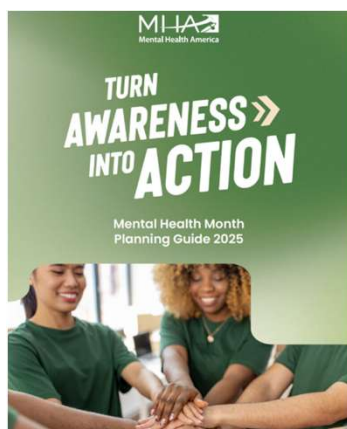
Learning Objectives

1. Engage in interactive polling to guide discussions on workplace mental health practices
2. Identify obstacles to overcome to addressing workplace mental health
3. Learn how to overcome stigma
4. Discover Recovery Month (September) and Prevention Month (October)

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2025 Mental Health Awareness Month Toolkit



Take action for yourself

Taking action for your personal mental well-being can make a lasting difference.

[Take action for yourself](#)

Take action for all

Mental health is a personal journey, but it's also a movement—and you don't need to be an expert to make a difference.

[Take action for all](#)

<https://mhanational.org/mental-health-month/action-guide/>

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2025 Mental Health at Work Report

A vast majority of employees experience mental health challenges.

Half of U.S. workers report at moderate to severe levels of burnout, depression, or anxiety.

- 90% U.S. workers reported at least minor levels of one mental health challenge—the highest prevalence rates we've seen since we started gathering data in 2019.
- 53% of challenges lasted at least two months up to the entire year.

Link to Request Download: <https://www.mindsharepartners.org/2025-mental-health-at-work-report>

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2025 Mental Health at Work Report

Those investing in mental health see payoffs in employee health and retention.

Workers who feel supported around their mental health do better at work.

We compared those who agreed versus disagreed with the statement:

"Overall, my company supports my mental health." Those who agreed were:

- **2x** more likely to report no burnout or depression, and **3x** more likely to report no anxiety.
- **3x** more likely to trust their company and its leadership.
- **2.5x** more likely to be satisfied with their job.
- **2.5x** more likely to look forward to going to work each day.
- **2x** more likely to intend to stay at their company for two years or longer.

Mental health is driving productivity, attrition, and attraction.

- **82% say a company supporting mental health is "moderately" to "extremely important" when job searching.** This sentiment remains strong at 57% when including only "very" and "extremely important."
- **Nearly half (48%) have left jobs for mental health reasons.** 67% of departures were voluntary.
- On average, workers worked at 73% of their full capability, considering their mental health.

Link to Request Download: <https://www.mindsharepartners.org/2025-mental-health-at-work-report>

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**Join at slido.com
#3455715**



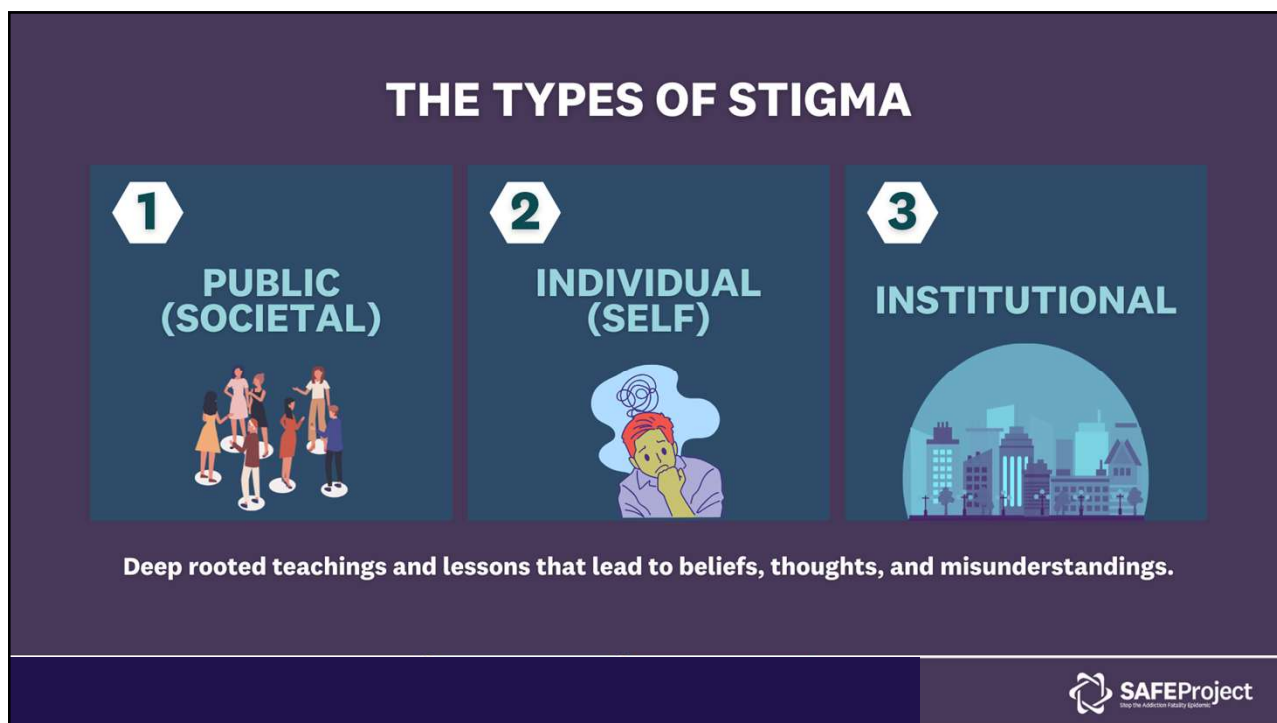
**Does your organization participate in
Mental Health Awareness Month in
May?**



