

Promoting Positive Mental Health & Resilience

During Challenging Times





SCAN ME



<https://qrco.de/bdy00T>

Stressors of the Pandemic

- Concerns for health & safety of self & loved ones
- Adjustments to working 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

STRESS AND ITS IMPACT ON ABILITY TO FUNCTION



27% of all adults said that most days they are so stressed they can't function



% REPORTING THEY ARE SO STRESSED THEY CAN'T FUNCTION

46% of those under 35



42% ages 35 to 44



16% ages 45 to 64



4% ages 65+



56% of Black adults under 35



46% white adults under 35



44% Latino/a adults under 35



43% Asian adults under 35



Signs & Symptoms of Stress

- Physical
- Emotional
- Cognitive
- Relational
- Financial





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

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



The Disease of Being Busy & Multi-Tasking

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

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



Symptoms of Burnout

Feelings of:

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

- Despair
- Cynicism
- Apathy
- Emotional exhaustion

Decrease in:

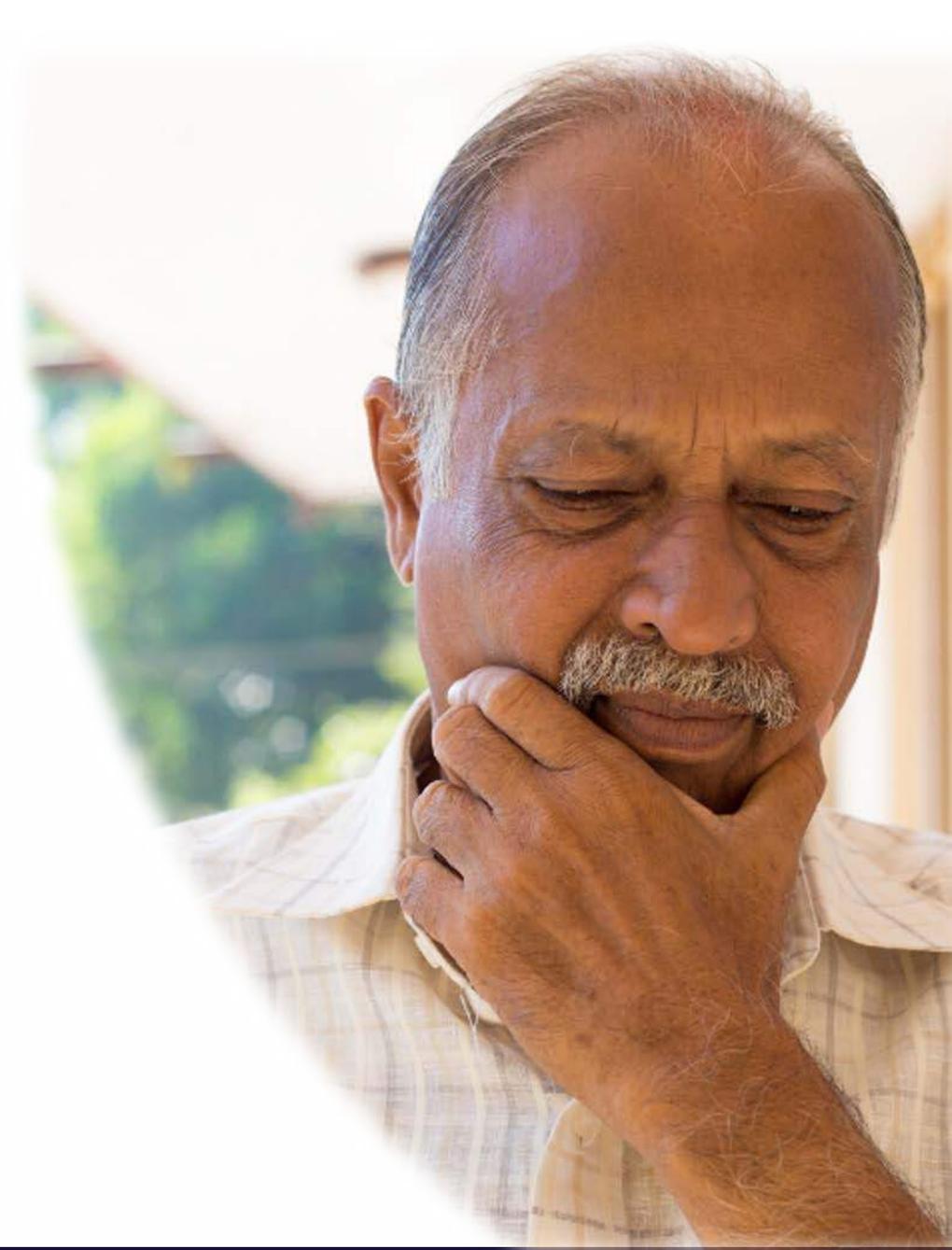
- Self-esteem
- Concentration
- Memory

Increase in:

- Errors
- Absenteeism
- Physical complaints
- Sleep disruption

Staffing Challenges Caused by Burnout

