

MEETING:
DATE:
LOCATION:

1. MEETING PURPOSE: Goal

This Roundtable discussion focused on awareness, as well as organizational solutions to help improve Mental Health within our Industry. This approach will assist individuals and individual firms, but the focus of the Breakout Session was on Project Team Mental Health.

2. DISCUSSION

3. IMPLEMENTATION: Next Steps

How will we execute the countermeasures and implement the change?:

2. DISCUSSION:

Current State	Desired Future State	Root Cause	Proposed Countermeasures
<p>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.</p> <p>280 million people worldwide are affected by depression.</p> <p>88.1% of employees reported concerns with their stress levels over the past year.</p> <p>1 in 8 people are living with a mental disorder</p> <p>The Centers for Disease Control and Prevention found that men working in construction have one of the highest suicide rates by population: their rate of suicide is about four times higher than the general population and is the second-highest rate of all workplace industries at 45 per 100,000.</p>	<p>Explore how can we improve the Mental Health of our project teams who are composed on many individuals from many different firms</p>	<p>Stress Over committing Unrealistic Expectations Poor leadership Mental Health stigmas Unfamiliarity with project team partners</p>	<p>Have detailed conversation with owner; be bold; Share reality</p> <p>Don't overcommit (yourself and for others); Don't be afraid to say "no"</p> <p>Bring a solution if you can't say "No".</p> <p>Be accountable & dependable; strong communication; be aware of your role</p> <p>Right-size conversations; have the right people talk with the employees</p> <p>Encourage Teamwork & Open Communication</p> <p>Be transparent with expectations; share with the client</p> <p>People-centric approach vs Project-centric</p> <p>Health checks; implement action</p> <p>Respect, trust, empathy, open and honest</p> <p>Open up different channels to solution</p> <p>Educate team members (across disciplines)</p> <p>Define Core goals for project. Goals may change if needed</p> <p>Team member spotlight</p> <p>Need to communicate, then communicate more</p> <p>Leaders set the tone (I got your back)</p> <p>Get buy-in from entire team Understand the stressors of team members Event + Response = Outcome (E+R = O) Don't freak out (appropriate reaction) "Cares" moments (humanize) Shared experiences build trust Commitment to work together (IPD)</p>

Attendance



- Architects
- Contractors
- Engineers
- Industry Affiliates
- Owners
- Trade Contractors