

Behavioral Health in Construction

Impact, Awareness, and Solutions 2020

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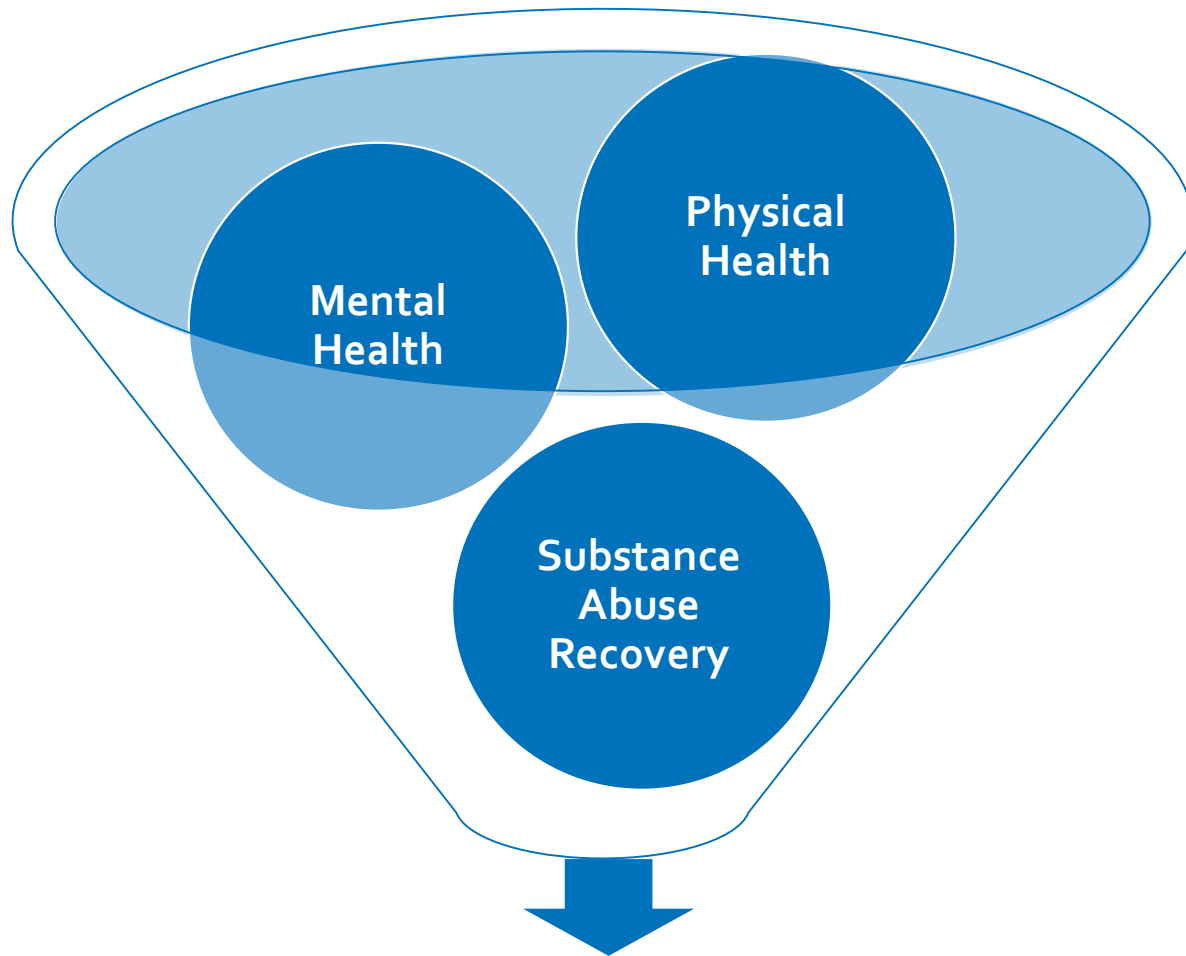
November 9, 2020

Agenda

Behavioral Health

- ✓ **What Is It?**
- ✓ **Why We Took It On / Impact**
- ✓ **Awareness**
- ✓ **Solutions**

What is it?

