



# Mental Health Awareness

Breaking the Stigma &  
Promoting Access to  
Care





# Handouts



*SCAN ME*





# Objectives

- Recognize the signs & symptoms of the common mental health challenges of the pandemic
- Promote mental health awareness
- Break the stigma and stop the silence
- Create a compassionate culture
- Promote access to care





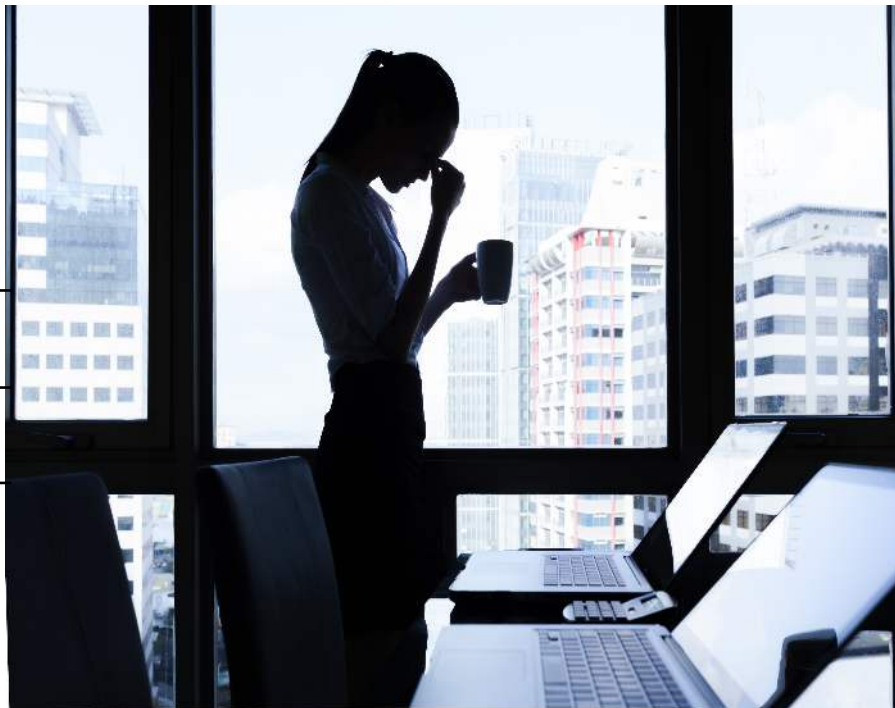
# The Stress Epidemic

## 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  
PSYCHOLOGICAL  
ASSOCIATION





# 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





# 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
- Reentry





# Signs & Symptoms of Stress

- Physical
- Emotional
- Cognitive
- Relational





# 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







# Improve the Communication Process

## Feelings of:

- Powerlessness
- Hopelessness
- Detachment
- Isolation
- Irritability
- Frustration
- Failure
- Despair
- Cynicism
- Apathy
- Emotional exhaustion

## Decrease in:

- Self-esteem
- Concentration
- Memory

## Increase in:

- Errors
- Absenteeism
- Physical complaints
- Sleep disruption



# Mental Health Implications

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





# Mental Health Continuum





# Mental Health by the Numbers

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

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1 in 25 live with a serious mental health condition

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42 million deal with an anxiety disorder

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16 million deal with major depression

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**Over 6 million are managing bipolar disorder**

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# Minority Mental Health Awareness

- Racism's Toll on Mental Health— PTSD, fear, more labeling diagnosis, etc.
- The Mental Health Care Gap— Poverty gap, lack of representation in the field, stigma, criminal justice, etc.
- LGBTQ+ individuals are twice as likely to experience a mental health disorder during their lifetime due to stigma and trauma. Human Rights Campaign





# 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 Abuse 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](#)





# Addiction Issues: 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/. minimizing
- Not morning people/high absenteeism





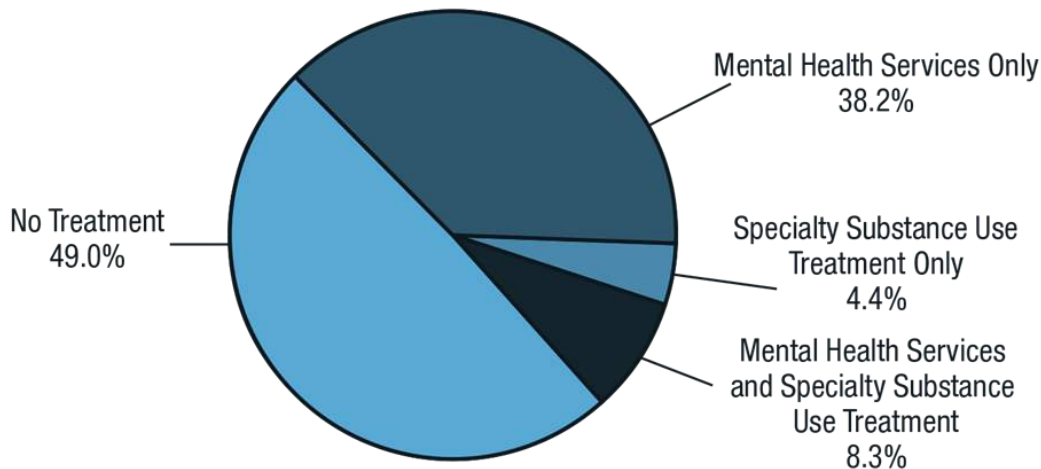
# Dual Diagnosis Statistics\*



\* 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 2017



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.





