

Break/Through

How healing community supports our success

CARYLYNN KEMP LARSON



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ICF CONVERGE

Mental Health is a ~~diagnosis~~ **state of being**

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~~Most~~ **None** of us are immune from mental health challenges

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Successful professionals often struggle ~~less than~~ **even more**
than the general population

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Well-being manifests ~~individually~~ **healing community.**

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“It's at Rock that I find the safety, connection, and grace that I once thought was IMPOSSIBLE for me.”

“You helped me realize for the first time that I am worthy of life.”

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Your person:

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1) BELIEVE that people can thrive

I believe you can _____.

You are wired to learn, grow, and _____.

Even when you feel _____, I believe in you.



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2) MAKE it SAFE with a dash of vulnerability

When I'm honest with myself, I have to admit _____.

I wish I _____, but the truth is, _____.



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Narratives

Emotions

Engagement

Dreams

Silence

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2) MAKE it SAFE with a dash of vulnerability

When I'm honest with myself, I have to admit _____.

I wish I _____, but the truth is, _____.

& a lot of listening

It sounds like what you really need is _____.



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3) SHARE CONCERNS with candor & care



You love _____ , *but you're* _____ .
(your understanding of them) (what you see happening)

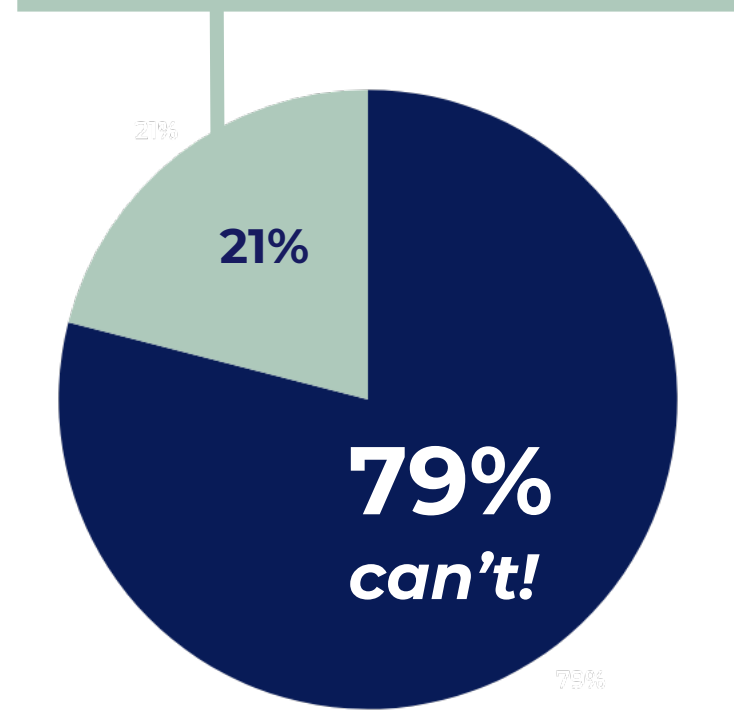
I see you _____ , *even though* _____ .
(what you see happening) (your understanding of them)

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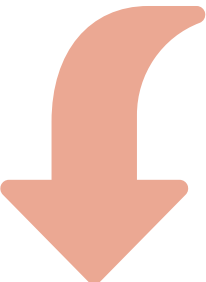
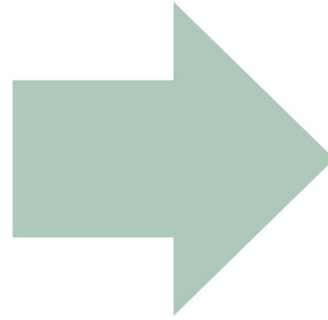
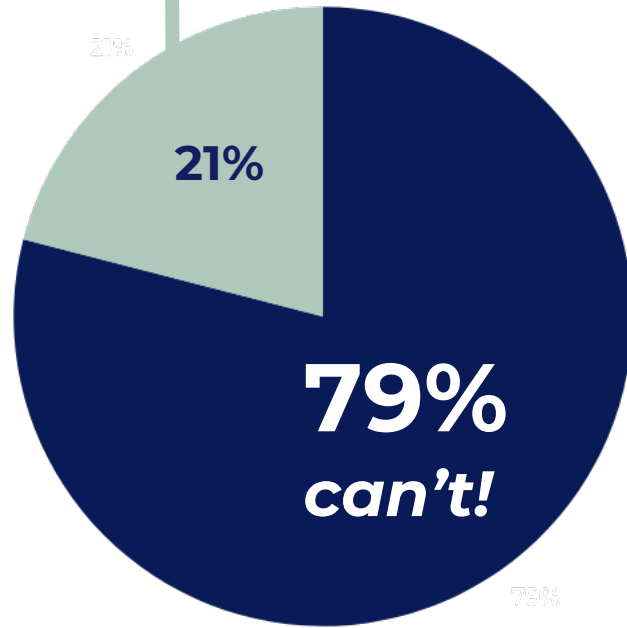
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can rely on **healing
community** at work

