

# Promoting Positive Mental Health & Resilience

During Challenging Times





# Stressors of the Pandemic

- Concerns for health & safety of self & loved ones
- Adjustments to working remotely and differently
- Less social support and community
- Dependent care—work-life balance challenges
- Financial fears & stress
- Racial injustice issues coming to the forefront
- Political divide and unrest
- Challenges managing uncertainty and change



**Joyce Marter**



# 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 rates
- Burnout

# Reintegration Challenges

- Continued transition & uncertainty
- Health anxiety
- Social anxiety
- Workload





# Mental Health Implications

- Feelings of grief and loss
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- Relationship conflict, abuse, violence
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- Increase in suicide especially teens



# Signs & Symptoms of Stress

- Physical
- Emotional
- Cognitive
- Relational



# Internal Sources of Stress

- Unrealistic expectations
- Negative attitudes and feelings
- Self-sabotaging behaviors
- Poor self-care habits





# 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
- Apathy
- Emotional exhaustion

## Decrease in:

- Self-esteem
- Concentration
- Memory

## Increase in:

- Errors
- Absenteeism
- Physical complaints
- Sleep disruption

# 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

# 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

“

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
- The Pandemic





**Anticipate the difficult by  
managing the easy.**

Lao Tzu



# Mental Health Tips

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



# 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





# 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: 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

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## Presence

**Be as least as interested in what goes on inside you as what happens outside. If you get the inside right, the outside will fall into place.**

ECKHART TOLLE

”



# Strategies to Increase Mindfulness

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





# Obstacles to Mindfulness

- Distractions
- Interruptions
- Emotional obstacles (feeling too anxious)
- Doubt (e.g., "This won't work for me.")
- Lack of prioritization & making time for it
- Burnout or overwhelm



# 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/>

# The Disease of Being Busy & Multitasking

- Hampers Creativity
- Drains Energy
- Reduces Wellbeing
- Reduces Efficiency
- Kills Prioritization
- Decreases Quality
- Shrinks Brain

Taken from Stanford University "Cognitive Control in Media Multi-Taskers" Study





## Positivity

**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



“

## 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
- Lifeguard analogy
- Unhook from conflict
- Drop your end of the rope
- Do the next right thing
- Zoom out for greater perspective



# Detach with Love

- Detachment doesn't mean you don't care, aren't connected or are in denial
- Detachment is a mindfulness practice that involves:
  - Healthy separation
  - Not attaching your wellbeing to others
  - Not trying to control others
  - Not getting hooked
  - Not becoming defensive
- Lifeguard analogy

