

**Navigating the
New Normal:**

**Promoting
Positive Mental
Health &
Resilience
During
Challenging
Times**



Joyce Marter

Handouts



SCAN ME



The Stress Epidemic



People who report workplace stress 61%

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%

Stressors of the Pandemic

- Concerns for health & safety of self & loved ones
- Adjustments to working remotely and differently for essential workers
- Sheltering in place with loved ones
- Loneliness and isolation
- Dependent care—new demands such as homeschooling



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Stressors of COVID-19

- Less social support
- Financial fears & stress—unemployment
- Racial injustice issues coming to the forefront
- Political divide and unrest
- Challenges managing uncertainty and change



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Reintegration Challenges

- Change, transition & uncertainty are stressful
- Health anxiety
- Social anxiety
- Dependent care coverage
- Financial stress (helping loved ones)
- Workload
- Workplace safety protocols



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Mental Health Implications

- Feelings of grief and loss
- Increase in stress, anxiety and depression
- Increase in substance abuse
- Relationship conflict, abuse, violence
- PTSD/Trauma
- Increase in suicide



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Signs & Symptoms of Stress

- Physical
- Emotional
- Cognitive
- Relational
- Job Performance



What is Stress? What is 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



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Symptoms of Burnout

Feelings of:

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

Decrease in:

- Despair
- Cynicism
- Apathy
- Emotional exhaustion

Increase in:

- Errors
- Absenteeism
- Hypochondria
- Sleep disruption

[Psychology Today article: How to Prevent Overwork & Burnout](#)

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Mental Health By The Numbers



1 in 4 Americans experience a mental health condition (per year)

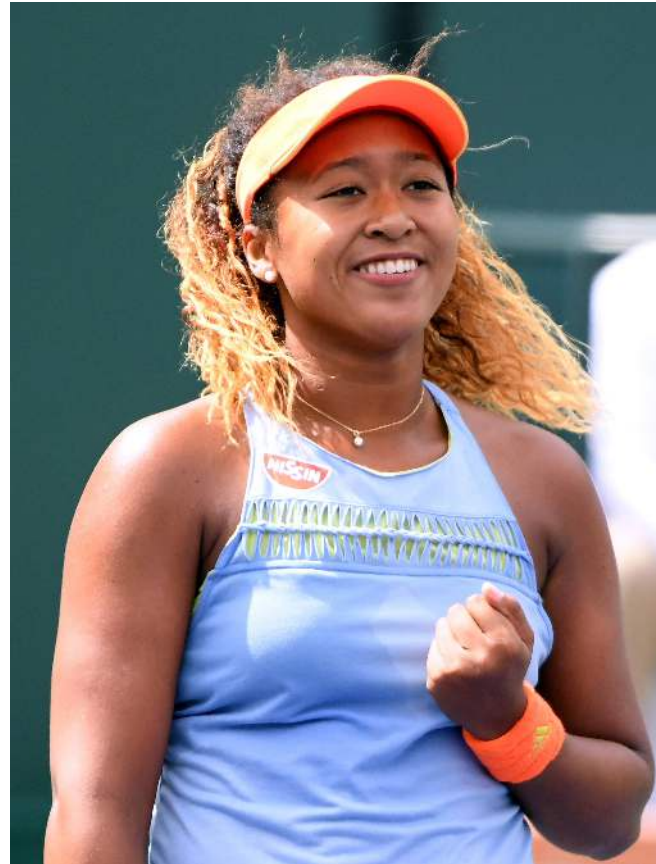
1 in 25 live with a serious mental health condition

42 million deal with an anxiety disorder

16 million deal with major depression

Over 6 million are managing bipolar disorder

Mental Health Heroes



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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
Clam
Performing
Sleeping Well
Eating normally
Normal social
activity

Excelling

Cheerful
Joyful
Energetic
High
performance
Flow
Fully realizing
potential

Stigma

- Cultural
- Gender-based
- Mental health issues viewed as weakness
- We all have mental health just as we have
- Physical health



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**WE MAY
BE APART,
BUT WE'RE
IN THIS
TOGETHER.**

We ALL have mental health
issues as part of being human

Your mental health is a normal
response to your nature & nurture

Genetic predisposition

Stressors versus support and self-care



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”
- Treatment is available & effective
- Life changing & life saving

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Acceptance

**If you don't like
something,
change it.
If you can't
change it, change
your attitude.**

MAYA ANGELOU



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
- COVID-19
- What else?

