

Mental Health Awareness & Wellness in the Workplace



Resources



An Absurd Metaphor



Mental Health Continuum

In Crisis

Very anxious
Very low mod
Absenteeism
Exhausted
Very poor sleep
Weight loss

Struggling

Anxious
Depressed
Tired
Poor performance
Poor sleep
Poor appetite

Surviving

Worried
Nervous
Irritable
Sad
Trouble Sleeping
Distracted
Withdrawn

Thriving

Positive
Calm
Performing
Sleeping Well
Eating normally
Normal social
activity

Excelling

Cheerful
Joyful
Energetic
High performance
Flow
Fully realizing
potential

Current Stressors

- **Overwork and burnout**
- **Economic uncertainty & financial stress**
- **Political divide & global unrest**
- **Challenges managing uncertainty & change**
- **Personal issues/life events**



STRESS AND ITS IMPACT ON ABILITY TO FUNCTION



27% of all adults said that most days they are so stressed they can't function



% REPORTING THEY ARE SO STRESSED THEY CAN'T FUNCTION

46% of those under 35



42% ages 35 to 44



16% ages 45 to 64



4% ages 65+



56% of Black adults under 35



46% white adults under 35



44% Latino/a adults under 35



43% Asian adults under 35



Signs & Symptoms of Stress

- Physical
- Emotional
- Cognitive
- Relational
- Financial



Stress vs Burnout

Stress is the body's physical and psychological response to anything perceived as overwhelming

Burnout is a state of emotional and physical exhaustion caused by excessive and prolonged stress



Symptoms of Burnout

Feelings of:

- Powerlessness
- Hopelessness
- Detachment
- Isolation
- Irritability
- Frustration
- Failure

- Despair
- Cynicism
- Anger
- Depression
- Angst
- Boredom
- Exhaustion

Decrease in:

- Self-esteem
- Concentration
- Memory
- Motivation
- Effort
- Investment
- Productivity

Increase in:

- Errors
- Absenteeism
- Physical complaints
- Sleep disruption
- Conflict
- Illness
- Outbursts

Mental Health Implications



- Increase in anxiety & depression
- Increase in substance misuse
- Relationship conflict, abuse, violence
- PTSD/Trauma
- Increase in suicide rates

Mental Health by the Numbers

1 in 4 Americans experience a mental health condition in a given year)

1 in 25 live with a serious mental health condition

42 million deal with an anxiety disorder

16 million deal with major depression

Over 6 million are managing bipolar disorder



Early Detection of Mental Illness

- Excessive worrying or fear
- Feeling excessively sad or low
- Confused thinking or problems concentrating/learning
- Extreme mood changes, including uncontrollable “highs” or feelings of euphoria
- Prolonged or strong feelings of irritability or anger
- Avoiding friends and social activities
- Difficulties understanding/relating to other people
- Changes in sleeping habits or feeling tired

Early Detection of Mental Illness

- Changes in eating habits
- Difficulty perceiving reality
- Inability to perceive changes in one's own feelings, behavior or personality
(lack of insight)
- Multiple physical ailments without obvious causes (such as headaches, stomach aches, vague and ongoing "aches and pains")
- Inability to carry out daily activities or handle daily problems and stress
- An intense fear of weight gain or concern with appearance

Substance Misuse Signs & Symptoms

- Inconsistency
- Relational problems
- Denying responsibility
- Physical complaints
- Lying/secretcy
- Sleep disturbance
- People around who enable
- Financial/legal consequences
- Problems handling conflict
- Performance problems
- Denial
- Rationalization
- Minimization
- Not morning people
- High absenteeism
- Accidents
- Injury
- Change in appearance
- Physical health problems
- Poor hygiene



Substance Misuse Awareness Statistics*



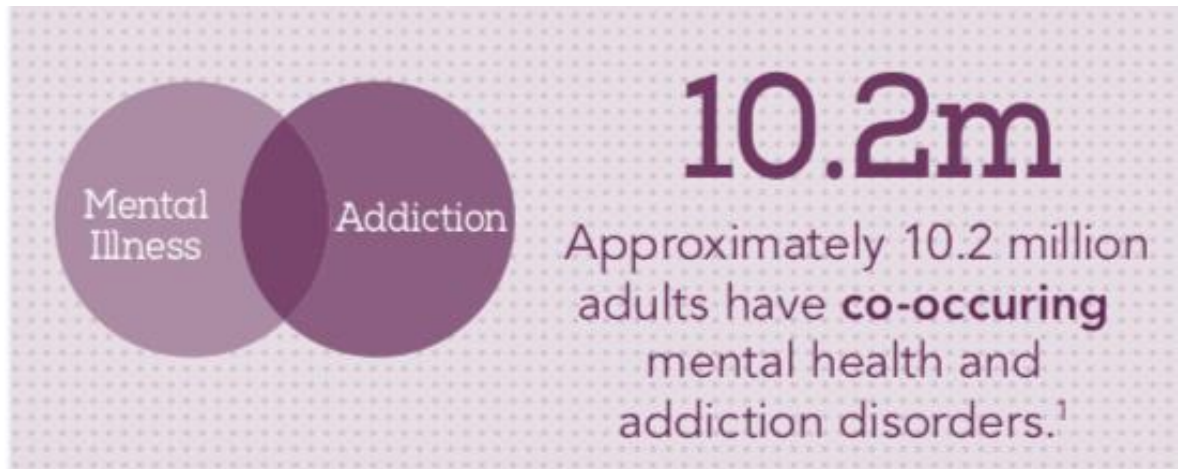
1 out of 10
Americans have a drug
or alcohol problem



