



According to a recent Gallup poll, one-fifth of U.S. workers rate their mental health as fair or poor. These workers also report about four times more unplanned absences due to poor mental health, especially for those aged 18-29. The problem can lead to decreased productivity and other challenges — a \$47.6 billion negative impact on the economy annually.

Of those who reported fair or poor mental health, 33% reported that they didn't know if they had access to mental health, 24% said they did not have access, and 43% stated they had access. Four out of 10 adults reported difficulties with depression and anxiety.

To mitigate these issues, many organizations are paying more attention to employee well-being.

The pandemic lockdowns gave employees more flexibility to work from home or have a hybrid work schedule. But mentoring relationships in the workplace should still be an important part of the mix. Such

MENTORING CAN HELP IMPROVE YOUR MENTAL HEALTH

BY TONISHA MELVIN

connections give employees a sense of belonging. Engaging with a mentor can be especially important for new or struggling employees.

Research shows that incorporating mentorship programs within the world of work can boost mental health for all involved.

Today, mentoring looks slightly different than a decade ago. Organizations have adopted new ways for employees to be able to participate in mentoring, such as online venues, meetings outside of the workplace, phone calls, and email. Workplace mentorship can also show employees that they are valued by their employer. It reinforces an often quoted concept: Treat employees like they make a difference, and they will.



TONISHA MELVIN, DNP, CRRN, ANP-C, PMHNP-BC (Mercer University), is a nurse practitioner who is president and co-CEO of DMV Medical Group in Kensington, Maryland, where she currently provides primary and mental health care. She was named among the African American Leaders in Health Care by *Becker's Hospital Review* in 2019, 2020, and 2022 and is a contributing author of *The Charge Nurse Leader Program Builder: A Competency-based Approach for Developing Frontline Leaders*, a comprehensive curriculum and road map for developing nurse leaders and ensuring charge nurses are trained, mentored, and supported in their roles.

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