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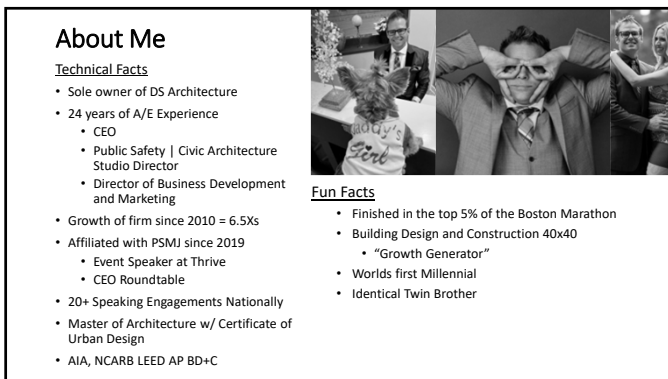
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### Crisis

*"The extent of America's mental health crisis is alarming. Tens of millions of U.S. workers are experiencing mental health issues and are less productive because of it, inundating organizations with a vast array of new challenges. Mental health issues such as burnout and stress are hampering short-term productivity and long-term business growth."*

- Society of Human Resources Management (SHRM) Foundation



**MENTAL**  
HEALTH

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### The Global Mental Health Burden in Numbers

**280 million**  
people are affected by depression



**88.1%**  
of employees reported concerns with their stress levels over the past year.

**85%**  
of autistic individuals are unemployed as of April 2021

**1 in 8**  
people are living with a mental disorder

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<b>Mental Health</b> Stressed Loved Burnout		<b>Mental Illness</b> ADHD Dyslexia Autism
vs.		
<b>Physical Health</b> Diet Nutrition Sleep Cycle		<b>Physical Illness or Disease</b> Diabetes Allergies Colds and Flu

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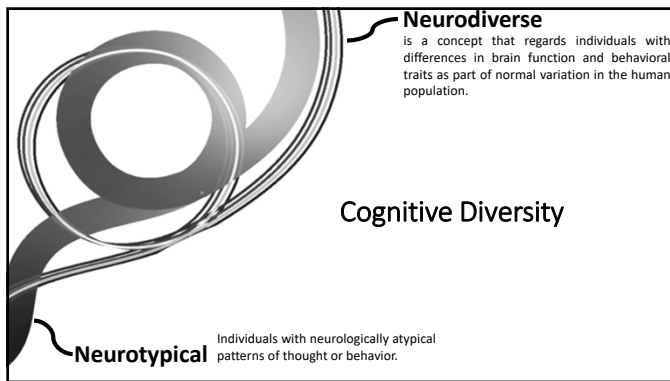
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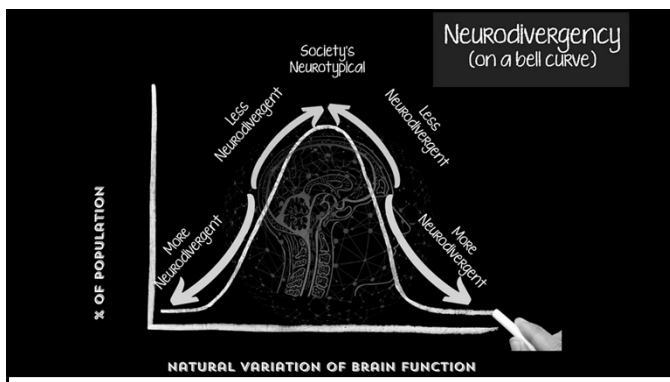
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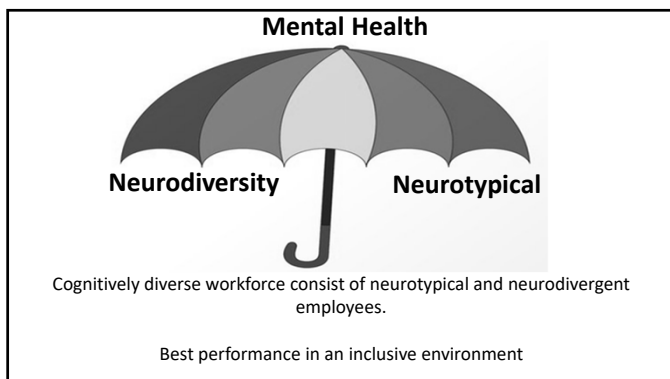
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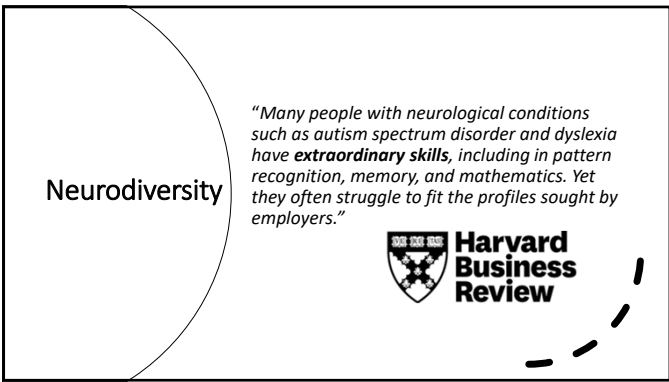
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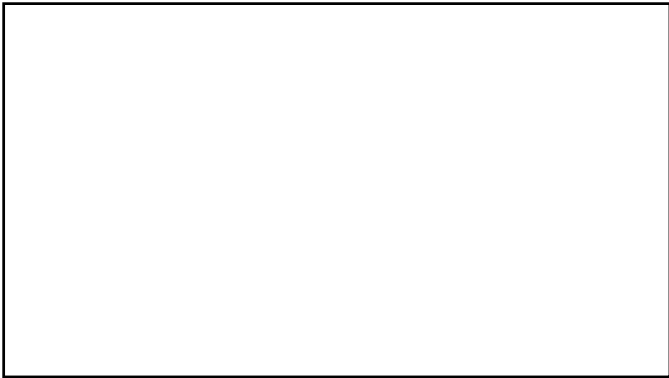
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**Neurodiversity as a Competitive Advantage**  
Harvard Business Review (May-June 2017)