- WHO study, 785,000 deaths per year from overwork & burnout
- The Great Resignation
- The Silent Resignation
- Shift Towards Self-Employment
- Difficulty recruiting new staff



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

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.

“

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

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
- Noticing our thoughts and feelings without judging them
- Allows us to respond, rather than react



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

”

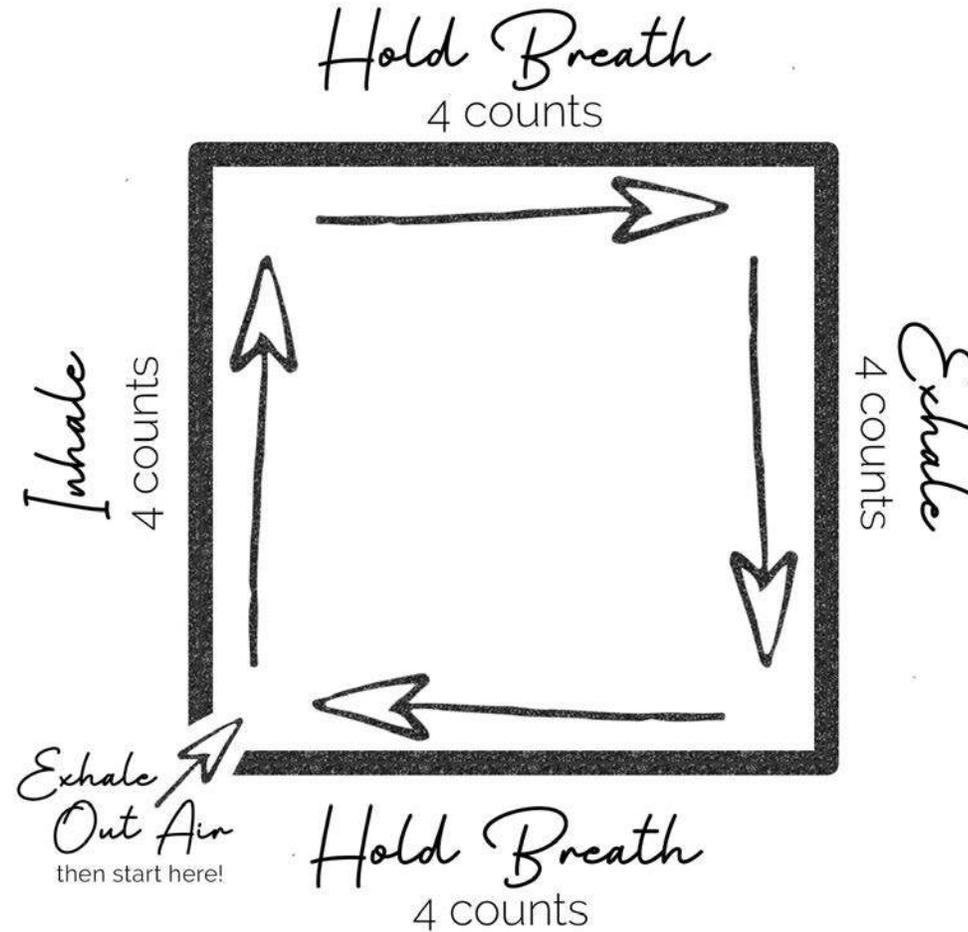


Strategies to Increase Mindfulness

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



Square Breathing



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/>



Mindfulness & 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"

Joyce Marter

High EQ

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

Cultivate Conscious Leadership

- Create/promote the company mission and vision
- Teach & encourage:
 - Emotional Intelligence
 - Self-Awareness
 - Empathy
 - Motivational Interviewing
 - Fostering interconnection



Suggestions for Leaders

- Take care of your own mental health
- Practice self-care
- Be aware of your emotional process (EQ)
- Maintain good boundaries with detachment
- Access support (counseling, coaching, consultation, mentoring, etc.)