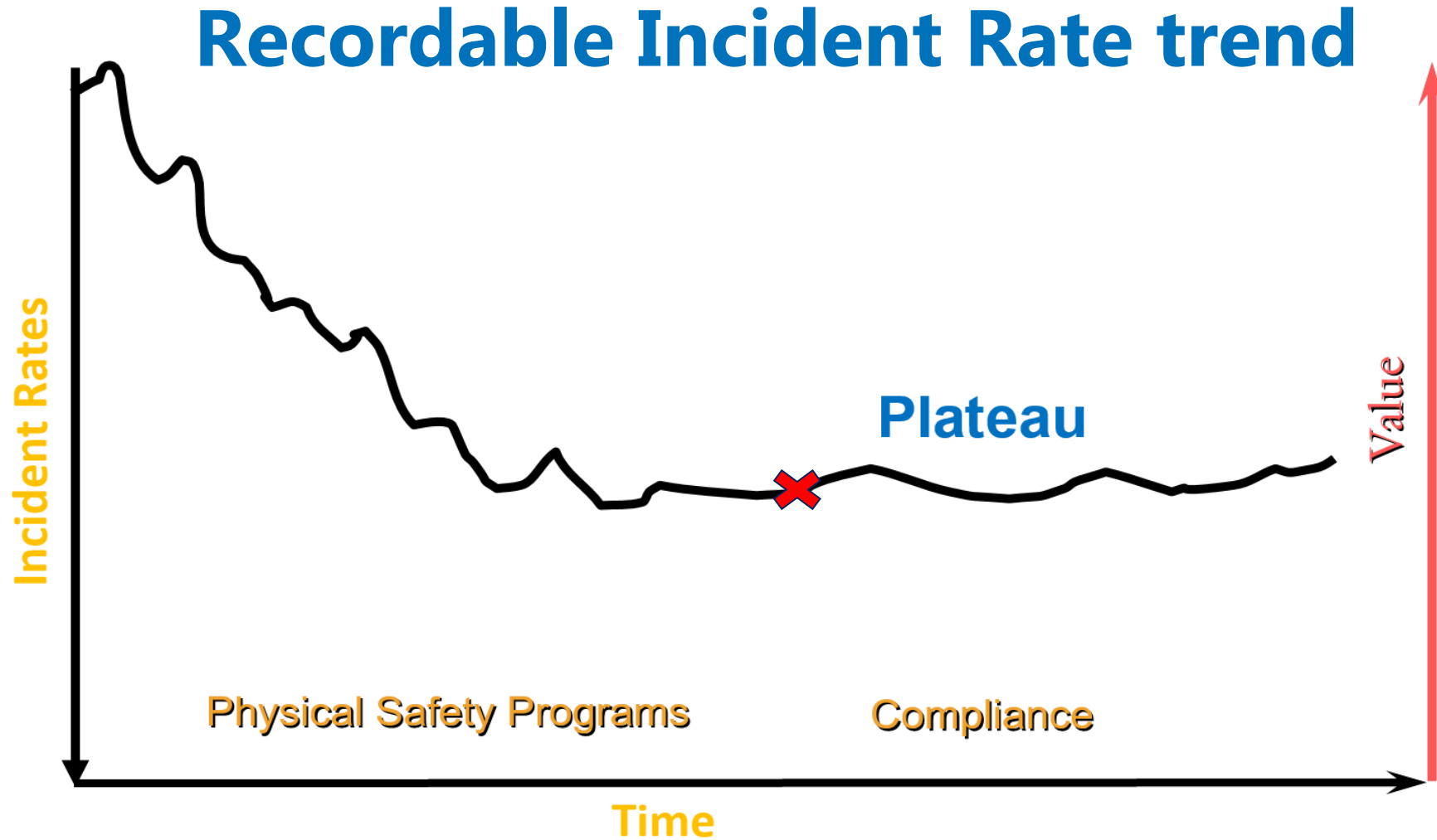


Behavioral Health describes the connection between “behaviors” and the health and well-being of the “body, mind and spirit”.