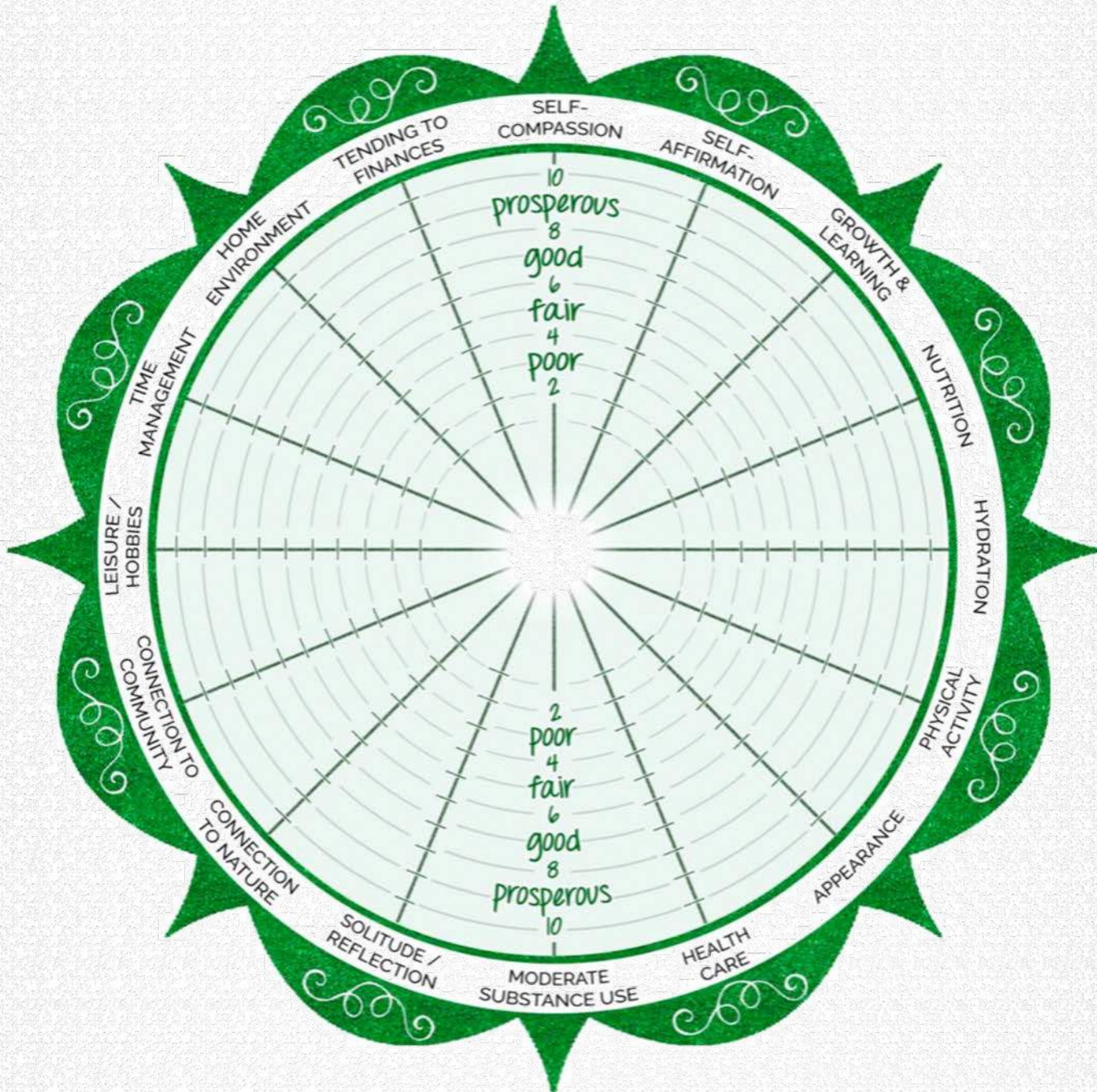




# Prioritize Your Own Well-Being

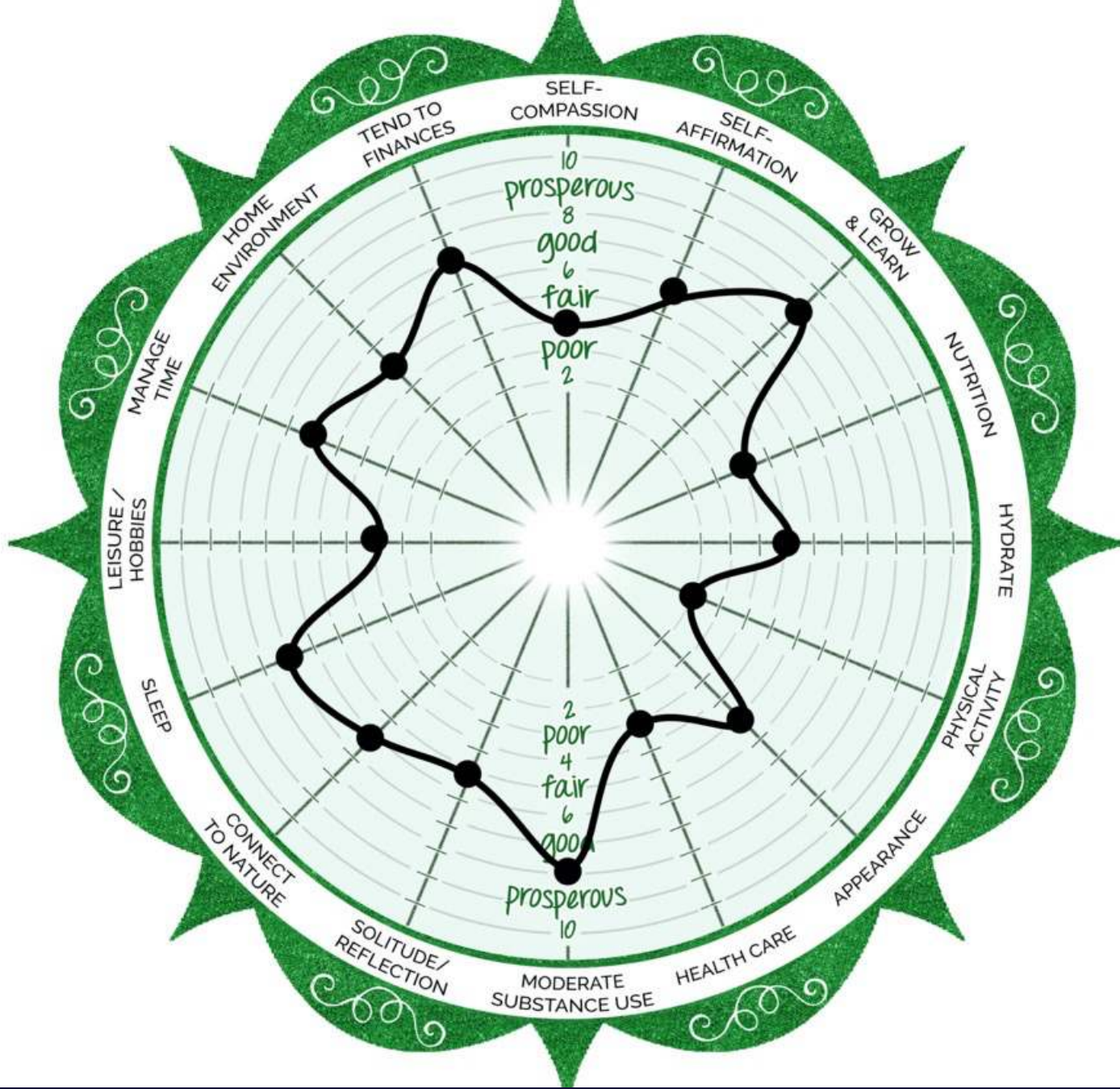
- Practice self-care
- Set healthy limits and boundaries with assertive communication