1 out of 7
of us have a family
member with a problem

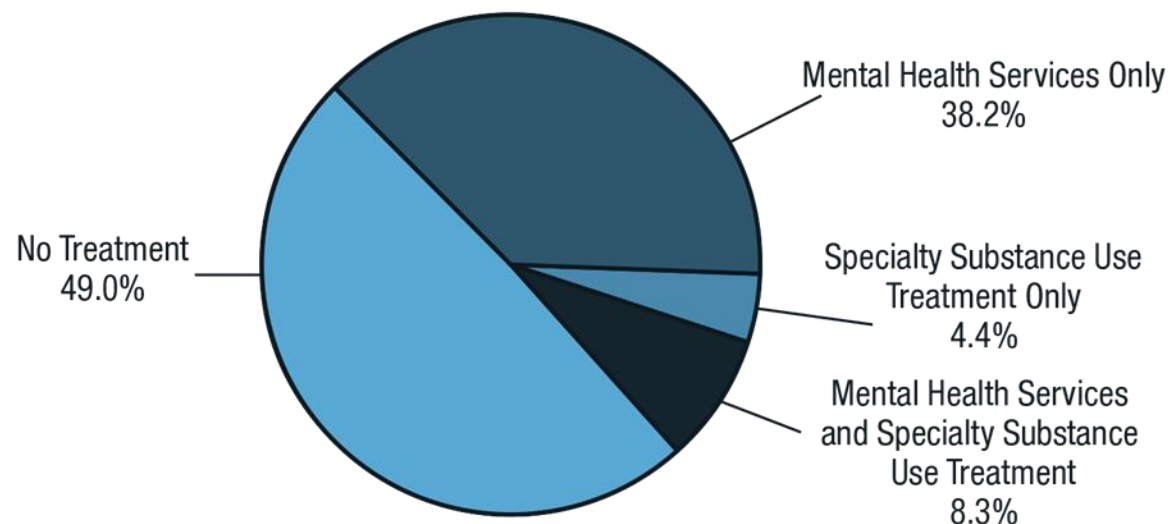
* According to the [National Institute on Drug Abuse](#)

Dual Diagnosis Statistics*



* According to the [National Institute on Drug Abuse](#)

Receipt of Mental Health Services and Substance Use Treatment in the Past Year Aged 18 or Older



8.5 Million Adults with Co-Occurring Mental Illness and Substance Use Disorders

Note: Mental health service is defined as having received inpatient care or outpatient care or having used prescription medication for problems with emotions, nerves, or mental health. Specialty substance use treatment refers to treatment at a hospital (inpatient only), rehabilitation facility (inpatient or outpatient), or mental health center in order to reduce or stop drug or alcohol use, or for medical problems associated with drug or alcohol use.

Note: The percentages do not add to 100 percent due to rounding.



Barriers to Care

- Cost
- Time
- Lack of mental health awareness
- Not knowing where to go for help
- Denial
- Stigma



Stigma

Cultural

Gender-based

Mental health issues viewed as weakness

Generational differences

Impact of Unaddressed Behavioral Health Issues on the Workplace

Low Productivity

Poor Team Morale

Absenteeism

Turnover

Accidents/Injury

Healthcare Costs

Traumatic events

Stomp Out Stigma

- Having mental health issues:
 - Is not our fault
 - Does not mean we are crazy
 - Is not a weakness
 - Is not something you just “get over” or “push through”



Suicide Awareness

- **Suicide completion rates have surged to a 30-year high.**
- **Suicide is the 10th leading cause of death in the US**
- **Risk of suicide for people aged 18-24 highest during these challenging times**



Suicide Warning Signs

- Hopelessness
- Despair
- Isolation
- Lack of engagement
- Avoiding future talk
- Passive statements as clues
- Cries for help
- Increased use of drugs or alcohol
- Sleeping too little or too much
- Acting anxious, agitated or restless
- Talking about having no purpose
- Tying up loose ends
- Saying goodbye to people
- Giving possessions away
- Prior attempts
- Having a plan that is lethal



Possible Questions to Ask to Assess Risk of Suicide

- Are you having thoughts about hurting yourself?
- Do you have a plan? If so, what is it?
- Have you decided when you would do it?
- Have you collected the items you would need to carry out your plan?
- Have you been using alcohol or other drugs?
- Have you made a suicide attempt in the past?
- Has anybody close to you died by suicide?