- Meet "Jack"
- Wizard @ Data and Programming Analysis
- Combination of Mathematical Ability and Software Skills
- CV: 2 Master's Degrees w/ Honors
- Department's Most Productive Employee
- Hardworking and Never Wants to Take Breaks

• - Ideal Candidate for a A/E Firm



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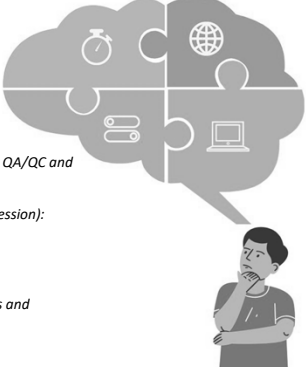
**Superpowers of the Neurodivergent**

*Dyslexia: Visual Thinking, Pattern Recognition, QA/QC and Complex Reasoning*

*Mood Disorders (Like Bi-Polar and Major Depression): Strong Creativity*

*ADHD: Problem Solving and Creativity*

*Anxiety (Social Anxiety and PTSD): Group Tasks and Evaluation of Situations for Threats*



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### **Bipolar Defined**

Bipolar disorder causes unusual shifts in mood, energy, activity levels, and the ability to carry out day-to-day tasks. People experiencing these shifts often do not recognize their likely harmful or undesirable effects. Approximately 45 million people worldwide suffer from bipolar disorder at any given time.



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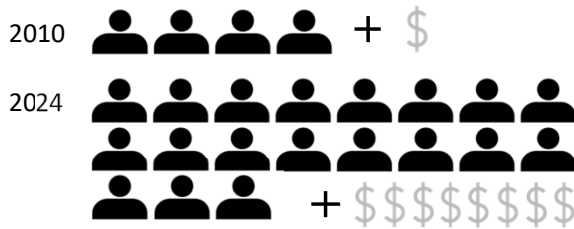
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### **Growth of Firm**



*"Our growth is based on empowering each person's unique cognitive strengths."*

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### **Why Mental Health Works**

*"...the potential returns are great."*  
-Harvard Business Review



*"Diversity of Thought comes from Diversity of Experiences"*

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Don't just take it from me


- JP Morgan: Autism at Work
- Hewlett Packard: Neurodiversity program in cybersecurity
- Microsoft: altered hiring strategy to recruit autistic individuals for roles that use their strengths


*"...paying off in ways far beyond reputational enhancement."*

-Harvard Business Review









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Is there a link between neurodiversity and success?