# Self-Care Wheel





**Sample  
Completed  
Self-Care  
Wheel**

Support

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

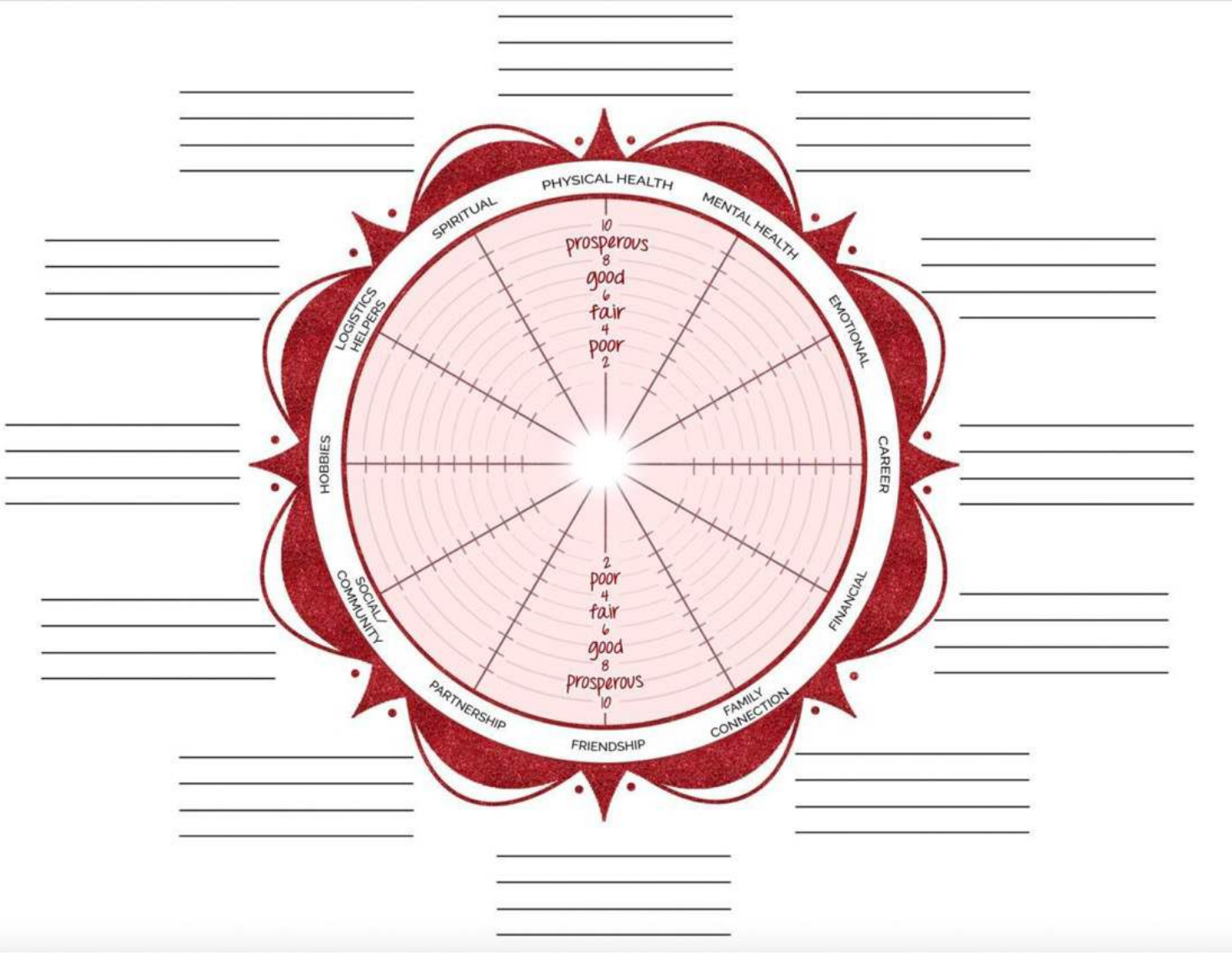
HELEN KELLER



# Barriers to Accessing Support

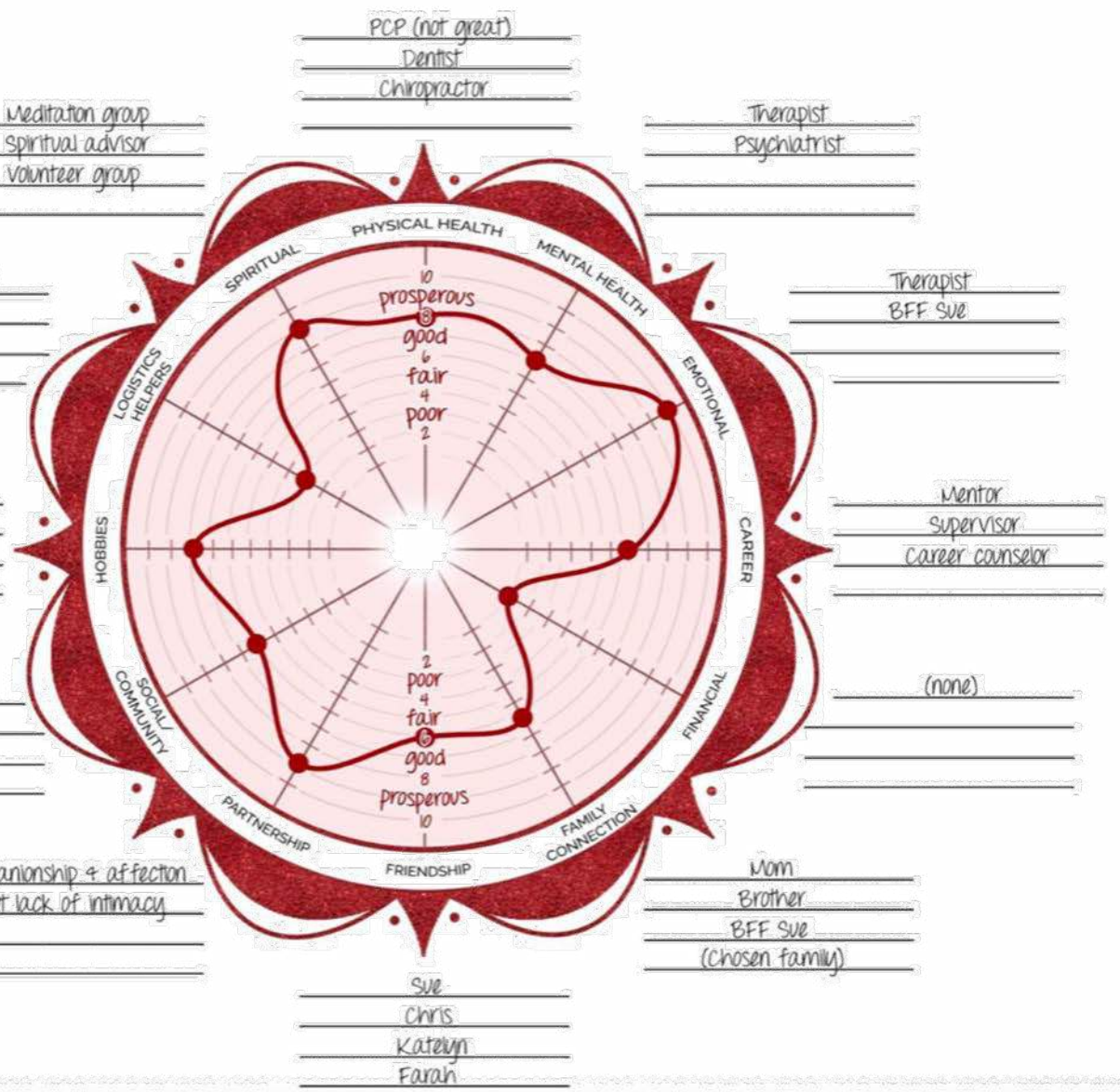
- Fear (difficulty trusting)
- Pride
- Shame or stigma
- Guilt
- Fear of imposition
- Low self-esteem, not feeling deserving
- Learned helplessness
- Hopelessness
- Loss of power and control (ego)
- Loss of credit (ego)
- Early life messages
- Expense
- Introversion or shyness