Behavioral Health focuses on “habits” and how habits have an impact on your overall “mental and physical” health.

Behavioral Health includes mental health and substance use.

Why we took it on



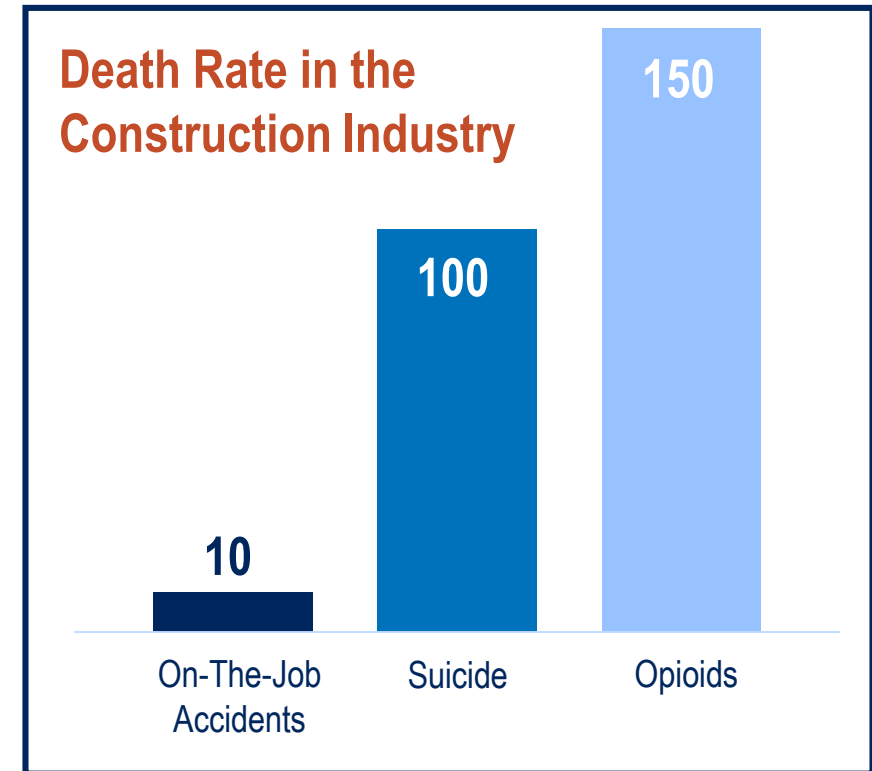
Why we took it on

OSHA 2018 Workplace Fatality Statistics

- 1st Falls
- 2nd Struck by object
- 3rd Death by work-related Suicide (11%↑ over 2017 data)
- 4th Unintentional Over Dose
- 5th Electrocution

National Institute of Mental Health Statistics

- 17.3 million people (7.1%) experienced a major depressive episode (2017)
- 31.1% of U.S. adults experience an anxiety disorder at some time in their lives



Why we took it on

Focus Groups - What we've heard:

"We don't have the language to discuss this stuff."

"It's perpetual exhaustion"

"Things have to get better or else the industry will suffer" (opioid misuse)

"We have to go from policing to preventing"

"Everyone here has some mental health issues. Take it home, keep it home, so no one can tell if you have issues."

"Foreman don't have official training on what signs to look for. "

"What we learn about mental health, we could use at home, too."

"Need for stronger connection and communication throughout the system."

Recurring themes:

- Anxiety, stress, burnout
- Impact of substance misuse
- Lack of knowledge and language

Why we took it on

“Employers have a unique opportunity to positively impact the behavioral health and improve the mental health of working adults who spend more time working than any other activity apart from sleeping.” (AHA report)

Employees want their employers and unions to address mental health & substance use.

Majority of employees feel behavioral health is not prioritized at their company.

Majority do not view their company leads as advocates for those suffering from behavioral health issues. (CDC)

Why we took it on

Why Construction Workers are “At Risk”

- Culture of stoicism and self reliance
 - “Deal With It” mentality
 - Risk-taking
- Competitive high pressure & high risk work environment
- Lack of Community
- Seasonal unemployment, long hours, exhaustion
- Negative coping strategies causing workers to turn to alcohol and drugs
- Chronic physical pain
- Hard to put your hand up and say “I got a problem”.