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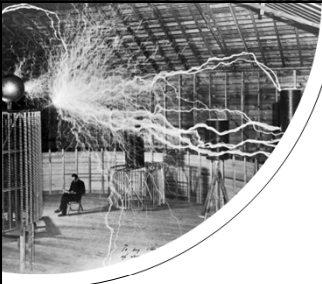
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**Nikola Tesla**



The **“father of the 20th century”**

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Frank Sinatra	Selena Gomez	Mel Gibson	Demi Lovado	Leonardo DiCaprio	Henry Ford
					
Ernest Hemingway	Thomas Jefferson	Carrie Fisher	Michael Phelps	Winston Churchill	Bill Gates
					

Elon Musk and Nikola Tesla’s are not the only ones with neurodiverse tendencies or a diagnoses.

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*“Major employers, business experts, and researchers are recognizing a powerful new source of competitive advantage: ‘invisible diversity’ in the work place.”*

- One Mind at Work

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Why Don't Companies Tap Neurodiverse Talent?

- HR processes are not scalable
- Behaviors of neurodiverse individuals are *believed* to be counter to normal practices
- Employees fails the interview process
- Conformity required of processes

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Opportunities of Neurodiversity

*"HPE's program has placed more 30 participants in software-testing roles at Australia's Department of Human Services (DHS). Preliminary results suggest the organization's **neurodiverse testing teams are 30% more productive** than the others"*



Harvard Business Review

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Mental Health for All

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## Mental Health is a Business Issue

"When people don't have access to mental health services, their employer can expect to spend as much as 300% more on health care. It's actually more expensive for companies to do nothing than it is to invest in good mental health."

—Dr. Jenna Carl, VP of Clinical Development and Medical Affairs



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## Statistics on Mental Health Stigma



**13%** didn't receive care because others might have a negative opinion

**33%** said it was because it might have a negative impact on their job

A study of **90,000** people found that stigma is one of the top reasons people don't receive care

\*etactics.com

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## Stereotypes Generate Obstacles



High Performers

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### The Cost of Poor Mental Health

**1 Trillion worth of lost productivity** due to anxiety and depression.

-World Health Organization



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### The Cost of Poor Mental Health



**Poor mental health leads to less productivity**

- Lack of Focus & Attention
- Short Temper
- Uncontrolled Reactivity
- Bringing Personal Problems to Work
- Increased Tension Between Co-Worker

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### The Cost of Poor Mental Health

- Burnout
- Defense Mechanisms
- Neglecting Basic Self Care
- Tension
- Anxiety Attacks
- Unhealthy Coping Strategies



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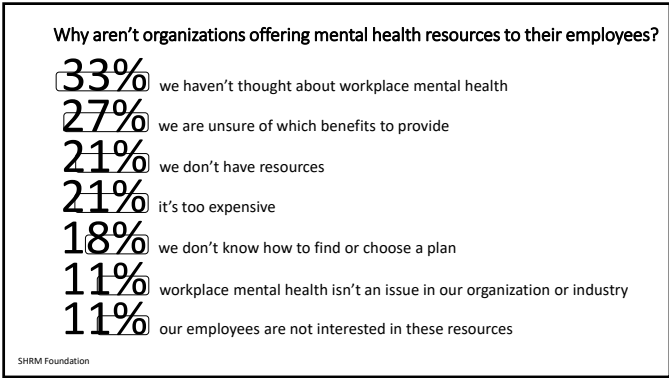
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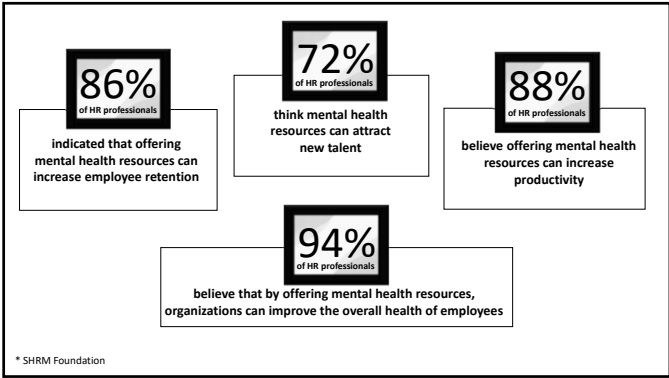
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### Building a Mental Health Foundation Solutions and Accommodations

**Question:**

If an employee of yours was approached by a friend asking, “How does your firm handle mental health?” How would you want them to respond? Can you identify any possible negative perspectives they might bring up?



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### Destigmatize

Educate your entire firm and normalize mental health & neurodiversity



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### Affluminder

A SOCIALLY HEALTHIER WAY FORWARD



We are changing the narrative around mental health to dissolve the stigma around mental illness.