Promote Psychological Safety in the Workplace

- Open & productive conversations about workload & work time
- Flexibility, creativity and compromise
- Unifying and collaborative mentality
- Respect & empathy
- [Workplace bullying prevention](#)



Conflict Solutions

- Become rooted in the present
- Let go of defensiveness
- Take responsibility
- Appreciate the power of empathy
- Practice flexibility, adaptability, & compromise





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

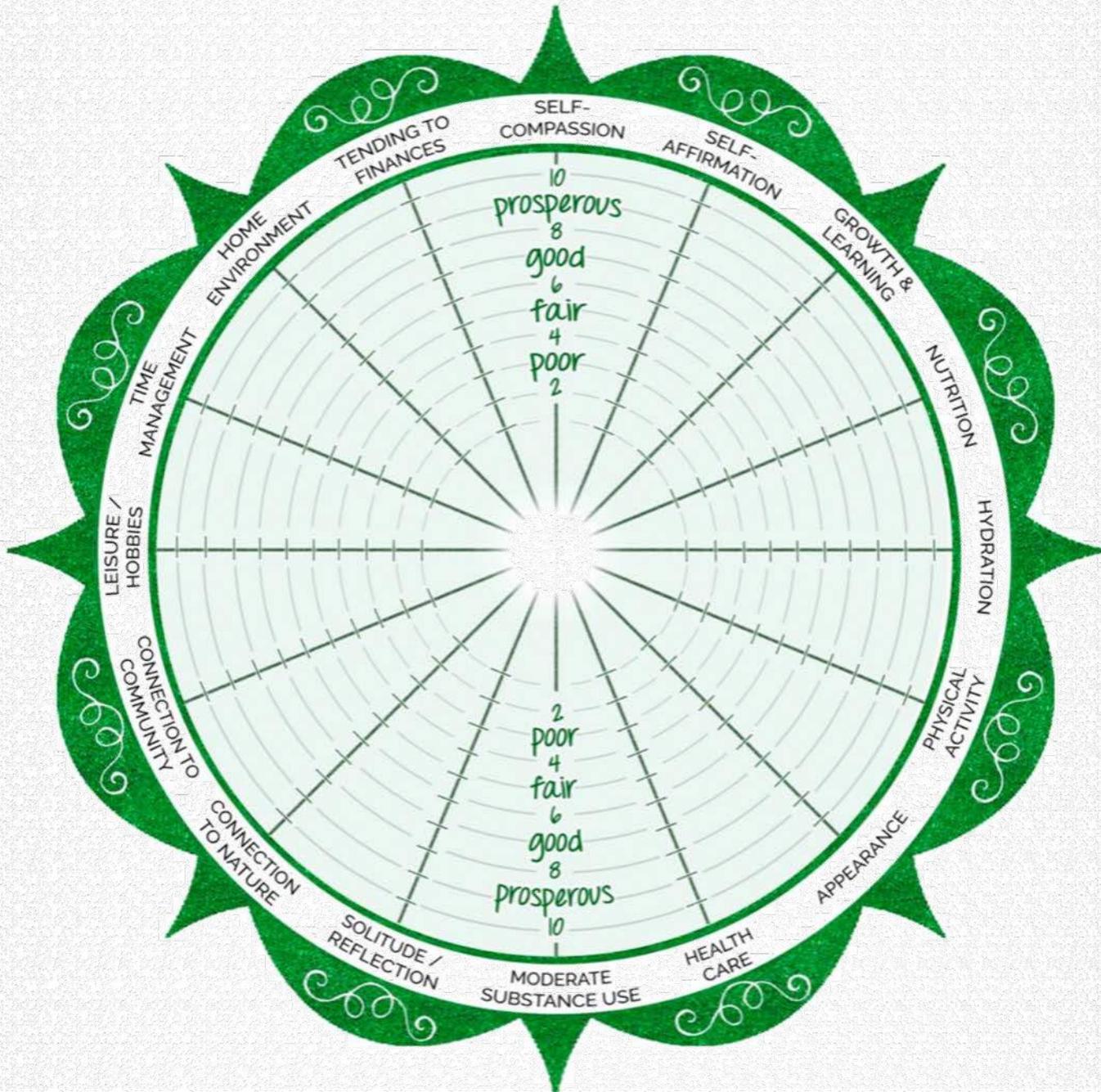
- Visualization of protective barrier
- Unhook from conflict
- Drop your end of the rope
- The Container Exercise
- Zoom out for greater perspective
- Lifeguard analogy



