

Mental Health Awareness During Challenging Times

Responsibilities of the Workplace

- Promote awareness
- Reduce stigma
- Focus on prevention
- Provide early detection & intervention
- Promote access to care
- Promote a compassionate culture



Mental Health Awareness



In the US, 46.4% of adults will experience a mental illness during their lifetime.

70% in the workforce

[The Next Covid Crisis Could Be A Wave Of Suicides:](#)

Study predicts 75,000 “deaths of despair.”



Suicide Awareness

Suicide completion rates have surged to a 30-year high.

Globally, over 800,000 suicides are reported each year,
with many more going unreported.

In the US, over 121 individuals complete suicide a day..



56%

Adults with mental
illness do not
receive treatment.

(Mental Health America, 2018)



*How to Promote
Access to Care*

The Stress Epidemic: Poll

U.S Stress Statistics

Data

Percent of people who regularly experience physical symptoms caused by stress 77 %

Regularly experience psychological symptoms caused by stress 73 %

Feel they are living with extreme stress 33 %

Feel their stress has increased over the past five years 48 %



AMERICAN
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Stressors of the Pandemic

- Concerns for health & safety of self & loved ones
- Challenges managing uncertainty and change
- Adjustments to working from home
- Sheltering in place with loved ones
- Loneliness and isolation
- Dependent care—new demands such as homeschooling
- Less social support
- Financial fears & stress—unemployment
- Racial injustice issues coming to the forefront
- Political divide and unrest



Mental Health Implications

- Feelings of grief and loss
- Increase in stress, anxiety and depression
- Increase in substance abuse
- Relationship conflict
- PTSD/Trauma
- Burnout
- Changes in productivity



Cost of Behavioral Health Issues on the Workplace

Addiction costs workplaces \$500 billion a year in absenteeism, turnover, healthcare costs, low productivity, etc.



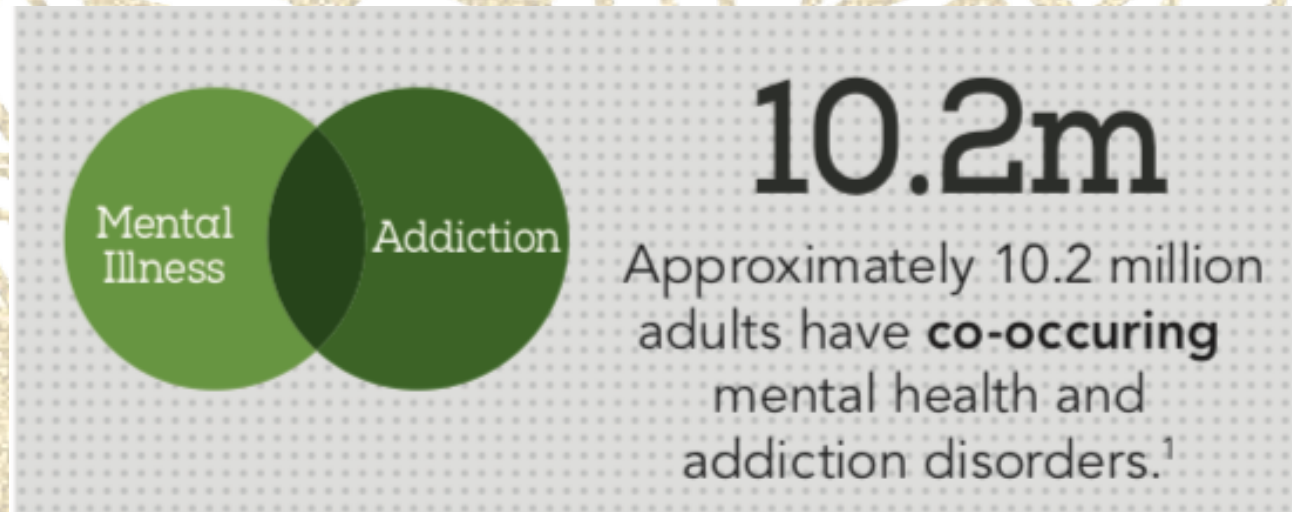
What do Behavioral Health Problems Cost Your Organization?

The National Safety Council's [Substance Use Cost Calculator](#) provides information about the cost of substance use to employers based on number of employees, industry, and state.

One Mind at Work's [Depression Cost Calculator](#) determines the financial impact of serious depression on the employers.



Dual Diagnosis Statistics*



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

Define Your Role

What are your responsibilities?

- Education
- Resources
- Intervention
- Know and update Policies & Procedures

What are not your responsibilities?

- To diagnose or determine their degree of suffering/impairment
- To be a therapist
- Treatment outcome



Mental Illness Prevention

- Promote work/life balance
- Set realistic performance expectations
- Provide support from supervisor & HR
- Create a collaborative, positive team environment
- Encourage access to preventative counseling services (EAP)



Reduce Stigma At Work

- Be mindful of language related to mental health & addiction
- Include behavioral health content in newsletters
- Promote awareness through signage ([NAMI](#) Infographics)
- Participate in social media campaigns such as [#CureStigma PSA's](#)
- Provide education about [HIPAA](#) , the [ADA](#) & [Mental Health Parity](#) to address concerns about confidentiality, protections and costs
- Mention mental health in sick day benefits



Create Programs & Events

Take the [NAMI Stigmafree Pledge](#)

Celebrate Mental Health Awareness Month

Create a [Mental Health Diplomats Program](#) where employees volunteer to serve as a resource for their colleagues who may be struggling with mental health concerns—connecting them to services offered by the company as well as other resources.