# Support Network Wheel



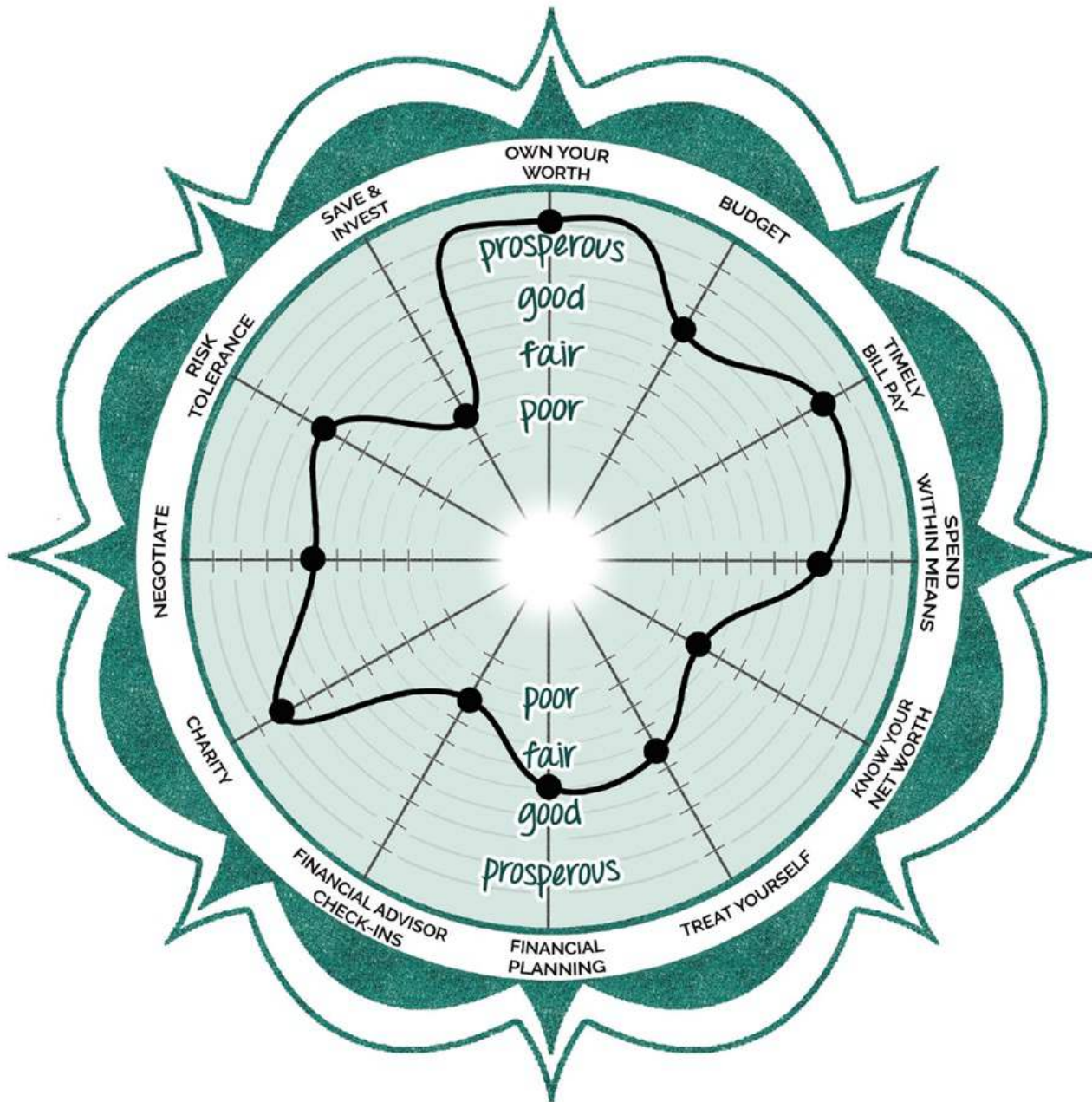


# Sample Support Network Wheel

# Access Support

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





# Sample Completed Financial Health Wheel



Resilience

**Life will give you  
whatever experience is  
most helpful for the  
evolution of your  
consciousness.**

EKHART TOLLE









**Lao Tzu:**

**If you realize that all  
things change,  
there is nothing you will  
try to hold on to.**

Embrace the power of mantra,

“I am flexible and bendable, like a reed in the wind.”



