

Mental Health Brief

For Leadership

Resources



SCAN ME

For Presentation Slides,
Links to Resources &
Additional Information



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Today's Objectives:

- Impact of current mental health issues in the workplace
- Implications of burnout and working remotely
- Importance of Mental Health First Aid for supervisors
- Resources for ongoing wellness programming

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



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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 rates
- Burnout

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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
- Overwhelm
- Depression
- Anxiety

Decrease in:

- Self-esteem
- Concentration
- Memory

Increase in:

- Errors
- Absenteeism
- Physical complaints
- Sleep disruption

Implications of Burnout

- WHO study, 785,000 deaths per year from overwork & burnout
- The Great Resignation
- Self-Employment



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Impact of Unaddressed Behavioral Health Issues on The Workplace

- Low Productivity
- Poor Team Morale
- Absenteeism
- Turnover
- Accidents/Injury
- Healthcare Costs

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.



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



Minority Mental Health Awareness

- Racism's Toll on Mental Health—PTSD, fear, more labeling diagnosis, etc.
- LGBTQIA+ individuals are twice as likely to experience a mental health disorder during their lifetime due to stigma and trauma.
- Important to provide Diversity, Equity and Inclusion Training and Programming

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Early Detection of Mental Health Problems

- 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 Health Problems

- 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](#)

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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



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Promote Mental Fitness in the Workplace as Supervisors

- Promote work/life balance
- Set realistic performance expectations
- Collaborate with HR
- Create a collaborative, positive team environment
- Reduce stigma--be mindful of language related to mental health & addiction—be a vulnerable/authentic role model
- Learn Mental Health First Aid



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What is Mental Health First Aid?

- Help offered to a person developing a mental health problem or experiencing a mental health crisis
- Given until appropriate treatment and support are received or until the crisis resolves
- Not a substitute for counseling, medical care, peer support, or treatment



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Why Mental Health First Aid?

- Mental health problems are common
- Stigma is associated with mental health problems
- Individuals with mental health problems often do not seek help
- Lack of mental health awareness and education
- Supervisors and leaders may not know how to respond



Applying Mental Health First Aid for Crises

- Stress, overwhelm & burnout
- Anxiety
- Depression
- Substance abuse
- Anger management or aggressive behavior
- Trauma



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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



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Promote Psychological Safety in the Workplace

- Open & productive conversations about workload & work time
- Flexibility, creativity and compromise
- Unifying and collaborative mentality
- Respect & empathy



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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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Reduce Stigma At Work

- 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



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Create Programs & Events

- Take the [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



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Employee Assistance Program Services

- Stress and Burnout
- Mental Health
- Substance Use & Addiction
- Relationship Issues
- Childcare & Eldercare
- Legal & Financial
- Educational resources
- Unlimited sessions per issue, per year, per family member



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Wellness Benefits:

EAP Resources

NAB Employee Assistance Program

Call: 1-800-356-0845

Web Link: paseap.com

Organization Code: NAB

Zen Spend: \$500 benefit

Flexible PTO

Increased Sick Days: From 3 to 5-7



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Mental Health Continuum





Mindfulness in the Workplace

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

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Mindfulness & Work Research



Job Performance
Problem Solving
Work/Life Balance
Focus & Concentration
Ethical Decision Making
Creating & Innovation
Employer-Employee Relations



Emotional Exhaustion
Cognitive Rigidity
Intention to leave
Multi-tasking
Sick Days
Stress

A stack of several books with white and orange spines stands on a white surface. To the left of the books is a small white square pot containing a green succulent plant. The background is a white brick wall. The right side of the image features a dark blue background with a white rounded rectangle containing text.

Organizations to Follow

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.

Resources

- **Mental Health First Aid:** <https://www.mentalhealthfirstaid.org>
- **The American Psychiatric Association Foundation Center for Workplace Mental Health's Right Direction Program:**
<http://www.workplacementalhealth.org/Employer-Resources/Right-Direction>
- **The Bridge Between Suicide and Life:**
https://www.ted.com/talks/kevin_briggs_the_bridge_between_suicide_and_life

Resources

- Having a conversation: discussing mental health in the workplace-- Sarah's story https://www.youtube.com/watch?v=Vng_gDGNnRE
- Getting comfortable talking about mental health at work: <https://www.bakersfield.com/kern-business-journal/get-comfortable-talking-about-mental-health-at-work/article%2062c6bf86-c035-5eef-8a99-58fa1cb19027.html>
- Why Employers Need to Talk About Mental Illness in the Workplace: <https://namipierce.org/why-employers-need-to-talk-about-mental-illness-in-the-workplace/>

Resources

- Empathy vs. Sympathy:
<https://www.psychologytoday.com/us/blog/hide-and-seek/201505/empathy-vs-sympathy>
- Mental health at work—creating a stigma-free culture:
<https://business.kaiserpermanente.org/insights/mental-health-workplace/supporting-mental-health>
- Review your Substance Abuse Policy

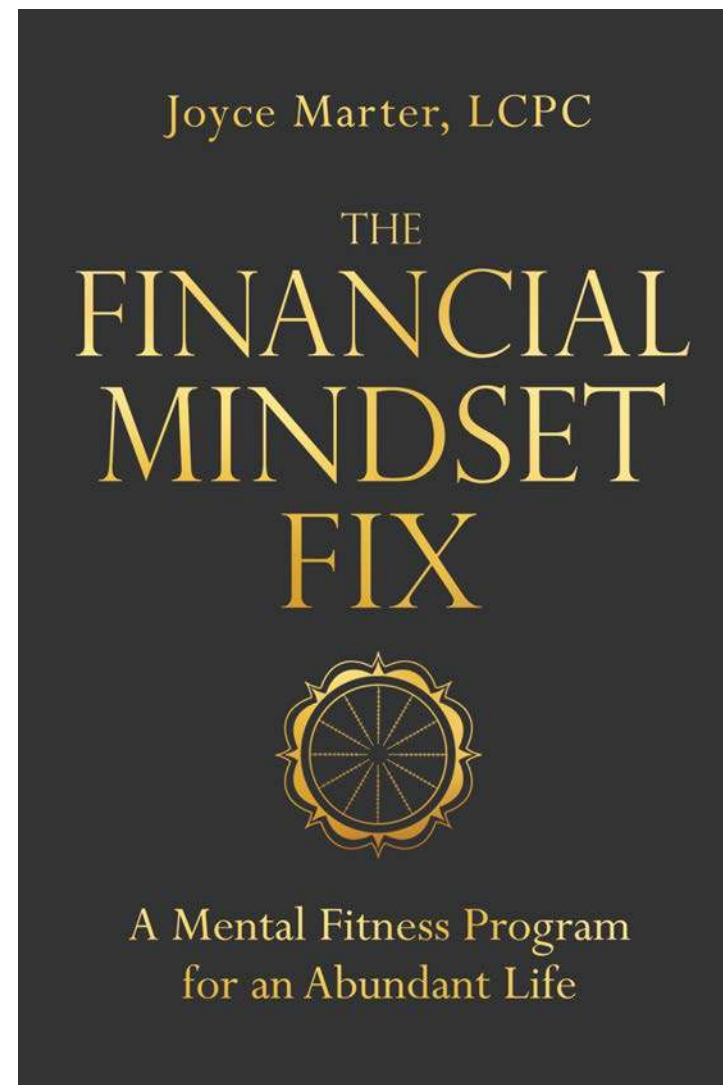
My Book

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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