# 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 people complete suicide a day.
- Risk of suicide for people aged 18-24 highest during pandemic
- The Next Covid Crisis Could Be A Wave Of Suicides: Study predicts 75,000 “deaths of despair.”





# Ninety Percent



90% of those who suicide have an underlying mental illness.

Suicide is the 10<sup>th</sup> leading cause of death in the U.S.



**HAVE HOPE**  
**IT'S OK  
NOT TO BE OK**



National Suicide Prevention  
Lifeline: 800-273-8255

Hours: Available 24 hours.  
Languages: English, Spanish.  
[Learn more](#)



# 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





# Suicide Prevention

- Tell someone—speak up
- Call a hotline
- Call 911
- Go to ER
- Err on the side of caution; don't minimize or delay

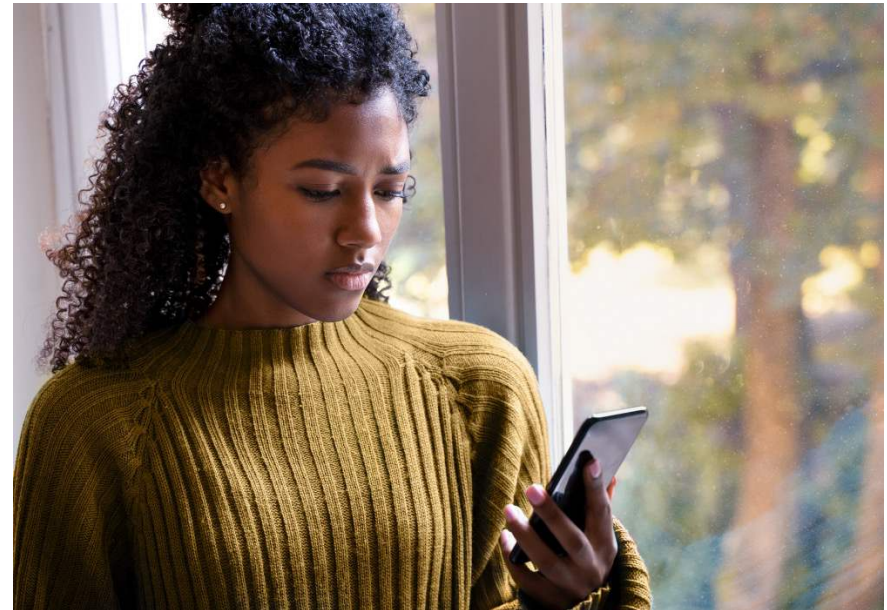
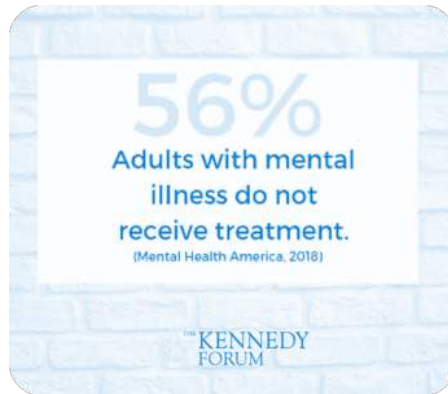






# Barriers to Care

- Shame
- Stigma
- Cost
- Time
- Racism: #BIPOCMentalHealth





# Stigma

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





# 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





# Breaking the Stigma

- Be mindful of language related to mental health & addiction
- Avoid use of these terms in a negative connotation:
- Bipolar, alcoholic, etc.
- Refrain from terms that foster shame & stigma:
- Crazy, wacko, insane, unhinged, mental case, psycho





# Create a Collaborative Culture

- Avoid phrases that discourage
- support & collaboration:
  - “man up”
  - “power through”
  - “put on your big girl pants”
  - “suck it up”
- Speak in terms of “I, We and Us” versus “You and Them”





## Compassion

“I’ve learned that people will forget what you said, people will forget what you did, but people will never forget how you made them feel.”

**MAYA ANGELOU**





# 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





# Empathy

- Must important relational tool
- Put yourself in the other's shoes
- Deep understanding
- Reflect understanding of other's feelings with kindness and compassion
- Shared emotional experience
- Keep a developmental lens
- [Useful article](#)







# Empathic vs Non-Empathic Responses

"It is completely understandable that you are upset. (Validating)

"Don't let it get you that upset. You shouldn't feel that way."  
(Invalidating)

"That must have been really disappointing. I imagine you feel very frustrated." (Empathic, recognizing feelings.)