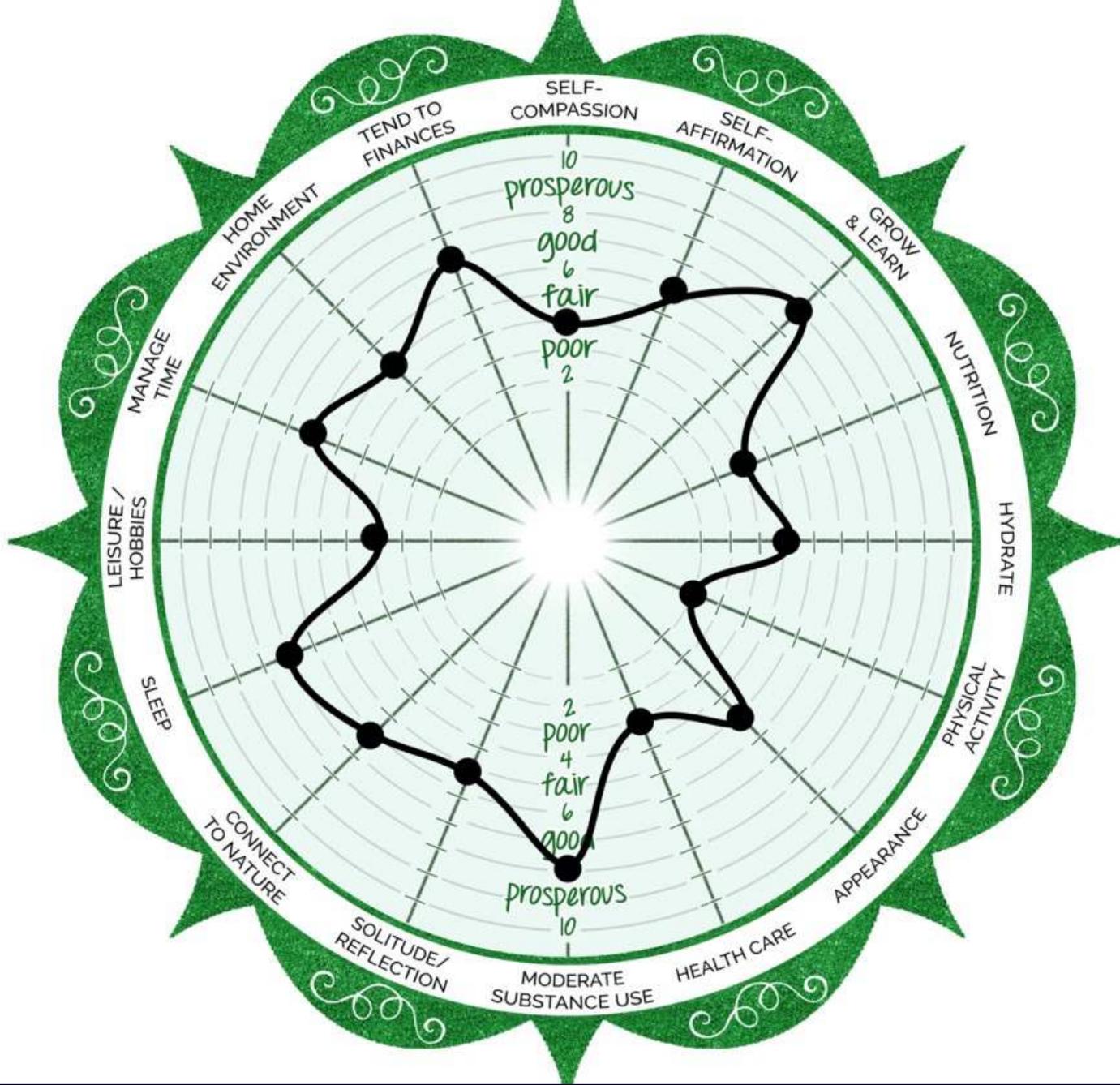
Prioritize Your Own Well-Being

- 