

PTTOW!
RESOURCES

FACING
MENTAL HEALTH
HEAD-ON

A Letter From Your Friends At PTTOW!

The PTTOW! community is a private, curated group of c-suite leaders from the world's most influential culture-shaping organizations. Throughout the year we convene to build relationships and share best practices as we create the beautiful world of tomorrow together.

During the 2023 PTTOW! Summit we held a working Town Hall where we unpacked the most pressing business and personal issues related to mental wellness and burnout. The themes from these discussions directed the creation of this resource guide, curated from world-class sources to help you tackle your most crucial challenges around mental health for you and your organization.

Feel free to share this guide with colleagues and friends so we can create more understanding around this industry-wide issue.

As Always,
Your Friends At PTTOW!

TABLE OF CONTENTS

Click to jump to a section

- A. Moving Beyond The Stigma.....1**
 - A1. Mental Health Isn't One Thing - It's Everything
 - A2. Gauging Employees' Mental Health
 - A3. More than 50% Of Managers Feel Burned Out
 - A4. When Your Employee Tells You They're Burned Out

- B. Taking Its Toll.....3**
 - B1. The Impact Of Mental Health On Business Owners
 - B2. Has Cynicism Infected Your Organization?
 - B3. For Founders Focused On Social Impact, The Daily Grind Can Take A Toll On Mental Health
 - B4. Don't Let Passion Lead To Burnout On Your Team
 - B5. Mindset Matters: The Changing Business of Mental Health (Part Four)

- C. The Fix: Work / Life Balance.....5**
 - C1. A Two-Minute Burnout Checkup
 - C2. Mental Health Is In Trouble At Work: 5 Steps To Fix It
 - C3. How To Take Better Breaks At Work, According To Research
 - C4. To Improve Your Work Performance, Get Some Wellness
 - C5. 3 Ways Unplugging On Vacation Improves Mental Health And Relationships





MOVING BEYOND THE STIGMA

A1. Mental Health Isn't One Thing – It's Everything

Abstract: Although it isn't the stigma it used to be, less than 50% of Americans with mental illness are treated for it. Influenced by a variety of factors, mental health touches every cornerstone of our lives - personal and professional.

Key Takeaway: It is impossible to make life perfect for everyone. Organizations can support their employees by identifying key stressors and providing resources that can aid employees in improving their mental health either directly or indirectly through support for anything going on in their lives.

[Read the full article here!](#)

A2. Gauging Employees' Mental Health

Abstract: A majority of HR leaders are prioritizing mental health and wellness within their companies as perspectives shift and burnout is becoming a more widespread issue. Research from McKinsey shows that approximately 75% of employees need support from their organization to cultivate good mental health.

Key Takeaway: It is unavoidable for employees to experience burnout, stress, and anything else that may cause poor mental health. Leaders should acknowledge this through resources and programs that will support their teams, avoiding attrition in the process.

[Read the full article here!](#)

A3. More Than 50% of Managers Feel Burned Out

Abstract: Research shows that as of September 2022, 53% of leaders reported feeling burnt out. As organizations adjust to life post-pandemic when burnout became the new normal, it is past-time for managers to prioritize their own wellness to combat burnout.

Key Takeaway: In order for an organization to be successful and a positive work environment for all, leaders need the proper support along with adding flexibility to their schedules and roles. From rediscovering the meaning of their roles, to tackling new projects, practicing self-care, cultivating safe spaces, and more.

[Read the full article here!](#)



MOVING BEYOND THE STIGMA (CONT.)

A4. When Your Employees Tell You They're Burned Out

Abstract: Leaders may feel unprepared to discuss burnout, mental health, and more with their teams, struggling to find the balance of personal support with their roles and the priorities of the business. However burnout is an experience 77% of people share and as high turnover rages on, while remembering that managers are not mental health professionals, it is imperative that employers maintain awareness of their team.

Key Takeaway: Starting with actively listening and validating employees' experiences, identify possible causes of burnout and work together to create short and long term solutions with intermittent check-ins to determine if the plan is working.

[Read the full article here!](#)



TAKING ITS TOLL

B1. The Impact of Mental Health On Business Owners

Abstract: 46% of business owners report feeling that the success of their business is impacted by their stress and mental health. The long hours, balancing act of managing different parts of the business, and financial strain can result in burnout, isolation, and affect work performance.

Key Takeaway: As a business leader it may seem that the world is on your shoulders. While the state of the business can be directly affected by your mental health and stress, it is imperative that you practice self-care and find resources such as therapy to help you find balance and relief.

[Read the full article here!](#)

B2. Has Cynicism Infected Your Organization?

Abstract: “Burnout” is becoming a common word in the workplace. With the factors leading to burnout varying from each work environment, it can be difficult to understand and thus solve it. Watch out for the three key identifiers: exhaustion, cynicism, and lower productivity.

Key Takeaway: Cynicism tends to be overlooked as a burnout indicator and often builds overtime as issues in the workplace go unresolved, also lending itself to be the most likely reason people quit. As an infectious force, leaders need to address and solve for it immediately by first checking their own attitudes and behaviors, along with encouraging empathy, transparency, and building trust.