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Destigmatize

# Trainings

Offering mental health support programs attract and retain talent.

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Empathy

Courage & Trust

Emotional Intelligence

Behavioral Changes & Warning Signs

**Training**

Intro To Neurodiversity

Compassion In Leadership

Shame & Blame

Vulnerability

## Management Trainings

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#### PEER GROUPS

“Peer training was cited as an effective method of breaking down these stereotypes and allowing employees to be vulnerable in a space that feels safe.” – One Mind at Work

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#### The Environment

Make mental health accommodation a foundation of your firm's culture

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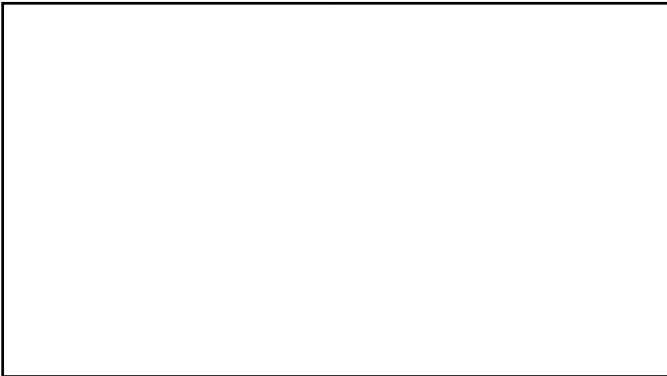
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Destigmatize

## HR & Management

Effective communication and processes are essential for leading a cognitively diverse team

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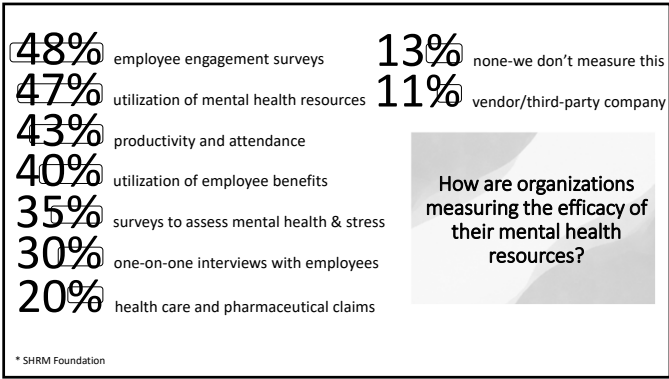
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SAP  
Hewlett Packard Enterprise  
Microsoft  
Wills Towers Watson  
Ford  
EY  
Caterpillar  
Dell Technologies  
Deloitte  
IBM  
JP Morgan Chase  
UBS

Companies that have a reformed HR Process

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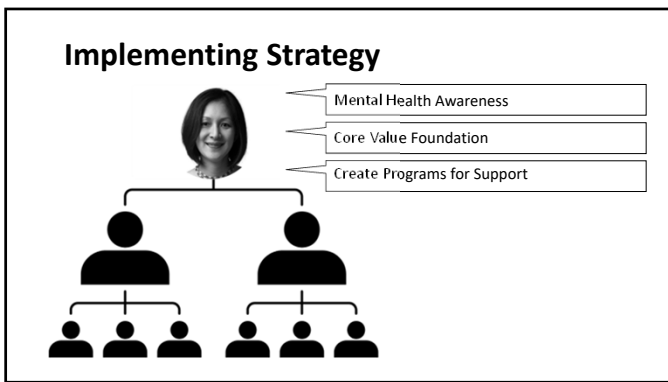
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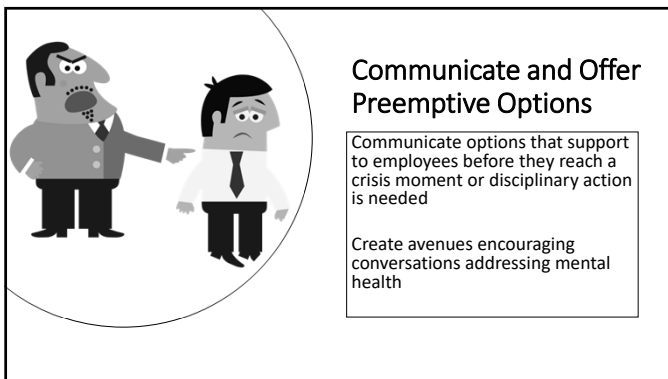
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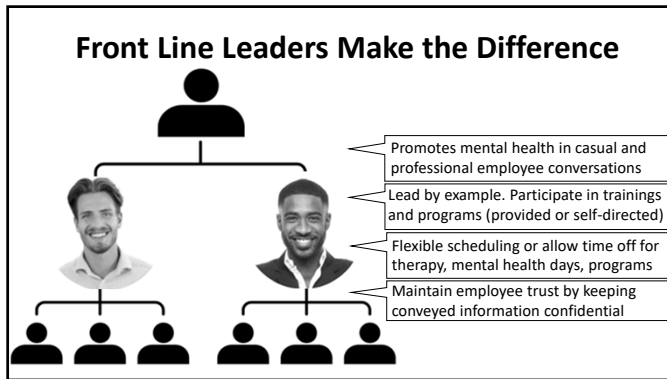
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### Major Shift in Managing People