Awareness

Presenteeism

- What it means
- Why its important



Presenteeism describes workers who are present but unable to perform effectively due to illness, be it physical or psychological.

The practice of coming to work despite illness, injury, anxiety, etc., often putting the employee in a compromised position while performing their work.

Awareness

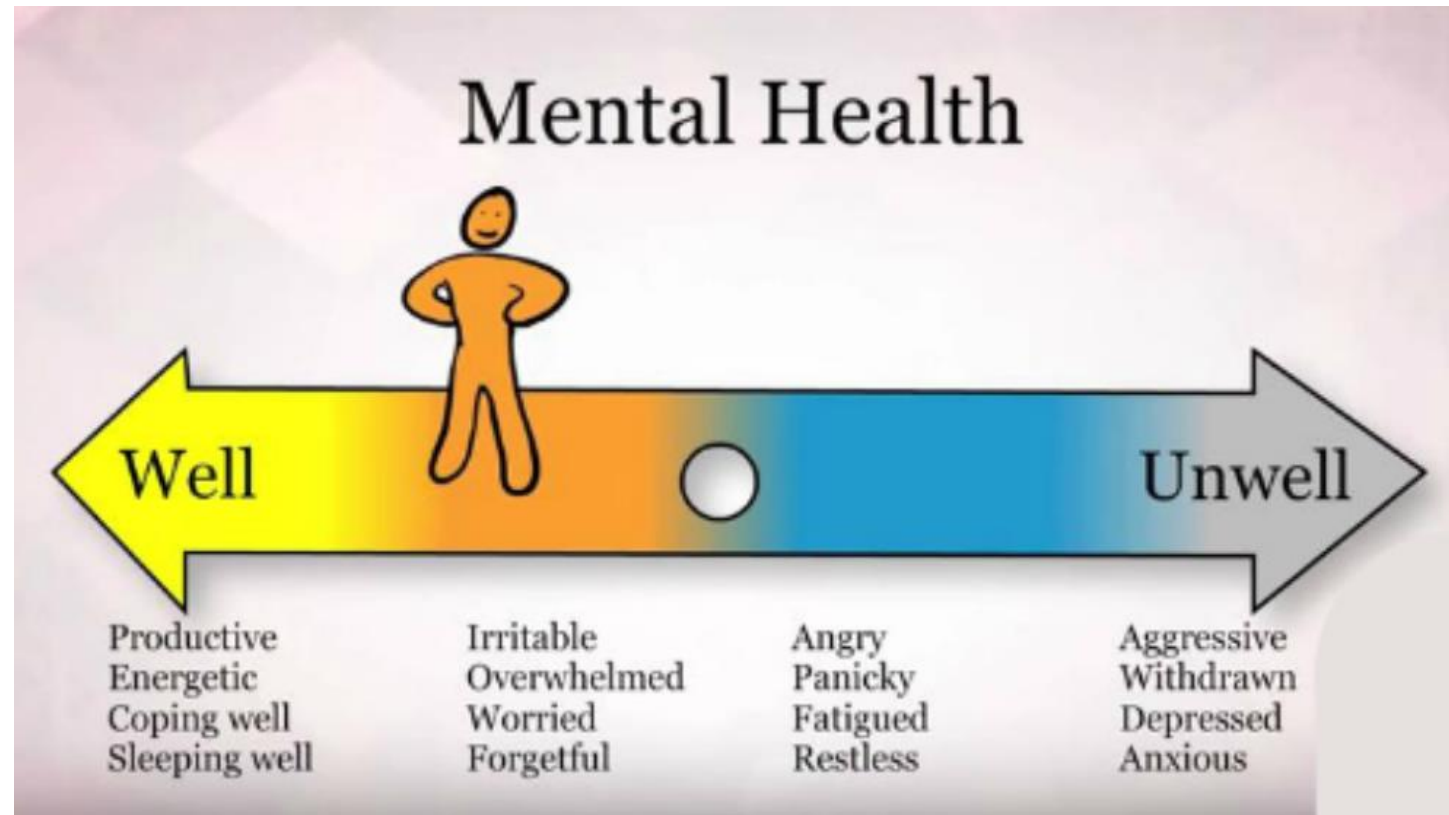
Why is it so difficult to talk about mental health and substance use issues?

