

# United at Work: Workplace Thrive Academy Program Snapshot

This is a recap and analysis of Session 2: April 16, 2025

Depression & Suicidal Thoughts - Recognize, Engage, Connect Training

## Core Principle:

Early Identification + Early Intervention Decreases Severity =  
Decreases Severity and Prevents Crisis

## Program Reach & Impact

45 Attendees Representing 23 Businesses Across a Wide Variety of Sectors

## Mental Health Impacts of Hurricanes

- Widespread Personal Loss: Employees faced loss of homes, vehicles, and belongings, with some still displaced.
- Emotional & Mental Strain: Many staff are experiencing PTSD, anxiety, and emotional fatigue due to the hurricanes' effects.
- Overwhelming Workload: Employees fully activated for disaster response, placing intense pressure on already limited resources.
- Disruption of Services: Shelters closed, housing was relocated, and calls for domestic and sexual violence increased.
- Increased Community Needs: Rising demand for support, especially for vulnerable populations, adding to staff burdens.

**Conclusion: The aftermath of the hurricanes continue to effect employees emotionally, physically, and professionally.**

## Workshop Feedback

- Motivated to create a Workplace Wellness Plan
- Renewed focus on de-stigmatizing mental health
- Identified new tools for suicide crisis response
- Urgency of mental health issues shared across workplaces
- Need for enhanced leadership training on mental health awareness.
- Develop peer support networks within organizations
- Increase access to mental health resources and support

The mental health of ALICE individuals is heavily affected by financial strain, especially related to work stress.

- **Chronic Stress Impacts Every Part of Life.** Financial insecurity causes anxiety, depression, sleep disruption, and physical health issues, deeply affecting mental wellness.
- **Job Performance Declines Under Pressure.** Constant Worry about basic needs distracts from work, causing disengagement, absenteeism, and emotional shutdown.
- **Impossible Choices Lead to Emotional Exhaustion.** Choosing between rent, food, or medication increases hopelessness, guilt, and the risk of suicidal thoughts.
- **Older Adults & Caregivers Face a Unique Crisis.** Fixed incomes and caregiving demands create devastating trade-offs and many are working beyond capacity with no relief in sight.
- **Frontline Workers Are Not Immune.** Staff supporting ALICE individuals Experience burnout, compassion fatigue, and secondary trauma from witnessing daily unmet needs.

## Conclusion:

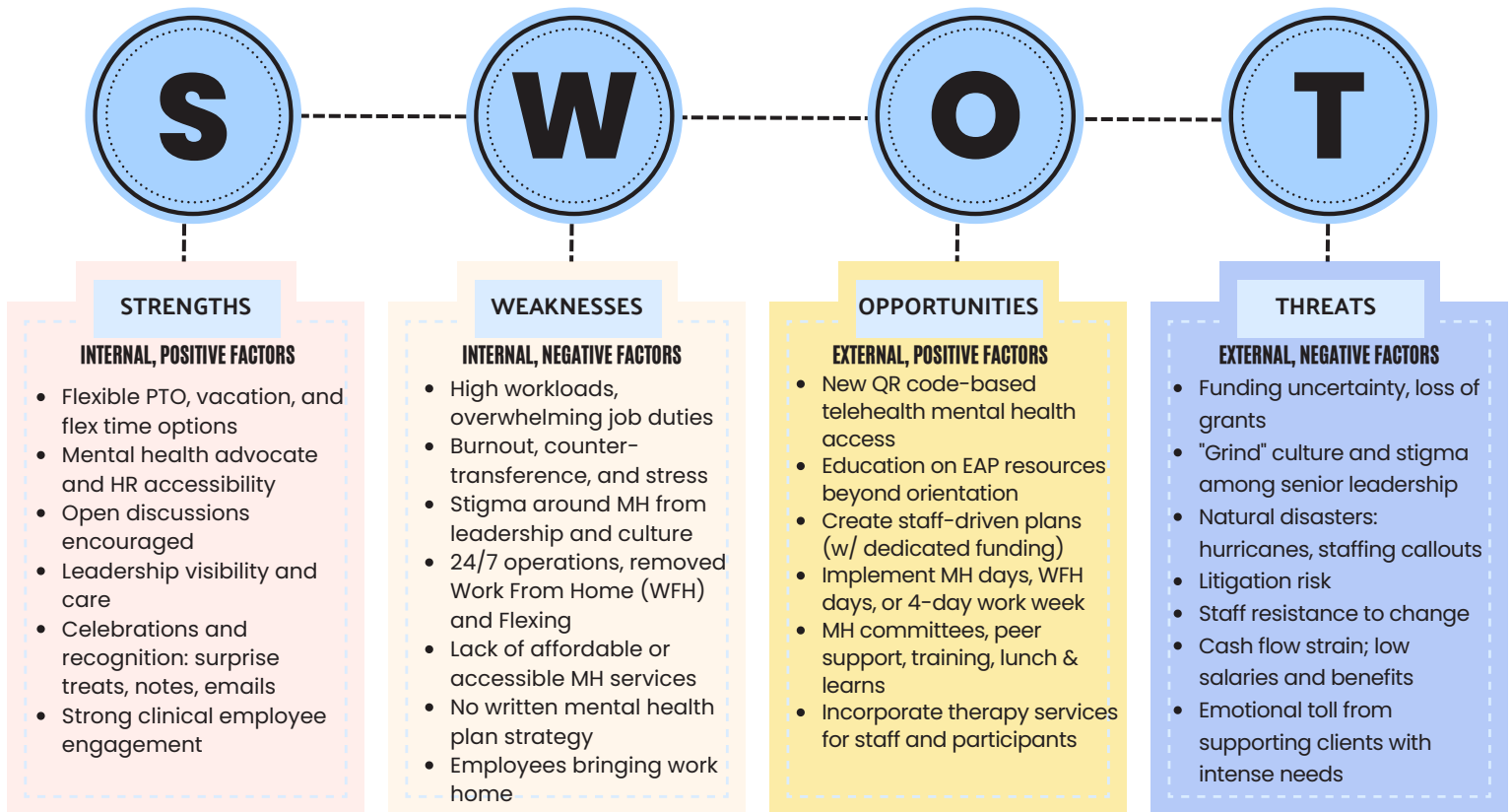
Financial stress doesn't end at home. It walks into the workplace with ALICE individuals EVERYDAY.

## WHO IS ALICE? Asset Limited, Income Constrained, Employed

ALICE households earn more than the Federal Poverty Level but less than the basic cost of living. These are working families, seniors, and individuals who often don't qualify for public assistance but still live paycheck to paycheck, unable to afford essentials like housing, child care, food, and health care.



Participants in the session were provided with a set of questions to consider within the context of the workplace, focusing on a SWOT analysis. Below are the outcomes of this analysis.



### Post-Academy Insights:

"I now have tools to recognize someone struggling."

"We all love what we do—we just need more help with self-care."

"Realized our organization needs to look inward—not just at what others are doing."

"Everyone has a red line—it's different for each person."

"When home life is stressful, and work piles up, I shut down."



**United at Work**  
**Workplace Thrive Academy**