Mental Health Tips

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



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Overview of Mindfulness

- Maintain a moment-by-moment awareness of our thoughts, feelings, bodily sensations, and surrounding environment
- Pay attention to our thoughts and feelings without judging them
- Sense in the present moment
- Can be practiced anywhere, anytime



Source: <http://greatergood.berkeley.edu/topic/mindfulness/definition>



Mindfulness in the Workplace

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

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



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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/>

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

MOHANDAS GANDHI



Keep Your Thinking Positive

- Turn down volume of your inner critic
- Detach from fear
- Avoid catastrophic thinking
- Practice the power of affirmations and mantra



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Practice Gratitude

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

EPICTETUS



Detachment

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

ARLENE ENGLANDER



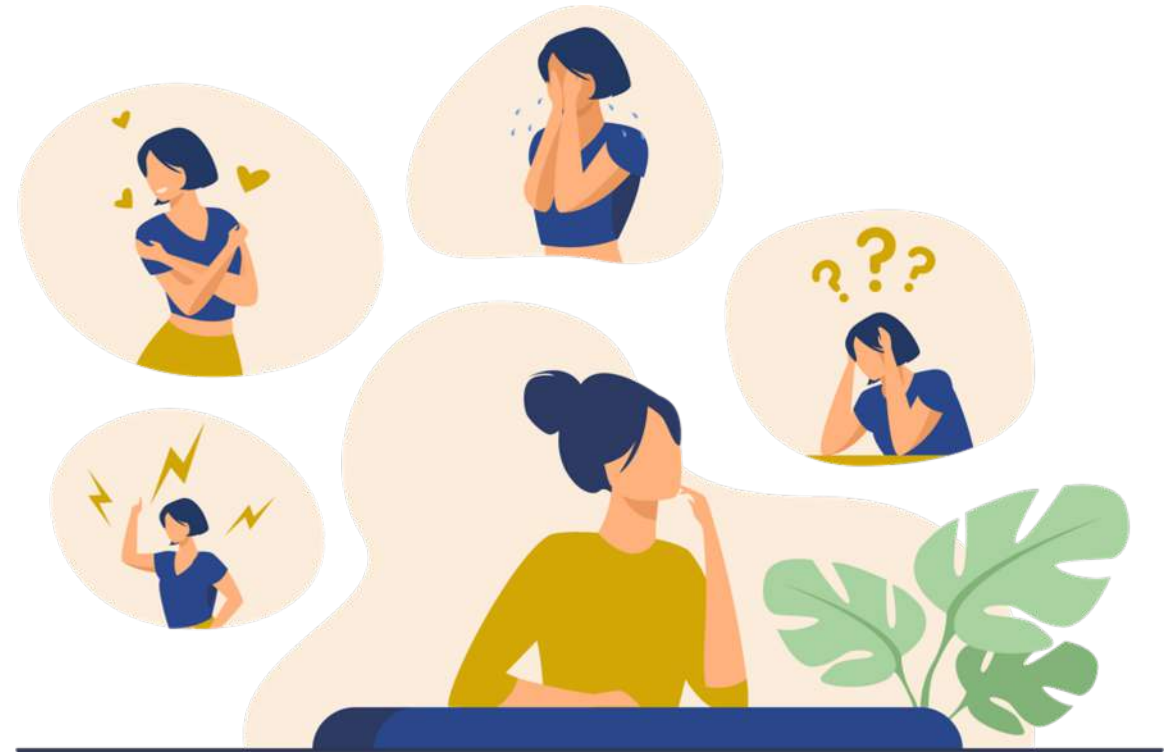
Detach From:

- 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
- Lifeguard analogy
- Unhook from conflict
- Drop your end of the rope
- Zoom out for greater perspective