- Stigma - We can see a physical injury, but not an emotional or psychological wound
- Medical illness has “proof”: blood tests
- Willpower Myth
- Shame
- Fear
- Lack of Training
- Lack of resources or understanding how to access

Awareness

Mental Health is the emotional, psychological, and social well-being of a person. Everyone has Mental Health.

It impacts decisions you make and how you cope with life changes and stress.



Awareness

Mental Health Statistics

- 1 out of every 5 construction workers are dealing with a mental illness. (NIMH)
- 1/2 will experience a diagnosable mental health problem. (CDC)
- 63% of those with a mental health condition don't share it with their employer, (CEO Roundtable AHA)

Awareness

How it shows up...

The Invisible Wounds of Mental Health

Depression

Irritated mood
Loss of interest in activities
Sleeping too much or too little
Loss of appetite
Fatigue or loss of energy
Physical problems or pain
Feeling worthless
Feeling guilty for no reason
Poor concentration
Thinking of suicide - Suicide Ideation (SI)

Anxiety

Feeling nervous, tense, or restless
Worrying much of the time
Having a sense of impending danger, panic or doom
Chronic or severe fatigue
Trouble concentrating
Trouble sleeping
Increased heart rate, hyperventilating
Trembling, sweating
Physiological problems: headaches, GI

Trauma

Shock, denial, or disbelief
Confusion, difficulty concentrating
Anger, irritability, mood swings
Anxiety and fear
Guilt, shame, self-blame
• Withdrawing from others
• Feeling sad or hopeless
• Feeling disconnected or numb

AWARENESS

Mental Health

How it shows up...Trauma

Trauma is the emotional and psychological response to a terrible event like an accident, sexual assault or natural disaster.