Consider doing a [NAMI Walk](#) a team building & awareness event



Mental Health Awareness Trainings

- The American Psychiatric Association Foundation Center for Workplace Mental Health's [Right Direction](#) Program
- [USA Mental Health First Aid](#)
- Employee Assistance Programs
- Corporate Trainers



Other Mental Health Related Trainings

- Mindfulness
- Stress Reduction
- Management trainings
- Work/life balance
- Communication
- Conflict Resolution
- Self-Care & Support
- De-escalation Trainings
- Cultural Sensitivity
- Anti-Harassment
- How to Deal with Difficult People
- Building Resilience
- Promoting Positive Mental Health
- Managing Change



Mindfulness in the Workplace

- GOOGLE
- NIKE
- ACCENTURE
- SONY
- LOREAL
- BRITISH AIRWAYS
- NOKIA
- MICROSOFT
- AMERICAN EXPRESS
- JOHNSON & JOHNSON



Benefits of Mindfulness

- Enhances relationships
- Improves job performance
- Reduces chronic pain
- Increases focus and attention, and improves decision-making skills
- Improves creativity, memory, and cognitive flexibility
- Improves mood, empathy, and overall quality of life
- Boosts immune system

Source: Glomb, T. M, Duffy, M. K, Bono, J. E., & Yang, T. (2012). Mindfulness at work. *Research in Personnel and Human Resource Management*, 30, 115-157.

Int J Yoga. 2015 Jul-Dec; 8(2): 128–133. Effectiveness of mindfulness meditation on pain and quality of life of patients with chronic low back pain



Benefits of Mindfulness, cont.

- Decreases anxiety, stress, depression, tiredness, and irritability
- Increases emotional intelligence
- Encourages healthier eating habits
- Improves heart and circulatory health
- Aids in recovery from substance use
- Improves sleep
- Increases financial well-being



Source: <http://www.mindwork.co/what-is-workplace-mindfulness/the-research-on-mindfulness>, <https://www.helpguide.org/harvard/benefits-of-mindfulness.htm>,
http://www.mindfulnet.org/Building-the-Case-for-mindfulness-in-the-workplace_v1.1_Oct16_Full_doc.pdf

Strategies for Increasing 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



Mindful Workplace Exercises

- Start your day with a mindful moment and plan for mindful breaks
- Slow down to increase your productivity
- Switch off distractions
- Be a single-tasker
- Pay attention to your coworkers

Source: <https://hbr.org/2016/03/how-to-practice-mindfulness-throughout-your-work-day>, <http://www.mindful.org/10-ways-mindful-work/>



Conscious Leadership & Emotional Intelligence

- Know your emotions
- Manage your emotions
- Motivate yourself
- Recognize & understand the other people's emotions
- Manage relationships (manage the emotions of others)

Adapted from Daniel Goleman's book "Emotional Intelligence"



High EQ

- Low insecurity
- High openness
- Assertive
- Self-aware
- Adaptable
- Inclusive
- Respectful
- Takes responsibility for actions
- Resilient
- Flexible



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**

Addiction Issues: Signs & Symptoms

- Lying/secrecy
- Inconsistency
- Relational problems
- Chaos, behavioral cycles
- Denying responsibility
- Physical complaints
- Sleep disturbance



Emotional, Relational & Behavioral Factors

- People around who enable
- Financial/legal consequences
- Problems handling conflict
- Performance problems
- Denial/rationalization/minimizing
- Not morning people/high absenteeism



Relationship between Addiction & Psychological Issues

- Self-medication or maladaptive coping mechanism to manage:
 - Mood disorders
 - Anxiety disorders
 - Trauma/abuse
 - Grief/loss
- Drugs & alcohol can cause depression & anxiety



Address Employee Mental Health Issues

- Act swiftly, don't delay or minimize
- Express care & concern, not criticism
- Practice active listening & empathy
- Focus on specific behaviors, not character or personality
- Avoid labeling or diagnosing
- Respect confidentiality



4 Steps to Intervention:

- **Approach:** state what you are noticing in a kind, compassionate and confidential manner
- **Listen:** without judgment
- **Give reassurance,** information and resources
- **Be the bridge:** Encourage professional help, support & follow-up



Suggestions for HR Professional/ Supervisor

- Take care of your own mental health
- Practice self-care
- Be aware of your emotional process (EQ)
- Do not enable, collude or go into denial
- Maintain good boundaries with detachment
- Document (factual, objective, clear)
- Get consultation & support



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
- Residential
- Partial Hospitalization / Day Treatment
- Intensive Outpatient Treatment
- Outpatient Treatment
 - Counseling: Therapist Directories like [Psychology Today](#)
 - Support Groups
 - [Medication Assisted Therapy \(MAT\)](#)
 - Telehealth services (sometimes insurance will cover)



Insurance Issues

The National Alliance of Health Care Purchaser Coalitions' [eValue8™ program](#) helps employers evaluate health plan performance in areas such as mental health

Enforce the **Mental Health Parity Law** by visiting DontDenyMe.org



Provide Low-Cost Resources

[Community Mental Health Center Finder](#)

Therapist Training Programs for sliding-fee services
(Such as [The Family Institute](#))

[NAMI HelpLine](#): find services in your community.



Encourage Utilization of:

- **EAP Services**
 - Voluntary referrals
 - Supervisory referrals
 - Services for family members
 - Resources to alleviate stressors
 - Childcare & Eldercare
 - Legal & Financial
- **Flex Spending/Health Savings Accounts**
- **Sick benefits & FMLA for time as needed**
- **Insurance Benefits (Mental Health Parity Law)**



"Address mental health and...

we'll address our criminal justice issues,
we'll address a lot of our health-care issues,
we'll address a lot of our education issues,
and we'll address a lot of our economic issues.

The ripple effect of doing the right
thing in mental health is enormous."

PATRICK J. KENNEDY



Thank You
for Being
an
Advocate

Thank
You!



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