Suicide Prevention

- **Tell someone**
- **Call 988**
- **Call 911**
- **Go to ER**
- **Err on the side of caution; don't minimize or delay**





The intrinsic relationship between mental health & financial health

Have Conversations About Mental Health

- Have regular check-ins
- Share openly
- Notice signs and symptoms
- Ask open ended questions
- Listen non-judgmentally
- Give reassurance and information
- Encourage appropriate professional help



Practice Compassion

- Don't assume you know what others are feeling
- Ask how they are doing
- Listen actively
- Don't minimize or argue with feelings
- Avoid judgment
- Ask for what they need



Critical Incident Stress Debriefings

- Safe space to process responses
- Normalization and validation
- Education about trauma
- Learn tools to cope
- Establish a plan for ongoing support



Employee/Member Assistance Programs (EAP/MAP)

Free sessions per issue, per year

Immediate family members also eligible

Counseling for stress, mental health, substance abuse, relationship issues, etc.

Resources to alleviate stressors

Childcare & Eldercare

Legal & Financial

Educational resources

Understanding Mental Health Providers

Psychiatrists (MD) provide medication and sometimes therapy.

Psychologists (PhD, PsyD) provide therapy and sometimes testing.

Therapists (LCPC, LCSW, LMFT) provide therapy.

Levels of Care

- In-Patient / Detox / Crisis Stabilization
- Residential
- Partial Hospitalization (PHP) / Day Treatment
- In Home Care
- Intensive Outpatient Treatment (IOP)
- Outpatient Treatment (OP)
 - Counseling or Therapy
 - Psychological Testing
 - Support Groups
 - Medication Assisted Therapy (MAT)



Common Mental Health Mediations

Antidepressants

Benzodiazepines*

Sleep aids*

Mood Stabilizers

Anti-Psychotics

Stimulants*

- *Risk of misuse and dependency

- For a full list of groups and meetings, visit d.12step.org
- For acute substance use and addictive disorders it is recommended to:
 - Attend 90 meetings in 90 days
 - Have a sponsor
 - Work the steps
 - Attend fellowship
- 12-steps groups are best combined with counseling & therapy
- For 12 step alternatives, [click here](#).

12-Step Resources

- Text HOME to 741741 to connect with a [Crisis Counselor](#)
- [Community Mental Health Center Finder](#)
- [The Adam Project](#)
- [The Trevor Project](#) for Young LGBTQ Lives
- [NAMI HelpLine](#): 1-800-950-NAMI (6264) Text: 62640 Chat: nami.org/help
- [Mental Health America](#)
- [National Institute of Mental Health](#)
- [Hope for the Day](#)
- [Depression and Bipolar Support Alliance](#)
- [Substance Abuse and Mental Health Services Administration \(SAMSA\)](#)
[Helpline](#)
- [National Suicide Prevention Lifeline](#): CALL 988» 24 hours» Languages:
English, Spanish

Mental Health Resources

Free Self Test Tools

- psychologytoday.com/us/tests
- psychcentral.com/quizzes/





Mental Fitness Tips

- **Prioritize your mental health & wellbeing**
- **Create structure to your day**
- **Take a break from the news**
- **Take time for mindfulness practices**

Control what you can, let go of the rest

What you can control:

- Your own thoughts
- Your own emotions
- Your own behaviors
- Your own choices

What you can't control:

- Other people's thoughts
- Other people's emotions
- Other people's behaviors
- Other people's choices
- Outcome of situations
- Weather
- Etc.