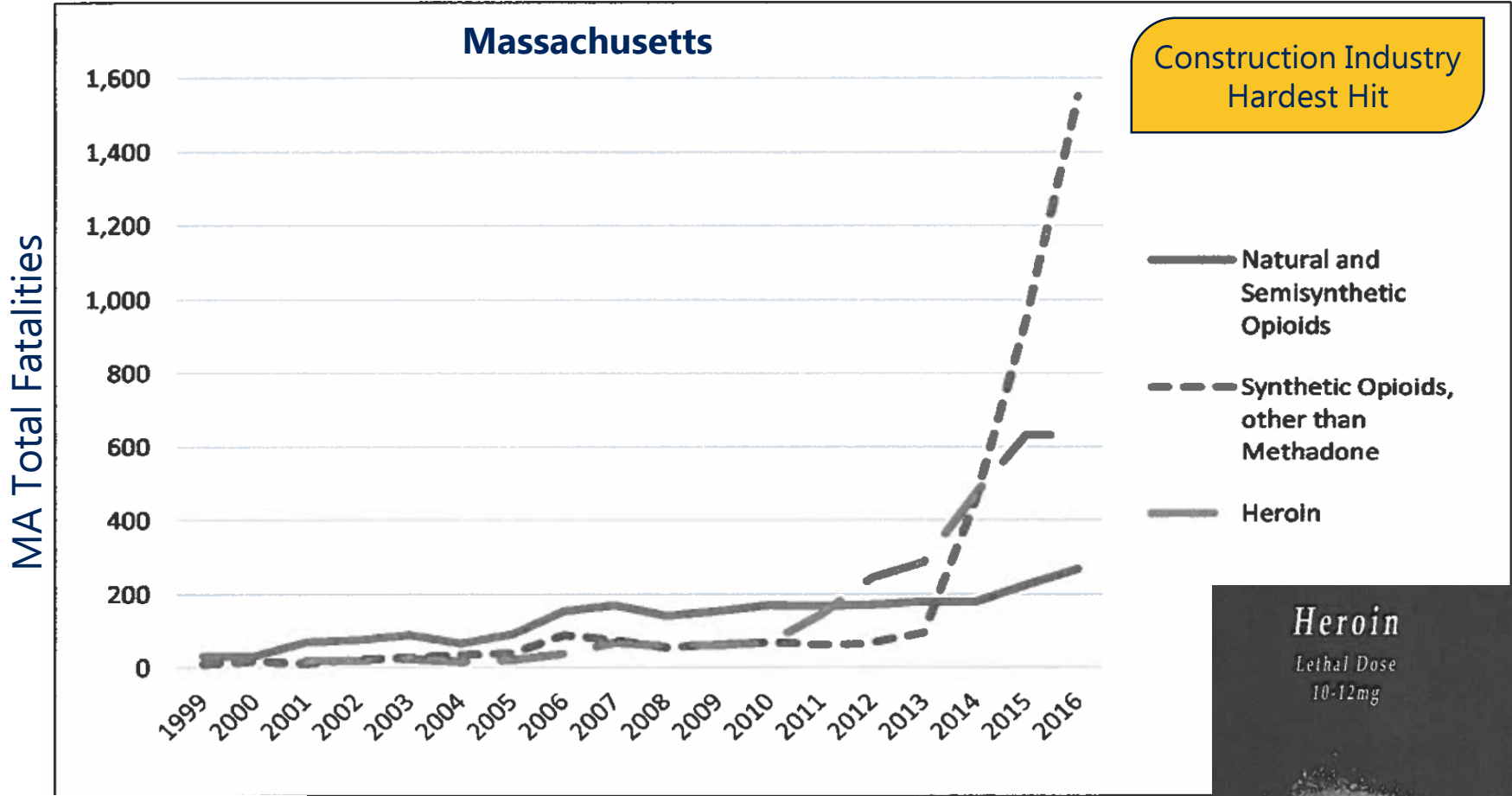


1 IN 2 WOMEN



3 IN 5 MEN

Experience at least one trauma in their lives.
(Natl. Center for PTSD)



Substance Misuse Opioids



Awareness

Substance Misuse Statistics

Opioids

- More than 15% of construction workers live with a substance use disorder. (CDC)
- Highest rates of opioid overdose deaths. 30% increase between 2015 and 2016.
Construction workers were 7 times more likely than other workers to die. (CDC)

“When **employers** initiate and support treatment for prescription drug addiction, it’s **more effective** in the long term than when the addicted person begins treatment at the urging of family or friends”.
(National Safety Council)

Solutions

Psychological Safety

- Strengthens team bonds
- Enhances pride in oneself
- Instills pride in accomplishments
- More openness to constructive feedback
- Increases productivity
- Encourages creative problem solving
- Allows for feedback to leadership
- Leads to professional & personal growth

*Project Aristotle (google study of high performing teams)