# Key Components to Building Resilience

- Prioritize your mental health & wellbeing
- Seek and give support
- Strive for work/life balance
- Engage fully in life; don't isolate yourself
- Develop a sense of purpose/meaning in life

**We are in this together!**





# Resilient People

- Understand that challenges are a part of life
- Promote health and wellbeing
- Enjoy connection & collaboration
- Are open, flexible and adaptive
- Are emotionally intelligent
- View challenges as opportunities
- Learn from mistakes
- Avoid worrying
- Have a sense of humor even when stressed



# Utilize Your Benefits

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



# EAP Services

EAP services are available through our group insurance carriers Mutual of Omaha, United Healthcare and HAP in Detroit:

- 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





# 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](#)



**Joyce Marter**



# Free Self Test Tools

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



# Meditation Resources

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



# 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.



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

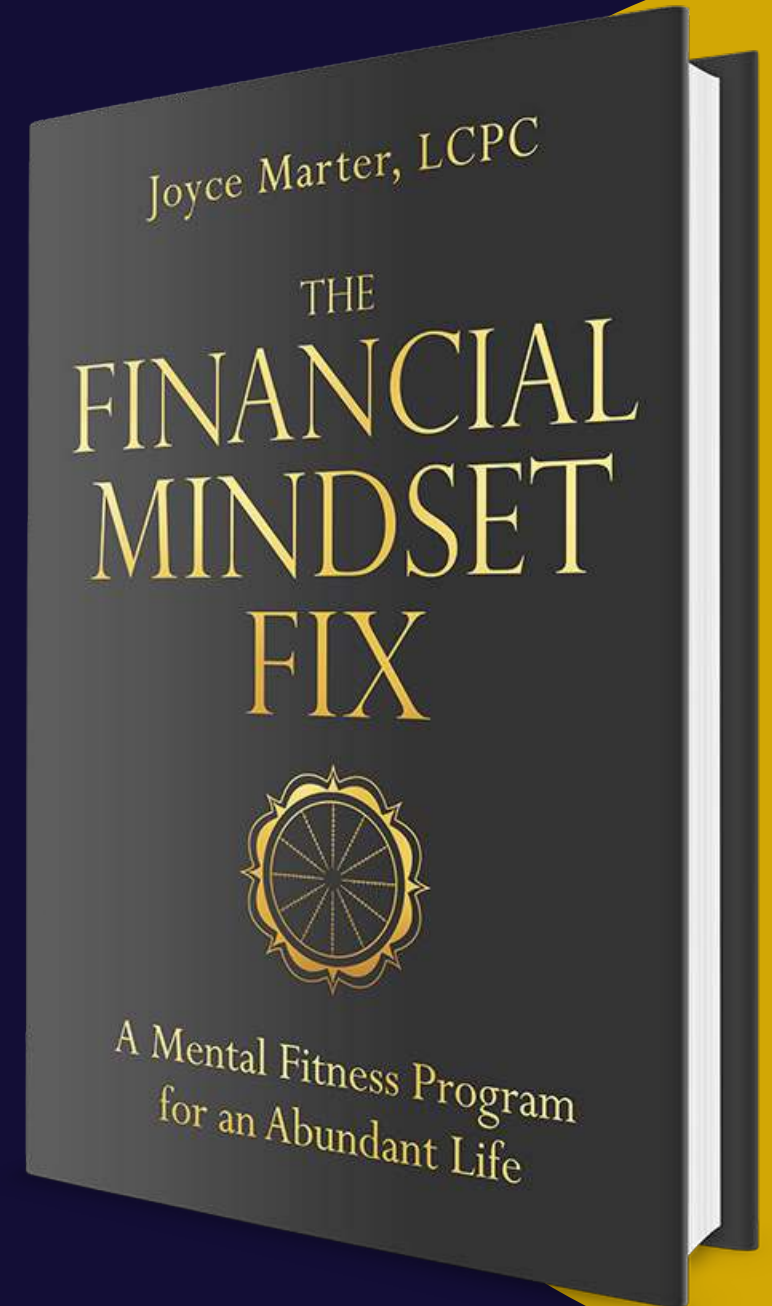
**What are  
you going  
to do now?**



**Open yourself up to  
a life of greater  
prosperity, joy,  
and happiness**

ORDER YOUR COPY OF THE  
FINANCIAL MINDSET FIX TODAY!

**Joyce Marter**



# Q & A





# Thank You!

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