Overview of Mindfulness

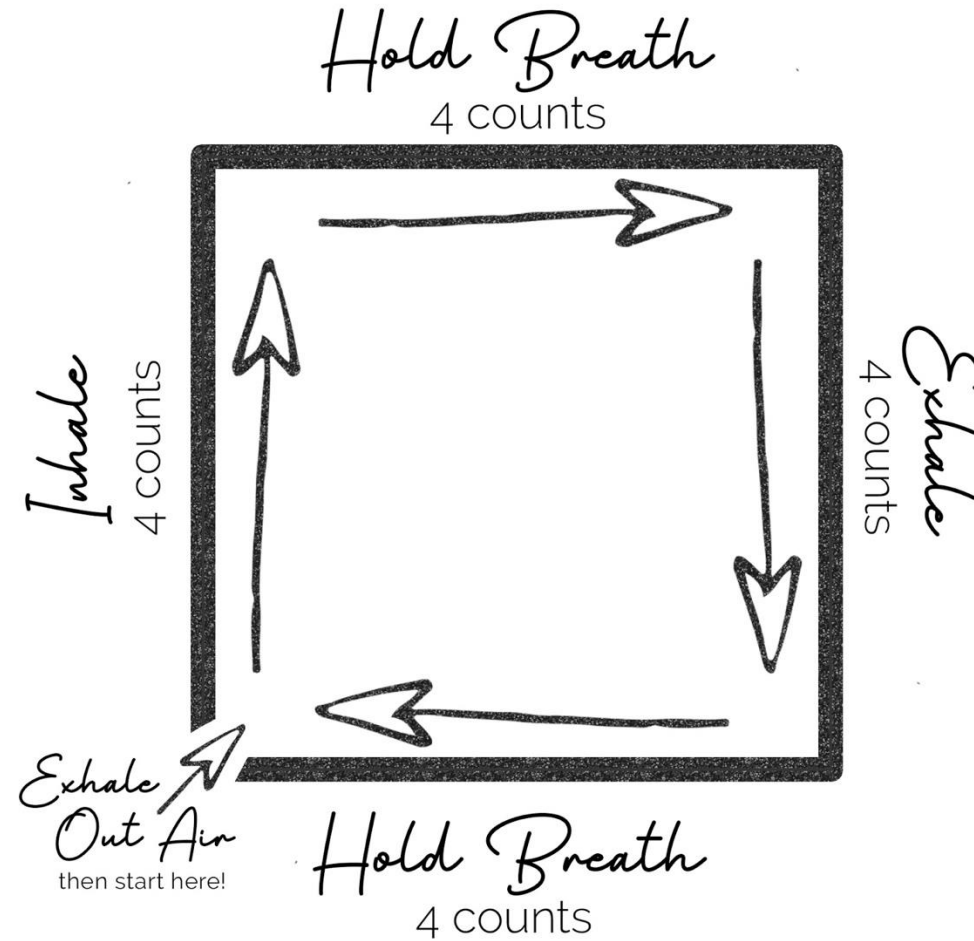
- **Maintain a moment-by-moment awareness of our thoughts, feelings, bodily sensations, and surrounding environment**
- **Noticing our thoughts and feelings without judging them**
- **Allows us to respond, rather than react**

Strategies to Increase Mindfulness

- Progressive muscle relaxation
- Unplugging from technology
- Listening & using your senses
- Mindful eating & spending
- Yoga
- Breathing
- Body scan
- Positive mantra
- Connection to nature
- Meditation
- Morning routine



Square Breathing





Positivity

**A man is but the
product of his
thoughts...what he
thinks, he becomes.**

MOHANDAS GANDHI





Practice Gratitude

He is a wise man who does not grieve for the things which has not, but rejoices for those which he has.

EPICETETUS



Detachment

Feelings are waves of energy which we can choose to surf, rather than allowing them to overcome us.

ARLENE ENGLANDER



Detach From:

Your own negative emotions like fear, anxiety, anger and sadness

The negative emotions of others

Expectations

Outcome (embrace uncertainty)

Detachment Strategies

Visualization of protective barrier



Unhook from conflict



The Container Exercise



Zoom out for greater perspective



Lifeguard analogy



Access Support

- Avoid isolating with your feelings
- Connect with loved ones
- Ask for what you need
- Access community
- Utilize teletherapy



Utilize Your Benefits

- PTO
- Sick benefits & FMLA for time as needed
- Insurance Benefits (Mental Health Parity Law)
- Flex Spending/Health Savings Accounts
- Employee Assistance Program (MAP)



Meditation Resources

- [Calm: 30 Days Free](#)
- [Headspace: Free Trial](#)
- [Jack Kornfield: Compassion in the Time of Coronavirus](#)
- [Eckhart Tolle](#)
- [Jon Kabat-Zinn](#)
- [Tara Brach](#)





“GRAND PRIZE WINNER”
2023 Next Generation Indie Book Awards

“BEST IN SELF-HELP”
2023 Next Generation Indie Book Awards

“GOLD MEDAL WINNER”
Readers' Favorite Book Reviews and Awards
Independent Publisher Book Awards
Global Book Awards

“DYSINGER AWARD FOR OUTSTANDING PUBLICATION IN COUNSELING”
Illinois Counseling Association

“CATEGORY FINALIST”
The Eric Hoffer Book Awards!

“RUNNER-UP IN NON-FICTION”
San Francisco Book Festival

“HONORABLE MENTION - GENERAL NONFICTION”
Southern California Book Festival
Hollywood Book Festival
New York Book Festival
London Book Awards
Los Angeles Book Festival
Paris Book Awards



Thank You!

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