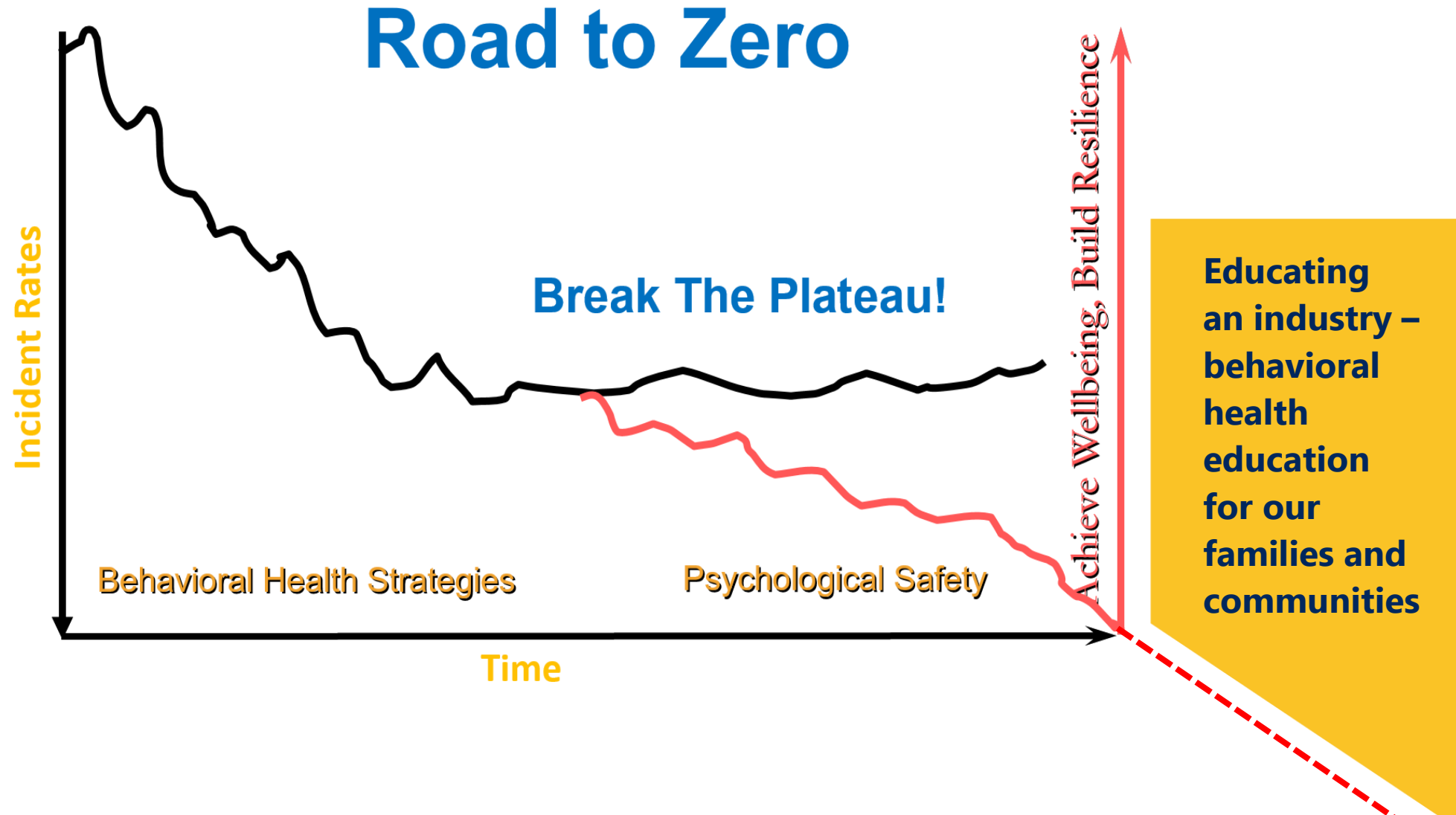
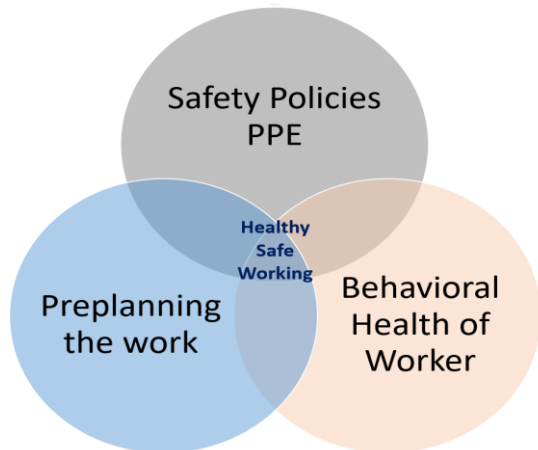
Solutions

Future State

- Behavioral Health Acumen
- Healthier workforce
- Higher productivity and motivation
- Reduced absenteeism and presenteesim
- Reduced at risk behaviors
- Cultivate the next era of leadership

Solutions

Future State
Every Worker
Goes Home
Safe Every
Day!



We challenge you to recognize the need and start the conversation

Thank You!

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