**How does your organization
participate in Mental Health
Awareness Month in May?**



**What are the biggest barriers to addressing
mental health in your workplace?**





WHAT IS THE RESULTING IMPACT OF STIGMA?



Characteristics of “People-First” Cultures



What Leaders Can Gain From People-First Workplaces

Respect and inclusion	Whole-person well-being
Concern and empathy	Life-work balance
Transparency in communication and information sharing	Collaboration and teamwork
Alignment of meaningful work with a purpose	Affirmation and recognition
Shared core values tied to clear vision and mission	Celebrating successes

Figure 1. Characteristics of people-first companies

<https://www.constructionbusinessowner.com/management/what-leaders-can-gain-people-first-workplaces>



Silence perpetuates stigma

THE NO SHAME MOVEMENT AND EDUCATION PROGRAM ARE TOOLS TO HELP!

Together, we can break the barrier for:

- 46.3 million Americans with a substance use disorder
- 1 in 5 U.S. adults affected by a mental health condition
- 1 in 6 U.S. youth (ages 6-17) affected by a mental health condition

*DATA SOURCE: SAMHSA




THE NO SHAME MOVEMENT: THE PLEDGE STATEMENT



THE NO SHAME MOVEMENT: THE PLEDGE PRINCIPLES








NO SHAME MOVEMENT

THE EDUCATION PROGRAM

Increases Confidence and Understanding of the Principles in the No Shame Pledge






Join the No Shame Movement



Please Post Your Signed Certificate to Social Media:

- #NoShame
- #MentalHealthAwareness
- @SAFEProject





REGISTER FOR FREE TODAY!

SAFEProject
TOOLS, INSIGHTS, AND INSPIRATION.
A PREVENTION PERSPECTIVES WEBINAR

TAKING A PUBLIC HEALTH APPROACH TO PREVENTION

Effective prevention starts with all of us! Join us as we rethink prevention and health promotion through a public health lens.

Speaker
SYDNEY CHEIFETZ
DEPUTY DIRECTOR
SAFE CAMPUSES

MAY 21, 2025
12:00PM EST

Introducing Prevention Perspectives, a new webinar series brought to you by SAFE Project. Each session will feature discussions on different topics within the field, hosted by Ronna Yablonski, Senior Director of Prevention.


Prevention Perspectives Webinar

May 21st @ 12-1 pm EST

LEARNING OBJECTIVES

- REDEFINE**
health promotion and substance use prevention goals
- RETHINK**
substance use using the social determinants of health and holistic prevention perspectives
- REFLECT**
on public health and reality-based approaches to prevention
- DISCUSS**
community level and individual interventions and primary, secondary, and tertiary prevention methods

WWW.SAFEPROJECT.US



September = Recovery Month



October = Prevention Month



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Contact Information

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