

Assignment 2: Deliverable – Video Script

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Author's Note

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Video Script – Mental Health Well-Being in the Workplace

Video: Create an awareness video for workplaces as an introduction to the topic of mental health well-being in the workplace. [3 to 10 minutes including written script of the video].

- Welcome to this very brief, yet hopefully informative video, on mental health well-being in the workplace!
- Let's start by defining mental health.
- Back in 1954, the World Health Organization first claimed "that there is no health without mental health" (Kelloway, Nielsen, & Dimoff, 2017, p. 149).
- Today, the World Health Organization defines mental health as "a state of well-being in which every individual realizes [their] own potential, can cope with the normal stresses of life, can work productively and fruitfully, and is able to make a contribution to [their] community" (World Health Organization, 2014).
- Let's now look at mental health on a continuum (Keyes, 2007).
- "Research has supported the hypothesis that anything less than complete mental health results in increased impairment and disability" (Keyes, 2007, p. 100).
- "Barely one fifth of the...adult population is flourishing" (Keyes, 2007, p. 95).
- We can look at complete mental health as positive human health, and the common categories for this, which span across cultures, include leading a life of purpose, quality connections to others, and positive self-regard and mastery (Quick, Macik-Frey, & Cooper, 2007).
- There's a range of various mental health problems that are common in working populations. For example, sleep problems, stress, anxiety, mood disorders, such as depression, personality disorders, and substance use dependence, such as alcohol use.

- Mental health problems in the workplace not only involve “enormous economic costs [such as absenteeism and poor work performance]...[but they] also carry a significant social burden” (Malachowski, Boydell, Sawchuk, & Kirsh, 2016, p. 207).
- We are seeing a “sharp increase in mental health issues in the workplace” (Raderstorf & Kurtz, 2006, p. 360). Why is that?
- Well, two reasons include the fact that “traditional support systems have eroded...it is common for family members and close friends to be dispersed across the country, if not the world” (Raderstorf & Kurtz, 2006, p. 361), and “a victimization mentality seems to have emerged...[where] individuals assume the role of victim, blaming others when things go wrong rather than taking personal responsibility for their actions, circumstances, and recovery” (Raderstorf & Kurtz, 2006, p. 361).
- “Half of all adults will...[experience]...at least one serious mental illness [and]...approximately one quarter of adults [will] experience a serious mental illness each year” (Keyes, 2007, p. 97).
- In addition, so many individuals do not get treatment for their mental health problems that could help transform their lives.
- In developed countries, 50% do not receive appropriate care (Patel, 2012).
- Despite increased mental health awareness, “we still, on average, wait a decade before getting treatment” (Quelch & Knoop, 2018, p. viii).
- There’s a “fear of stigmatization, prejudice, or discrimination” (Quelch & Knoop, 2018, p. viii) not to mention reasons such as “low levels of mental health literacy, combined with a lack of understanding of resources and treatment” (Kelloway, Nielsen, & Dimoff,

2017, p. 156) and even hidden suffering and shame (Patel, 2012) can all play a role in why we don't access mental health treatment.

- “Most people do not recognize their own symptoms of mental health conditions, which often present themselves as physical problems” (Lykins, 2005, “Highlights”, “Employers and Workers Need Education about Mental Illness”, para. 1).
- As employees, we are expected to attend work regularly and maintain a level of physical and mental health that will enable us to perform the duties of our job effectively.
- “Teaching employees about mental health encourages [us] to incorporate it into [our] constellation of wellness or to seek treatment to get well; in doing so we touch the lives of countless others for generations to come” (Quelch & Knoop, 2018, p. x).
- How can we apply the idea of ‘mental health for all by involving all’ to set the stage for change? (Quelch & Knoop, 2018)
- How does this mindset impact your personal capacity to contribute to your own mental health well-being and that of your colleagues and organization as a whole? (Quelch & Knoop, 2018).
- Thank you for your time! I hope this very brief video has helped you to expand your mental health literacy. Stay tuned for future videos!

- Important Phone Numbers:
 - 9-1-1 (Emergency Use Only)
 - 1-800-SUICIDE, 1-800-784-2433 (If you are considering suicide or are concerned about someone who may be)
 - 310 Mental Health Support at 310-6789 (No area code needed - For emotional support, information and resources specific to mental health)
 - Kid's Help Phone at 1-800-668-6868
 - Alcohol & Drug Information and Referral Service at 1-800-663-1441
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- References:
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