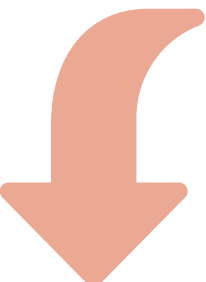


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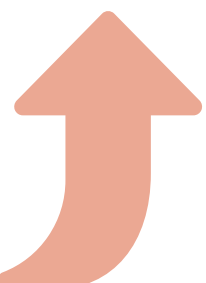
can rely on **healing community** at work



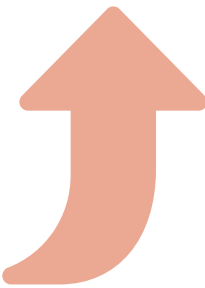
Occupational
Depression



Burnout



Engagement



Wellbeing

Source: Larson (2025). The Impact of Healing Community at Work. White Paper.

With a partner, please share:

If your person could hear just one thing
that's on your heart right now,
what would it be?

<1

minute remaining

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Think of **one word** that describes the conversation you just had.

On the count of 3, shout it out to the room.

3 2 1

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Q&A

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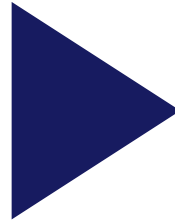
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I'd love to connect!



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Prevalence of Mental Health Challenges

- **~20% of US adults** struggle with some kind of mental illness (NIHM, 2022)
- **84% of US workers** experienced at least one mental health challenge over the last year (MindShare Partners, 2021)
- In the UK, **women are nearly twice as likely** as men to have a mental health condition (European Union, 2018)

Impact of Stigma

- **80% of employees do not seek professional help** for mental health challenges due to stigma (Kaiser Permanente, 2022)
- **60% of people with mental health challenges won't seek help for fear of being labeled** (Mental Health Commission of Canada, 2025)
- **44% would turn down an individual for a second date** if they revealed they had a mental illness (> than for time in prison!) (Time to Change.org, 2010)

Impact of Stigma *at Work*

- **62% feel uncomfortable** using their company's mental health services (Mental Health America, 2023)
- **64% feared being judged by their boss** for mental health challenges; only **13% feel comfortable** discussing their mental health at work (CV Library.com / Time to Change.com, 2017)
- **30%** of construction workers **report taking annual leave** for mental health care **to avoid questions/embarrassment** (Benenden Health, 2020)