Harvard Business Review (May-June 2017)

*"Neurodiversity programs induce companies and their leaders to adopt a style of management that emphasizes placing each person in a context that maximizes her or his contributions"*

— Harvard Business Review

**FISH DON'T CLIMB TREES**  
A Whole New Look at Dyslexia:  
Understanding and Overcoming the Challenges - Enjoying the Gift  
2020 EDITION  
This book is a "must read" for anyone that is, or has a loved one that is dyslexic.  
— Ronald O. Davis, author of *The Gift of Dyslexia*  
SUE BLYTH HALL

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## Recommendation

- Start small.
- Destigmatize.
  - Trainings.
- Environment.
- HR and Management.

**It's a business decision!**

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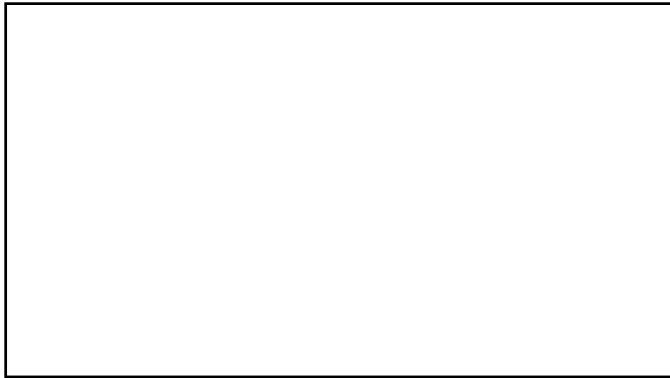
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**How to normalize mental health at your firm?**

Education on the benefits of mental health to the workplace and environment



Highlight personal stories (if you don't have any, use mine from today!)

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**R & J**

**List of Training Programs**

<https://drkatycook.com/>  
Headspace for work

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### Mental health diversity commitments today's most sought-after talent wants to see from potential employers

- Mental Health Education
  - Stress relief programs
  - Tailored Training
    - Learning module to teach soft skills to employees whose neurodivergency makes traditional professional environments challenging
      - Ex: Scheduling tool training for ADHD
  - Suicide prevention
- Benefits:

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"Offering support to employees before they reach a crisis moment is a straightforward way of improving transparency with an organization without singling out employees with issues." – One Mind at Work

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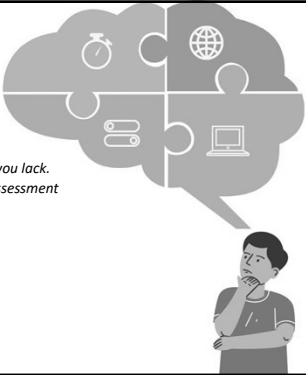
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### Seven Major Elements to Hire and Retain Neurodivergent Individuals

Specialistne Foundation

1. Team with "Social Partners" for expertise you lack.
2. Use nontraditional, noninterview-based assessment and training processes.
3. Train other workers and managers.
4. Set up a support ecosystem
5. Tailor methods for managing careers.
6. Scale the program.
7. Mainstream the program.



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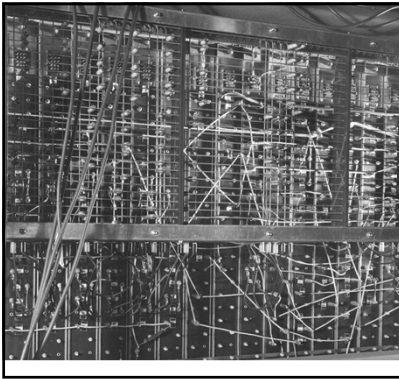
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**Alan Turing**, the key figure in developing **modern computing**, had an extreme commitment to his research interests and dedicated most of his time to his inventions. He also **avoided eye contact** and only had one friend at school. Some have argued that in addition to **autistic traits** he had characteristics of **dyslexia**, but others find the evidence insufficient. It is likely that Turing's portrayal in the movie "The Imitation Game," depicting his work on developing an early computer while breaking the Nazi WW2 code, had greatly exaggerated his possible autistic attributes.