"It's not that big of a deal. What's our schedule today?" (Minimizing, Under-responsive)

"I felt similarly when I went through XYZ. How can I help?" (Relating, Normalizing, Supportive)

"I wouldn't care if that happened to me. You are too sensitive. Buck up."  
(Critical)





# 4 Steps to Providing Support

- Approach: state what you are noticing in a kind, compassionate and confidential manner
- Listen: without judgment and respond with empathy
- Give reassurance, information and resources
- Be the bridge: Encourage professional help, support & follow-up
- How to make a referral [video](#) & [article](#)





# 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





# Speak Up & Ask for Support

- Avoid isolating with your feelings
- Connect with others
- Speak up & share openly
- Ask for what you need
- Create and participate in online communities
- Utilize teletherapy





# Barriers to Accessing Support

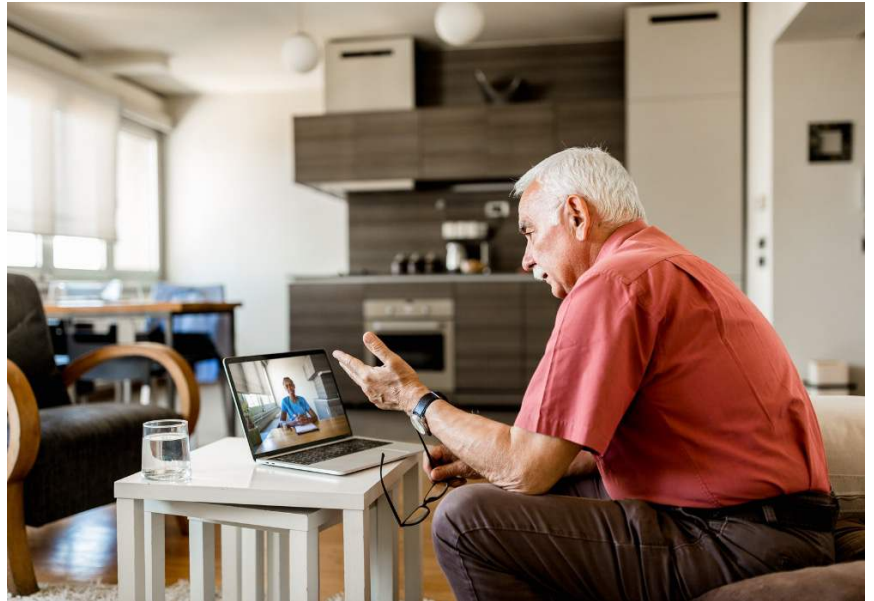
- Busyness
- Fear (difficulty trusting)
- Pride
- Shame or stigma
- Guilt
- Fear of imposition
- Low self-esteem, not feeling deserving
- Learned helplessness
- Hopelessness
- Loss of power and control (ego)
- Loss of credit (ego)
- Early life messages
- Expense
- Introversion or shyness
- COVID-19 safety precautions





# Benefits

- Ginger - on demand mental health support and coaching 24/7, and new: 8 free sessions with a live therapist! Download the Ginger app or check out the wiki for more info.
- EAP - mental health, financial and legal support through our health insurance carriers. Reach out to Benefits@ with questions. On our wiki
- Mindfulness Club - Meditation group that meets twice a week to meditate together. Check out the Events & Activities calendar for details.





# Utilize Your Benefits

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





# 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.







# Free Self Test Tools

- [psychologytoday.com/us/tests](https://psychologytoday.com/us/tests)
- [psychcentral.com/quizzes/](https://psychcentral.com/quizzes/)





# Objectives

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# Support Resources

- **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.





# What are you going to do now?

<b>KEEP (doing)</b>	<b>START (doing)</b>	<b>STOP (doing)</b>



# Q & A





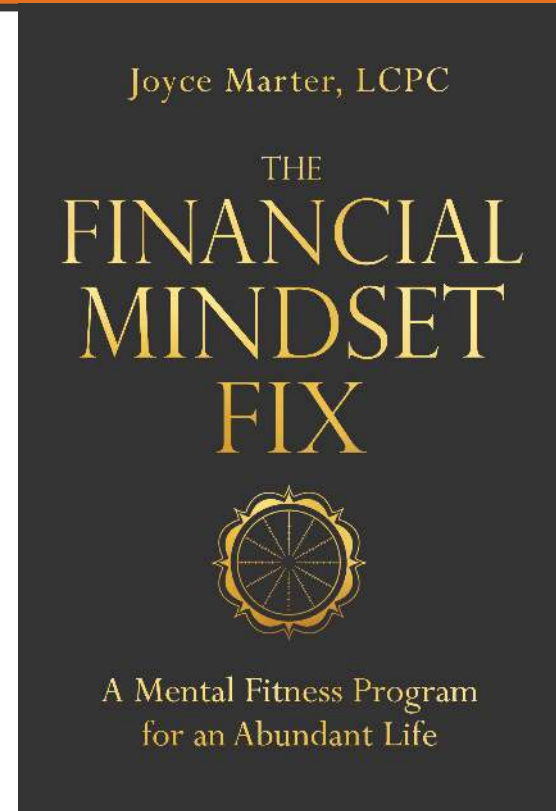
# Resource

Published by [Sounds True](#)

[Available on Audible and Amazon](#)

*Available in bookstores*

*Mental Health & Financial Health Corporate Wellness Program*



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# Thank You!

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