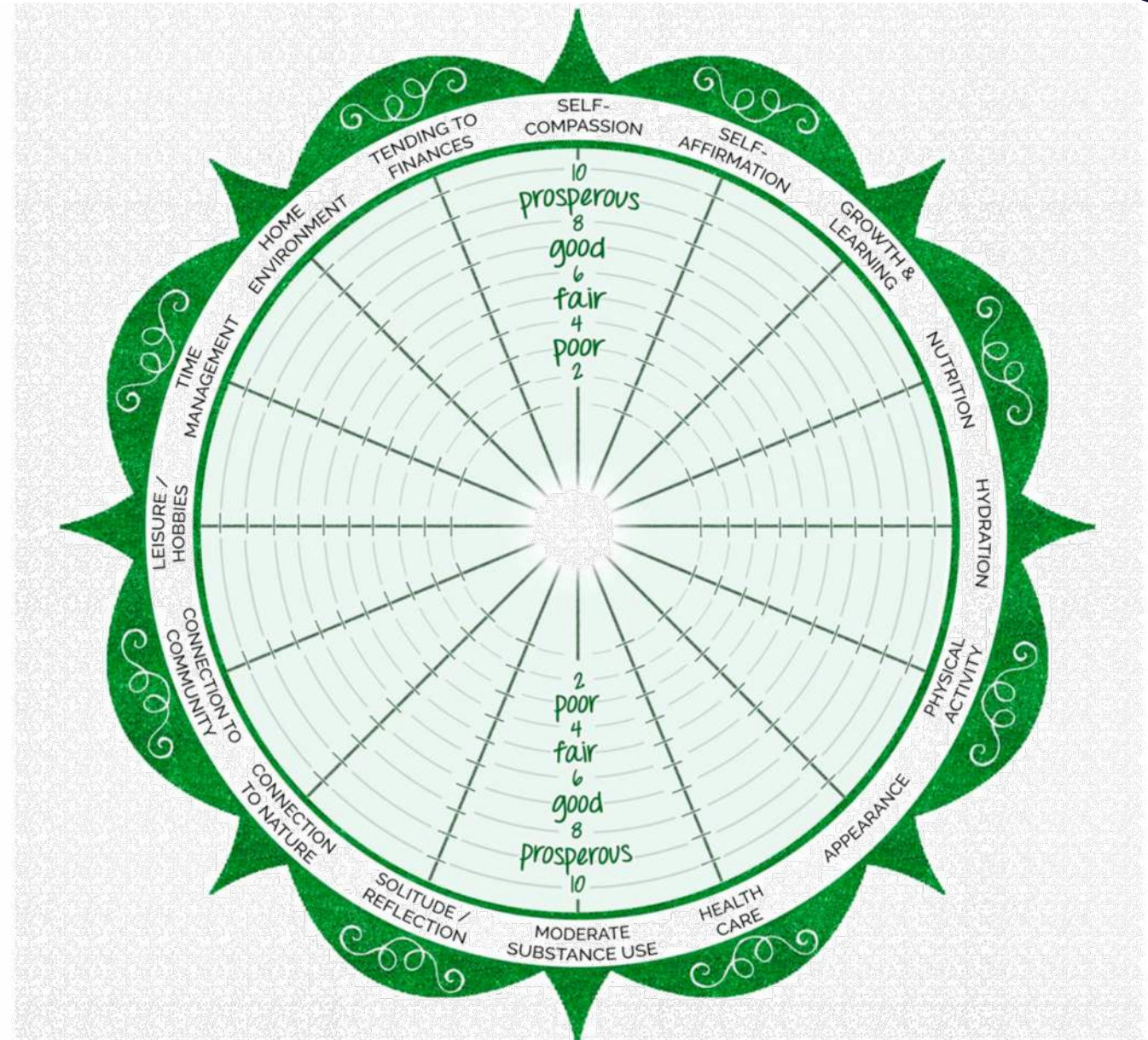
Prioritize Your Own Well-Being

- Practice self-care
- Set healthy limits and boundaries with assertive communication