Neurodiversity and Creativity: What we do Well, and what Organizations can do Better.  
by Ludmila Praslova, Ph.D., SHRM-SCP

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**Hans Christian Andersen** is reported to have been socially awkward, "**different**," and often bullied. Some researchers argue that he used his characters to describe autistic experiences. Indeed, his characters represent many **autistic characteristics** and struggles of interacting with the inhospitable and uncomfortable world. These include **communication difficulties** and the high price of masking and fitting in (the **Little Mermaid's** loss of voice and the excruciating pain of walking), being bullied and gaslighted (the **Ugly Duckling**), sensory sensitivities (**Princess and the Pea**), and the inconvenient truth-telling (the Little Child in the **Emperor's New Clothes**).

Neurodiversity and Creativity: What we do Well, and what Organizations can do Better.  
by Ludmila Praslova, Ph.D., SHRM-SCP



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## Mental Health Benefits

- People Matter More than Projects and Profit
- 1 Week Respite
- Short Term Disability Including Mental Health
- Life Insurance Including Mental Health
- Unlimited PTO within bumpers - goal oriented.

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## Pieces and Parts

- 45% of people who died by suicide consulted a primary care physician within one month before they passed away.

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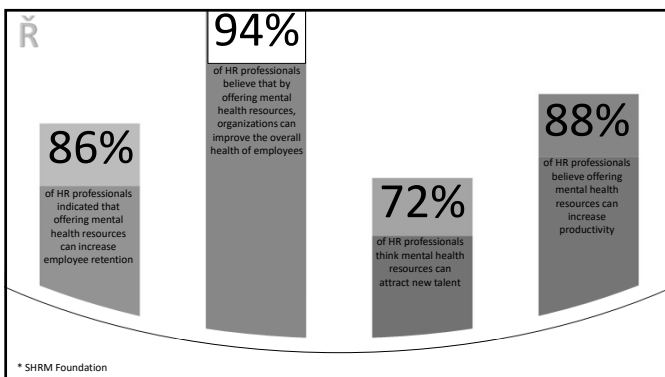
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**Brene' Brown**  
 Certified Dare to Lead Facilitator  
[www.daretolead.brenebrown.com](http://www.daretolead.brenebrown.com)  
 Leadership Assessment

Training on the following topics:

- Shame
- Empathy
- Vulnerability
- Trust
- Emotional Intelligence
- Courage
- Leadership
- Culture

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## Neurodiversity

### A Competitive Advantage

**Companies Are Seeing Results**

- Productivity Gains
- Quality Improvement
- Boosts in Innovative Capabilities
- Increases in Employee Engagement

*"Hewlett Packard's program has placed more 30 participants in software-testing roles at Australia's Department of Human Services (DHS). Preliminary results suggest the organization's neurodiverse testing teams are 30% more productive than the others"*  
 — Harvard Business Review

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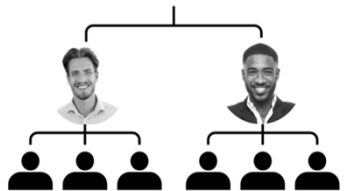
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### Front Line Leaders Make the Difference



Openly acknowledge that stigma around mental health exists

Firmly and publicly forbid stigmatizing jokes, comments and actions

Participate in Empathy Leadership Training

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### Front Line Leaders Make the Difference

Openly acknowledge that stigma around mental health exists

Firmly & publicly forbid stigmatizing jokes, comments & actions

Lead by example by participating in offered trainings & programs.

Educate themselves on mental health challenges & disorders experienced by their employees

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### What employers are doing to combat the crisis?

Action	Percentage
Offered mental health coverage	73%
Offered employee assistance programs (EAPs)	73%
Offered workshops on mental health	26%

\* SHRM Foundation

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*“Mental illness will contribute to \$16 trillion in lost output by 2030, significantly outpacing heart disease, cancer and diabetes. Depression alone is estimated to cause 200 million lost workdays each year. Today’s economy requires an engaged, resilient and innovative workforce. **Every organization has an economic imperative to address mental health.**”*

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