

# Most Inspiring Employee of the Year

## Winner

**Samantha Treasure-Valentine,  
Johnson & Johnson**

This category recognises an individual who has inspired their workplace by breaking stigma around mental health as well as growing awareness of how a workplace can focus on positive mental health

Sam is an established account manager within the optics industry who has worked with Johnson & Johnson for three years. She has also been a key member of the Alliance for Diverse Abilities (ADA) Employee Resource Group, focusing on mental health. The ADA is dedicated to actively shaping a culture of belonging for people with diverse abilities, their caregivers and advocates.

Sam's interest in mental health began after she lost her father in 2012. She was diagnosed with borderline personality disorder in 2019, which has driven her passion for mental wellness. Sam draws on her experience to inspire others and encourage openness and compassion through her accessible style of storytelling.

Sam responded to the peculiar circumstances of 2020 by establishing and leading the ADA virtual chapter, with a mission to connect employees with wellbeing resources. The initiative was organised under three themes. Theme One was ensuring parity of access to mental health resources for all J&J employees. Sam collaborated with colleagues to deliver consistent messaging, linking back to a microsite. She also implemented an informal "pay it forward" system, whereby employees would check in on one another.



**Sam launched the stress toolkit to help staff identify signs of stress and avoid burnout**

Theme Two was promoting mental wellbeing as a part of people's lives, not just something to focus on once a year. During Stress Awareness Month, Sam delivered a stress toolkit, designed to identify signs of stress and help prevent stress developing into burnout. Two further toolkits, Inner Peace and Challenging Negative Thinking, have also been implemented across the business. During the first lockdown, Sam helped deliver feelgood activities such as the 'Visioncare Olympics' to help employees feel a sense of belonging.

# Highly Commended

Theme Three was empowering employees to challenge the stigma around mental health. Sam shared her own experience in a webinar and stressed the importance of an inclusive culture. The webinar has been recognised as an example of best practice and now forms the foundation for the Mental Fitness series in 2021.

## Achievements

The effort to secure equal access to mental health resources yielded tangible results, with a global J&J employee survey showing an uptick in favourable responses to the statements: “[J&J] provides an inclusive work environment where each employee is considered as an individual” and “[J&J] respects the dignity and diversity of all employees.”

Sam’s drive to make mental wellbeing part of people’s everyday lives found expression through the Kindness Challenge initiative. J&J promoted this through a partnership with charity Mental Health UK, as part of Mental Health Awareness Week in May. Two months into the lockdown, this resonated with employees as they sought to connect with family, friends and colleagues, and many shared photos of their acts of kindness. J&J also matched every pound donated by employees, raising £10,000 for the charity.

Strides have also been made in challenging stigma. As part of National Inclusion week Sam engaged campaigner Geoff McDonald to share lessons he’s learnt about mental health in workplaces, and tell the story of how he has maintained his energy since his own crucible moment in life. More than 150 people virtually attended the webinar, and the recording has been accessed more than 100 times. During Disability Awareness Week, Sam supported a further webinar on bipolar disorder. ■

## Judges’ comments



Creating ideas and content, such as creating the stress toolkit and kindness challenge. The passion, drive and commitment shines through.

Rhianwen Condron  
BAM Nuttall

## Shortlisted

- Lewis Cannon  
Oliver Wyman
- Sam Dimond  
Oliver Wyman
- Tom Williams  
ViiV Healthcare