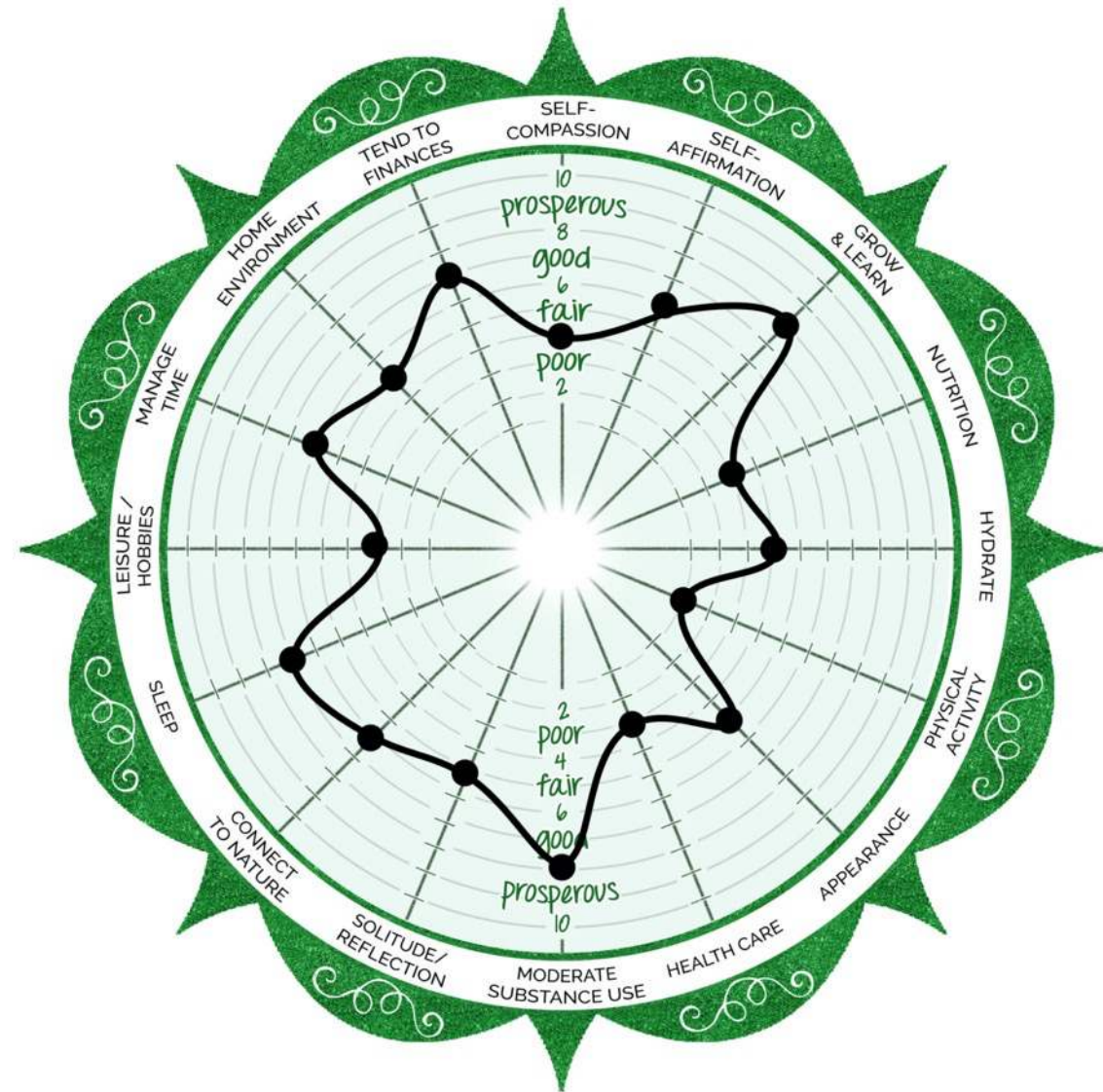


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Self-Care Wheel



Sample Completed Self-Care Wheel



Support

**Alone we can
do so little,
together we can
do so much.**

HELEN KELLER



Barriers to Accessing Support

- Fear (difficulty trusting)
- Pride
- Shame or stigma
- Guilt
- Fear of imposition
- Low self-esteem, not feeling deserving
- Learned helplessness
- Hopelessness
- Loss of power and control (ego)
- Loss of credit (ego)
- Early life messages
- Expense
- Introversion or shyness

Support Network Wheel

The Support Network Wheel is a circular diagram with 12 segments, each representing a different area of life. The segments are arranged in a circle around a central point. The segments are labeled as follows:

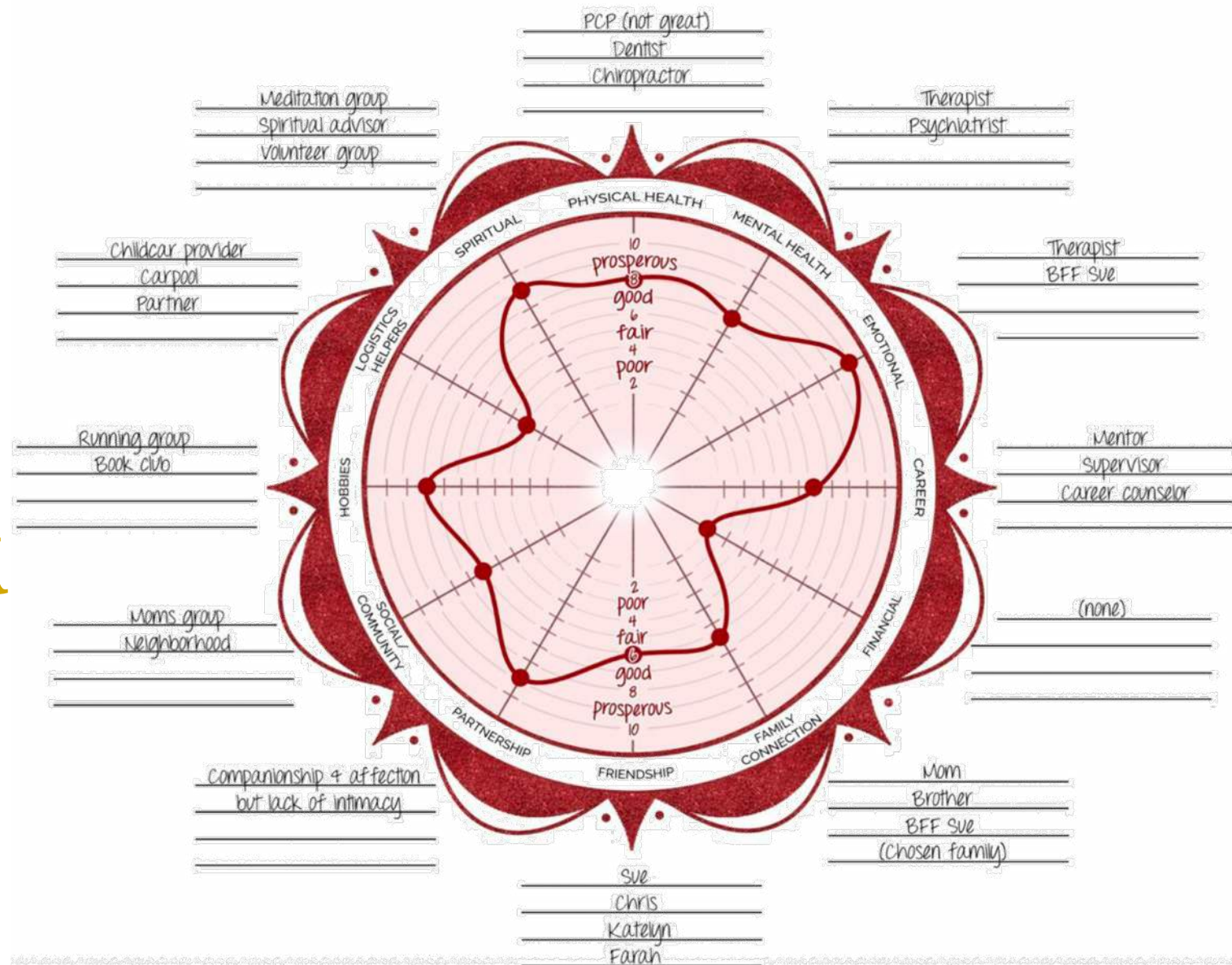
- PHYSICAL HEALTH
- MENTAL HEALTH
- EMOTIONAL
- CAREER
- FINANCIAL
- FAMILY CONNECTION
- FRIENDSHIP
- PARTNERSHIP
- SOCIAL COMMUNITY
- HOBBIES
- LOGISTICS HELPERS
- SPIRITUAL

Each segment has a scale from 1 to 10, with handwritten ratings in the center of each segment:

- PHYSICAL HEALTH: 10, prosperous, 8, good, 6, fair, 4, poor, 2
- MENTAL HEALTH: (empty)
- EMOTIONAL: (empty)
- CAREER: (empty)
- FINANCIAL: (empty)
- FAMILY CONNECTION: (empty)
- FRIENDSHIP: 2, poor, 4, fair, 6, good, 8, prosperous, 10
- PARTNERSHIP: (empty)
- SOCIAL COMMUNITY: (empty)
- HOBBIES: (empty)
- LOGISTICS HELPERS: (empty)
- SPIRITUAL: (empty)

There are 12 sets of horizontal lines outside the wheel, corresponding to each segment, for additional notes.

