

While We Wait

**As we get started, take a moment to reflect:
What's one activity you do to recharge?**

Examples:

Meditation · Reading · Naps · Exercise · Music





Elevating Mental Fitness in the Workplace

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Meet Mariah and Jenn!



Mariah Caracoza, MPH
Senior Health & Wellness Manager
Keenan and Associates, California

How Mariah incorporates mindfulness:

- Breathing & Meditation
- Long walks, Hot yoga, Pilates
- Golfing & Relaxing with my dog
- Showing up with intention and effort



Jennifer Castillo, MPH
Workforce Health Consultant
Kaiser Permanente

How Jenn incorporates mindfulness:

- Exercise
- Enjoying nature
- Listening to calm music
- Journaling



WORKSHOP OBJECTIVES

- Identify signs of physical and emotional stress
- Discover wellness strategies from peers
- Practice mindfulness-based stress reduction
- Leave with a practical wellness tip
- Understand the role of leadership in fostering mental fitness in the workplace
- Learn about the Cities for Workforce Health grant



Group Agreements

1. Prioritize physical and emotional safety
2. Maintain a judgment-free space
3. Engage actively—your effort shapes your experience
4. Trust your first response
5. Be present, open, and willing to try something new

Guided Meditation Exercise

Take a moment to center yourself. Follow along with the guided video to reset and refocus.



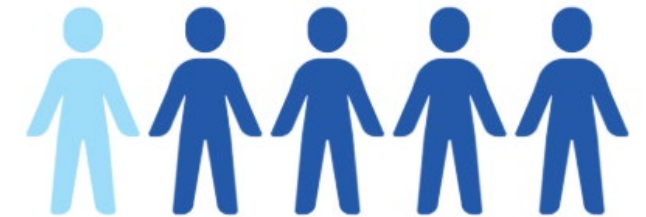
Mental Fitness Reflection

What emotion am I experiencing right now - and what's contributing to it?



Mental Health Statistics

- **1 in 5** adults experience mental illness annually
- Mental health challenges cost employers **billions annually** in lost productivity
- Supportive workplaces improve **employee retention and satisfaction**
- **92% of employees** experience mental health challenges that impact their work¹



What word comes to mind when you think of mental fitness?



Keith MacKenzie et al., "Mental Health in the Workplace: 2022 Worker Survey," workable.com, accessed February 21, 2024.

Defining Mental Fitness

- Mental fitness is the capacity to maintain emotional, psychological, and social well-being while managing stress and performing effectively.



- **Emotional Resilience**
- **Stress Management**
- **Cognitive Agility**
- **Social Connection**
- **Purpose & Motivation**

Mental fitness is foundational to sustainable performance and well-being.

Elevating Mental Health at Work

- Mental health is essential for employee well-being and productivity. Creating a supportive environment can reduce absenteeism and improve morale.

Evidence Based Strategies

1. Encourage breaks and physical activity
2. Provide access to mental health resources
3. Foster open communication and reduce stigma
4. Offer flexible work arrangements
5. Promote work-life balance



Elevating Mental Health at Work

- Applying the concepts of **mental fitness** in the workplace involves turning theory into action—embedding practices that support emotional resilience, cognitive agility, and psychological well-being into daily operations. Here's how organizations and teams can do that:



- Integrate mental fitness into routines
- Promote emotional awareness
- Cultivating a supportive culture
- Utilizing mental fitness tools
- Align with organizational values

How Organizations Can Foster Mental Fitness

- Embed mental fitness into values and initiatives
- Offer training on resilience and mindfulness
- Tailoring programs to diverse employee needs
- Encourage healthy work practices
- Recognize mental fitness in performance reviews
- Train leaders to model well-being



How Employees Can Build Mental Fitness

- Begin the day with mindfulness
- Practice gratitude and journaling
- Stay physically active
- Set clear boundaries
- Share insights and support peers





Committed to healthier workplaces

Kaiser Permanente provides resources to support your entire employee population.

Mental Health Awareness Training

This training program will help you and your employees:

- Understand the impact of mental health and wellness in the workplace
- Recognize common mental health challenges
- Support and engage in practices that support emotional well-being
- Help support employees talk more openly about mental health





[Download the Mental Fitness for the Workplace Guide](#)

Introducing the mental fitness gym

The “R’s” of the mental fitness gym

Just like regular weight-lifting to build physical strength, mental fitness takes consistent habits to build resilience – the “muscle” you’re working out in your mental fitness routine.

Visualize a gym designed for increasing resilience, where every resource and amenity represents a component of mental fitness.



Resourcing and role-modeling



Routine



Relationships



Rest and Reflection



Recognition



**Download the Mental Fitness for
the Workplace Guide**

No-cost Toolkits to Support Your Wellness Program

Foundational Toolkits

- Starting a Workforce Well-being Program
- Wellness Committee

Policy and Environments Toolkits

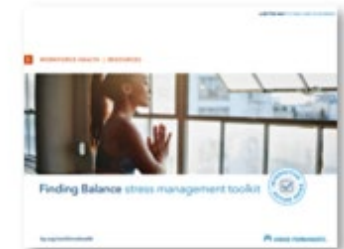
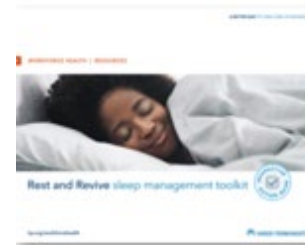
- Healthy Eating at Work Food Policy
- Tobacco-Free Campus Policy

Program-based Toolkits

- Healthy Lifestyle Toolkit
- Finding Balance (stress management)
- Rest and Revive (sleep management)

Guides

- Recognize and address the early signs of employee burnout
- The impact of social health on your workforce
- Prioritizing mental well-being in the workplace



For additional resources, visit our *Thrive at Work* website at kp.org/workforcehealth.

World Mental Health Day - October 10th

[World Mental Health Day](#), established in 1992 and observed annually on October 10th, aims to promote global awareness, education, and advocacy surrounding mental health.



Actionable Tips for Employers

- Design a long-term workforce well-being strategy
 - Position benefits prominently in internal communications
 - Implement a mental health training program
 - Leverage internal wellness champions and peer support groups
 - Conduct employee satisfaction surveys
- Foster a culture of empathy and support
 - Create a 'gratitude board' in a prominent location or digital platform
 - Start meetings with a quick breathing exercise or a stretch
- Communicate resources and support
 - Employee Assistance Programs (EAPs)
 - Mental health hotlines and counseling services
 - Mindfulness and meditation apps

The hidden key to retaining talent

Well-being at work has become an expectation.
Levels of **perceived** support matter as well.

Employees who strongly agree that their employer cares about their overall well-being are:*

69%↓
less likely

to actively search
for a new job

71%↓
less likely

to report experiencing
a lot of burnout

5x↑
more likely

to strongly endorse
their company as
an employer and
trust its leadership

3x↑
more likely

to be engaged at work

36%↑
more likely

to be thriving in
their overall lives

*Harter, *Gallup.com*, July 6, 2023.



Cities for Workforce Health

Strengthening California Cities
through Advocacy and Education



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Cities for Workforce Health Grant Program

- Cities for Workforce Health is designed to engage League of CA cities and their employees in building a culture of health and making enhanced health and wellness a reality at the workplace.
- Cities for Workforce Health is a program of the League of CA Cities, League Partners Program. It supports CA cities in improving the health of their employees and is made possible in partnership with Kaiser Permanente and Keenan and Associates.



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Questions?

THANK YOU!