Every Mind Matters

Creating Workplaces and Communities Where Every Person Thrives

Mental health plays a critical role in every aspect of our lives. It determines our well-being, as well as how productive, satisfied, and engaged we are in our relationships, life, and work. Its struggles are not just confined to mental illness; they can manifest in everyday issues like stress, anxiety, exhaustion, burnout, and negative coping. While individuals and organizations tend to understand this, most lack the foundational systems and strategies needed to build a culture of lasting mental health and wellness.

- The World Health Organization (WHO) has found that mental health affects work performance, with lost productivity due to depression and anxiety alone costing the global economy $1 trillion each year. (Lyra)
- Nearly half (48%) of employees say their mental wellbeing declined in 2022, and 28% said they are miserable in their workplace, 60% of employees also reported feeling emotionally detached at work (spill.chat)
- Only 13% of employees feel comfortable discussing their mental health in the workplace (spill.chat)

Every Mind Matters delivers a powerful message through poignant storytelling, critical research,and practical likely to have chronic employmentadvice. The speech highlights how today's mental health strategies often fall short due to a lack of public and individual literacy, leading to stigma, fear, and shame that prevent people from seeking the help they need. It also addresses how current policies frequently fail to account for individual differences or rely on ineffective strategies. It proposes a different operating model that embraces inclusivity, diversity, and personal agency, offering a sustainable path forward.

The Core Pillars below represent the three key strategies within this operating model.

- The full speech (60-90 minutes) covers all three
- Shorter sessions (30-45 minutes) focus on one key area, selected by the requestor

(Workshop options are available for a deeper dive into these strategies. Contact us for session formats and customization)

Key Areas Of The Pillars

The Transformative Power Of Self Literacy

1. A deeper understanding of emotional intelligence and an enhanced awareness of one's own emotions and feelings, and the difference between them.
2. Applying a self-literacy framework as a central aspect of advocacy and policy development
3. Data highlighting the struggles that arise from not acknowledging self-literacy.
4. Proven strategies to help develop self-literacy.

The Key to Empowered Self-Advocacy

1. Recognizing the core principles of self-advocacy and being proactive in preventing or mitigating burnout.
2. Adopting key components of a strength-based mindset to leverage individual and team strengths in developing a resilient culture of open dialogue and an empowering environment.
3. Tools for effectively communicating and confidently advocating for one's own needs to feel understood, supported, and able to thrive within workplaces and communities.
4. Strategies drawn from success stories that demonstrate significant impact achieved through advocating for needs to effectively empower abilities.

Fostering Inclusive Workplaces and Communities for Diverse Minds

1. Understanding the Similarities Between Mental Health and Physical Health Across the Spectrum
2. The Leader's Role in Gaining Knowledge of the Mental Health Spectrum, Interventions, and Enhancing Understanding Within the Workplace
3. Incorporating Agility to Develop Inclusive Empowerment Policies and Continuously Improve a Sustainable Mental Health Culture
4. Proven strategies and resources for leaders to promote an inclusive mental health culture in the workplace