Sample Support Network Wheel



Access Support

- Avoid isolating with your feelings
- Connect with loved ones
- Ask for what you need
- Participate in online communities
- Utilize teletherapy



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Utilize Your Benefits:

- Vacation
- Flex Spending/Health Savings Accounts
- Sick benefits & FMLA for time as needed
- Insurance Benefits (Mental Health Parity Law)
- Total Worker Wellness Program

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Meditation Resources

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

EAP Services:

- Free and confidential
- 3-8 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



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Counseling & Therapy Resources

- [United Healthcare](#) has launched a free (to anyone) 24/7 support line staffed by mental health experts: Call 866-342-6292
- Text HOME to 741741 to connect with a [Crisis Counselor](#)
- National Suicide Prevention Lifeline: 800-273-8255
- [Find a Mental Health Facility Near You](#)
- Most insurance companies are covering teletherapy and some like Aetna have waived copays for telemedicine.
- [PsychologyToday's Find-A-Therapist Directory](#)



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A stack of five books with orange, white, and grey spines stands next to a small white pot containing a green succulent plant. The background is a white brick wall.

Support Resources

Mental Health America

National Alliance on Mental Illness (NAMI)

- Advocate for Change—Vote4MentalHealth
- Take the StigmaFree Pledge to #CureStigma
- Share your story
- Take action on advocacy issues
- Walk for mental health

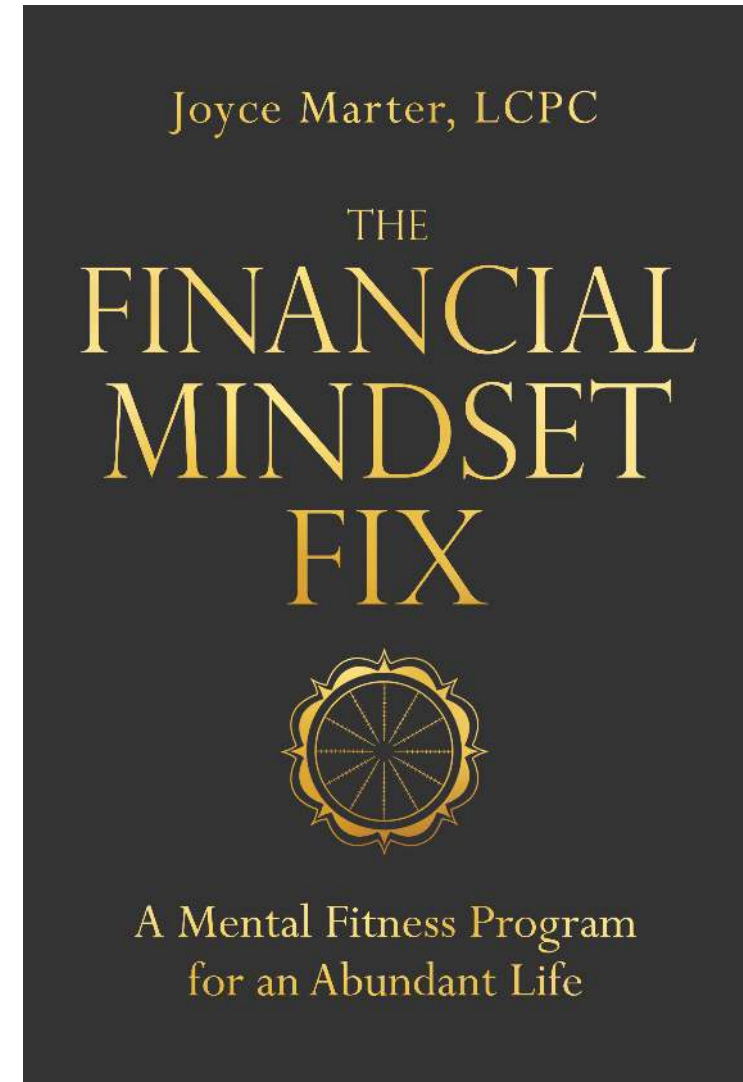
Depression and Bipolar Support Alliance Advocacy Center

Hope for the Day

Hope for the Day's tagline is "It's okay not to be okay" and they provide education, outreach and action to break the silence around mental health.

Mental Health/Financial Health Resource

- Available on Amazon and all major online retailers
- Hardcover & audiobook
- Mental Health & Financial Health Corporate Wellness Program



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What are you going to do now?

KEEP (doing)	START (doing)	STOP (doing)

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