Cost of Mental Health Challenges

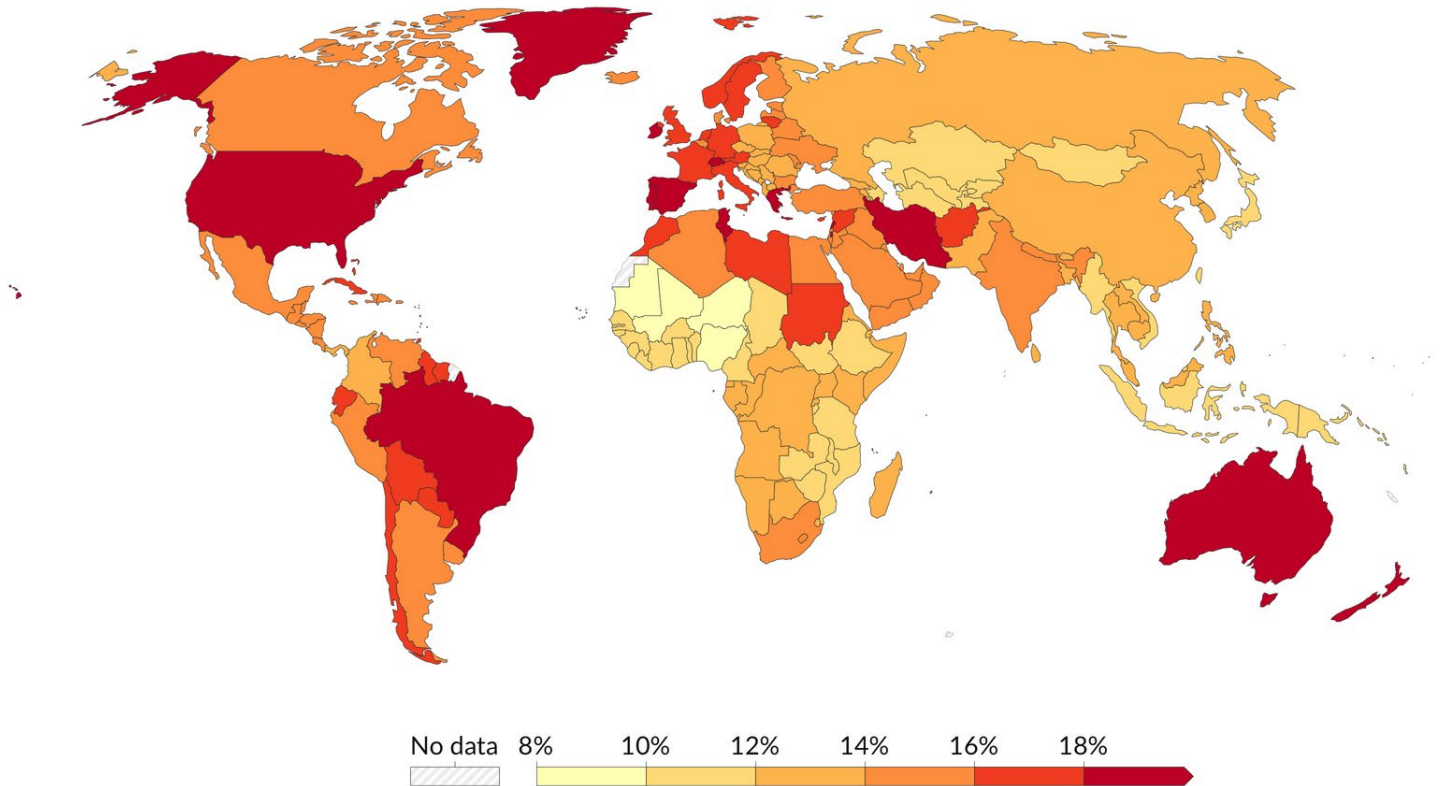
- **Depression & anxiety cost the global economy \$1 trillion/year** - equivalent to 50 million years of work (World Health Organization, 2024)
- Across all sectors, **47% of employees display 'presenteeism'** (showing up for work without being productive due to poor mental health) (Spill.com, 2025)
- Poor mental health is cited by **61% of UK workers leaving their job** (Spill.com, 2025)

Leadership & Mental Health

- Your boss has *more* impact on your mental health than your doctor (UKG Workforce Institute, 2023)
- ~90% of managers think they handle **employee mental health well**; only about 40% of employees agree (UKG Workforce Institute, 2023)
- **38% of HR professionals say managers are equipped** to have sensitive conversations around mental health. (CIPD, 2022)

Share of population with mental health disorders, 2021

This includes depression, anxiety, bipolar, eating disorders, and schizophrenia.



Data source: IHME, Global Burden of Disease (2024)

OurWorldinData.org/mental-health | CC BY

Note: Due to the widespread underdiagnosis, these estimates use a combination of sources, including medical and national records, epidemiological data, survey data, and meta-regression models.

“In the end, when only the most meaningful strands of life remain, this is what matters.

It was always about people.”

- Dr. Vivek Murthy