

FY23 Disability Inclusion Training Feedback

Number of Responses: 61

- Supporting Employees with Mental Health Challenges
- Taking Care of your Mental Health During Challenging Times
- Supporting the Career Development of College Students with Mental Health Conditions
- Neurodiversity in the Workplace

SURVEY RESPONSES

The training met my needs and expectations.

Strongly Agree/Agree **96%**

The training answered questions I had coming into the session.

Strongly Agree/Agree **87%**

The format and delivery of the content was effective.

Strongly Agree/Agree **97%**

The training content was appropriate for the audience.

Strongly Agree/Agree **97%**

The presenter was knowledgeable and engaging.

Strongly Agree/Agree **100%**

I would recommend this training to my co-workers.

Strongly Agree/Agree **97%**

I feel more confident in my ability to understand mental health.

Strongly Agree/Agree **93%**

There was enough time for questions.

Strongly Agree/Agree **83%**

COMMENTS

What other disability-related information could you benefit from learning about?

The speaker talked briefly about other mental health issues that could affect our work ability. It would be great to have follow-ups on that and strategies to help.

Ways to be active allies.

Learning how to deal with depression and anxiety as a leader.

What did you like best about the training?

Good mixture of content with both current research ideas and employment law considerations intermingled, very knowledgeable and trusted presenter.

The practical information about how mental health issues manifest in observable behavior, and how to respond in a way that is supportive and helpful. The speaker was excellent.

I loved how the presenter connected the diagnostic criteria for Autism Spectrum Disorder and ADHD to the unique skills that neurodivergent individuals could bring to the workplace.

The speaker was incredibly knowledgeable, but also very thoughtful and sensitive about the topic and sensitive towards audience-members' personal sharing.

What did you like least about the training?

Could have been a little more interactive, perhaps with some more concrete examples or case studies.

It was a bit long which is hard for some people to stay engaged the entire time or free up their schedule for that length of time.

There seemed to be very little reflecting upon what an employer/manager can do to be a partner in terms of helping employees take care of mental health.

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MORE COMMENTS

What were the key takeaways?

We can do more to actively communicate that mental health is health (and that we'll treat it that way as employers).

Change the environment for the person rather than changing the person to fit the environment.

Good to hear medication isn't always the answer and studies have shown that exercise and other more natural ways are just as, and even more, effective.

A lot of people feel the same way as I do. It can be easy to assume you are alone when dealing with stress and anxiety.

The articulation of the idea that rather than further stressors to a person with a mental health condition, having a job actually helps that person to have decreased symptoms.

What could be done better?

More examples of accommodations and when clear expectations have to be set and no more accommodations can be made.

Maybe have a real-life case of someone who would share what their manager did for them OR what preconceived ideas a manager had and how they learned to work around that and got a benefit from the person.

I would love to see some example templates on how to email or talk to your supervisor about needing a mental health day. I'm always stressed about how to do this.

Allocate more time - 120 min.

Any additional feedback you would like to provide?

Thank you for this introduction and conveyance of compassion. Until you spend the time to realize all people have "something" going on, you overlook how you can be helpful. The just 5 mins of reassurance that doesn't take much, but is HUGE for some people.

Great training. It has already helped me and the class was just a few hours ago!

It was a great event, which highlighted the challenges but also offered some practical ways we can support students. More of this please.