[Read the full article here!](#)

B3. For Founders Focused On Social Impact, The Daily Grind Can Take A Toll On Mental Health

Abstract: Choosing to work in a field focused on social impact can be rewarding yet treacherous work. It can be disheartening witnessing trauma firsthand, and while wanting to make a difference, many leaders find themselves caught up in red tape making their jobs that more difficult.

Key Takeaway: Advocacy work is essential and founders seeking to make a real impact can only do so if they take care of themselves first. Create boundaries to allow yourself to fully disconnect from your work once you leave. Find solace with your support system of friends and family, indulge yourself in hobbies and whatever brings you comfort.

[Read the full article here!](#)



TAKING ITS TOLL (CONT.)

B4. Don't Let Passion Lead to Burnout on Your Team

Abstract: Everyone dreams of doing work they are passionate about and in today's culture, many people are leaving their jobs to do this. While important to be passionate about what you do, fueling your work with your passion can actually lead to a cycle of burnout through spurts of vigorous work followed by exhaustion and lower productivity.

Key Takeaway: Like many things, finding balance is key. Overworking yourself because you love the work you do will have the same effect as doing work you could care less for. Nurture sustainable working habits that will allow you to be passionate while acknowledging your limitations, understanding that this doesn't equate to inadequacy, and most of all allow yourself to rest.

[Read the full article here!](#)

B5. Mindset Matters: The Changing Business Of Mental Health (Part Four)

Abstract: What was once a stigma is now a widely talked about subject thanks to different media that has allowed transparency. Culture has changed and thanks to a number of celebrities, audiences understand that they are not alone in their struggles.

Key Takeaway: As mental health becomes a pillar of conversation and blossoms as an industry, there are many opportunities that extend beyond traditional therapy services. From virtual services to companies dedicated to creating content highlighting mental health issues, people want to transform their lives and prioritize their mental health.

[Read the full article here!](#)



THE FIX: WORK / LIFE BALANCE

C1. A Two-Minute Burnout Checkup

Abstract: Everyone knows what burnout is and has likely experienced it at some point, with stressors including workplace values, fairness, community, etc. The term “burnout” has become synonymous with the workplace, however it can come from anywhere including your personal life. Understanding where your burnout comes from is just the first step, use HBR’s Burnout Checkup as a light preliminary assessment to understand what may be causing you stress, then think about what you can do to address these areas.

[Read the full article & take the checkup here!](#)

C2. Mental Health Is In Trouble At Work: 5 Steps To Fix It

Abstract: Reporting on a research study where 66% of participants had recently experienced mental health problems due to work, Forbes provides 5 ways and tools organizations can address and improve their employees’ mental health. Starting with tools such as the “Emotion Wheel” to understand how your team is feeling, then offering relief through the establishment of mental health days or 4-day work weeks.

Key Takeaway: The best thing a leader can do is be aware of what their team is going through and take action. This can vary from each organization and while leaders shouldn’t act as counselors to their employees, you should be prepared with tools and resources to help your team persevere and succeed.

[Read the full article here!](#)

C3. How to Take Better Breaks at Work, According to Research

Abstract: All too often do people believe to get the most work done, they must sacrifice their time. In reality, this does more harm than good - with more time spent on work but exhaustion contributing to lower quality performance. Taking breaks to recharge shouldn’t “be a luxury,” but an essential part of your routine.

Key Takeaway: A break doesn’t necessarily mean a weeklong vacation nor is it suggested to take multiple 30-minute rests. HBR breaks down the importance of “micro-breaks”, choosing the right location to take a stretch, and what you should do on your break so you can get the most impact.

[Read the full article here!](#)



THE FIX: WORK / LIFE BALANCE (CONT.)

C4. To Improve Your Work Performance, Get Some Wellness

Abstract: While everyone understands the importance of exercising, physical activity can greatly improve work performance through a variety of factors. From improving general health, producing increased quality sleep, and driving up cognitive function the next day, building wellness into your daily routine is a great practice.

Key Takeaway: While easier said than done, finding an activity that you enjoy and don't view as a simple "exercise", will help keep you motivated. Start off small, you can reap the benefits with just 20-minutes of daily activity, and increase your time and intensity over time as wanted.

[Read the full article here!](#)

C5. 3 Ways Unplugging On Vacation Improves Mental Health And Relationships

Abstract: Forbes reports that 34% of people shorten their vacation to check their email, with email being a major obstacle to the feeling of productivity in the workplace. Emails can be overwhelming and when on vacation, can be a constant interruption. Unplugging while taking much needed time off is imperative as it can actually increase job productivity.

Key Takeaway: When taking time off, focus on being present and disconnect from your devices which can feel tempting and draw you back into work stress. Organizations can also step in with out of office policies that allow employees to stay unplugged and leave their emails unchecked during time off.

[Read the full article here!](#)



PTTOW!

THANK

YOU!