



Employee Health & Wellness Training Act

HUMAN RESOURCES

Training Blueprint & Wellness Activity: Separate myth from fact

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Sharing the facts about mental health

Over the past few years, the importance of taking care of our mental health has received more attention. Well-being is strained by health concerns, violent events, and political division, as well as news and social media posts about the latest issues.

In the workplace, this has brought an increased emphasis on the need for employee support for mental health care.

Yet workers may still not understand mental health, and may be leery of using available resources. Mental health issues are not uncommon (the National Alliance on Mental Illness reports that 1 in 5 U.S. adults experiences mental illness each year), misperceptions about mental health problems are common.

Myth vs. Fact

This month's wellness activity aims to break down the stigma of mental health issues and improve understanding.

It presents 10 statements, some true and some false. Employees taking the quiz determine which are facts. The answer key increases understanding by offering additional insights into mental health.

Activity options

The activity can be posted on your intranet so employees can take it individually, or during a team meeting.

It is designed to raise awareness of the need to address mental health concerns, such as the need for mental health benefits as well. You can also provide information about local or national organizations supporting mental health, such as the National Alliance on Mental Illness.

Separate myth from fact

How much do you know about mental health?

Mental health has received increased attention over the past few years, but it can still be a mystery. Find out how much you know about mental health by taking our quiz and deciding which are myths and which are facts.

Myth or fact?

1. Mental health problems never improve.
2. Mental health problems are rare.
3. A panic attack cannot kill you.

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4. Friends and family can improve your mental health.
5. Biological factors play a role in mental health.
6. Children don't experience mental health issues.
7. Medication solves all mental health problems.
8. Mental illness cannot be prevented.
9. People with mental health problems are more likely to do a poor job at work.
10. By learning more about mental health, you can help others suffering with issu

Answer key

1. **Myth.** Many people with mental health problems recover completely. The U.S. Human Services notes that there are treatments, services, and community support to live, work, learn, and participate in their community.
2. **Myth.** The National Alliance on Mental Illness (NAMI) reports that 52.9 million experienced mental illness in 2020. That's 21 percent of U.S. adults.
3. **Fact.** Panic attacks are not fatal, but they are very unpleasant and can increase dangerous situations.
4. **Fact.** Loved ones can't replace the care of a professional, but they can provide support and help in accessing professional resources.
5. **Fact.** Physical illness or injury, brain chemistry, injury, and genes all contribute to mental health.
6. **Myth.** NAMI reports that around 7 million Americans aged 6 to 17 experienced mental health issues in 2016.
7. **Myth.** While medication can be an important component of treatment, self-care and therapy can all help further improve mental health.
8. **Myth.** While you can't prevent all mental illness, addressing triggers for youth and engaging in healthy activities benefit mental health.
9. **Myth.** Workplace productivity for individuals with mental health problems is high. Mentalhealth.gov notes that employers hiring people with mental health problems value:
 - Good attendance
 - Punctuality
 - Good work
 - Motivation, and
 - Job tenure

that is on par with or greater than other employees.

10. **Fact.** Share what you learn, and remember to encourage others to consult a professional.

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