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.**

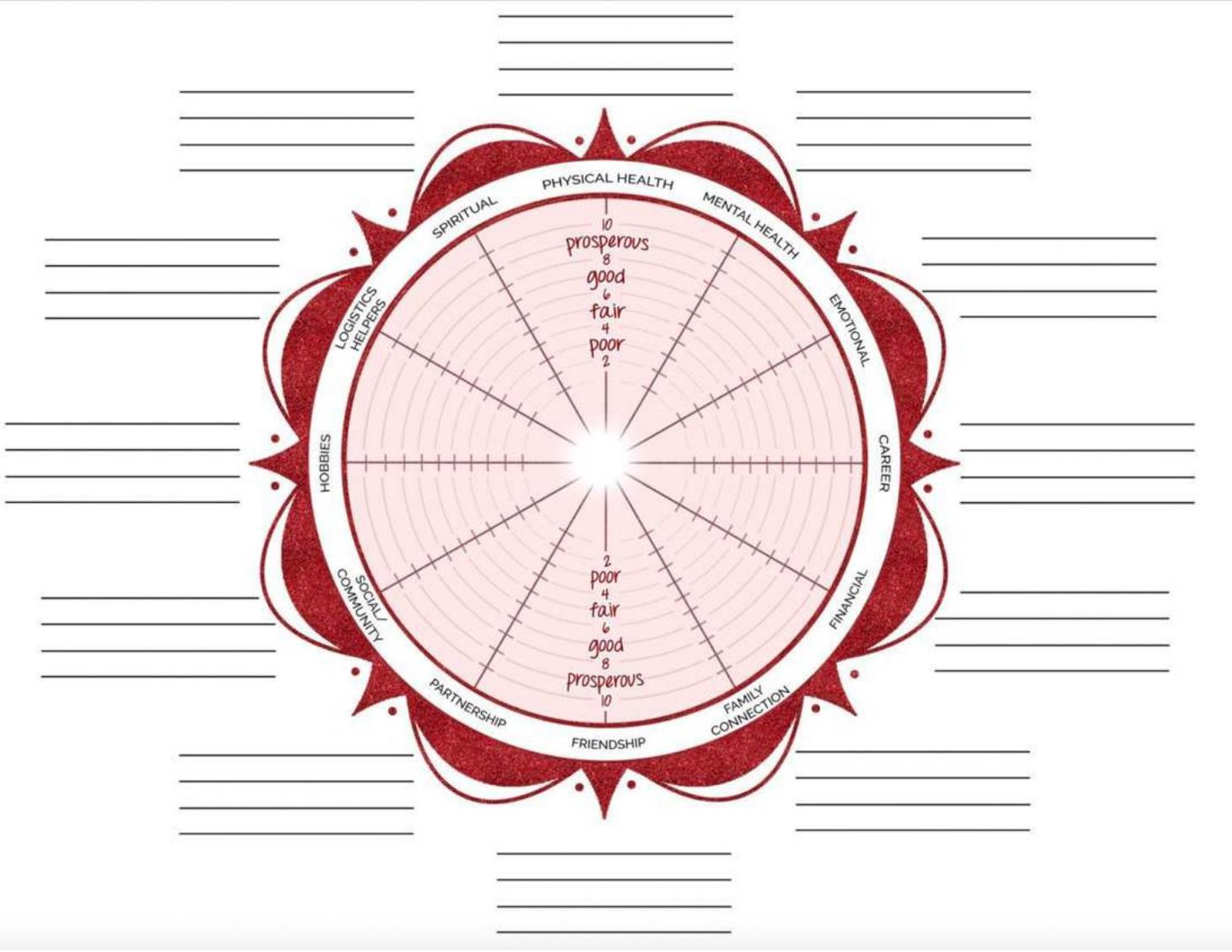
HELEN KELLER

”

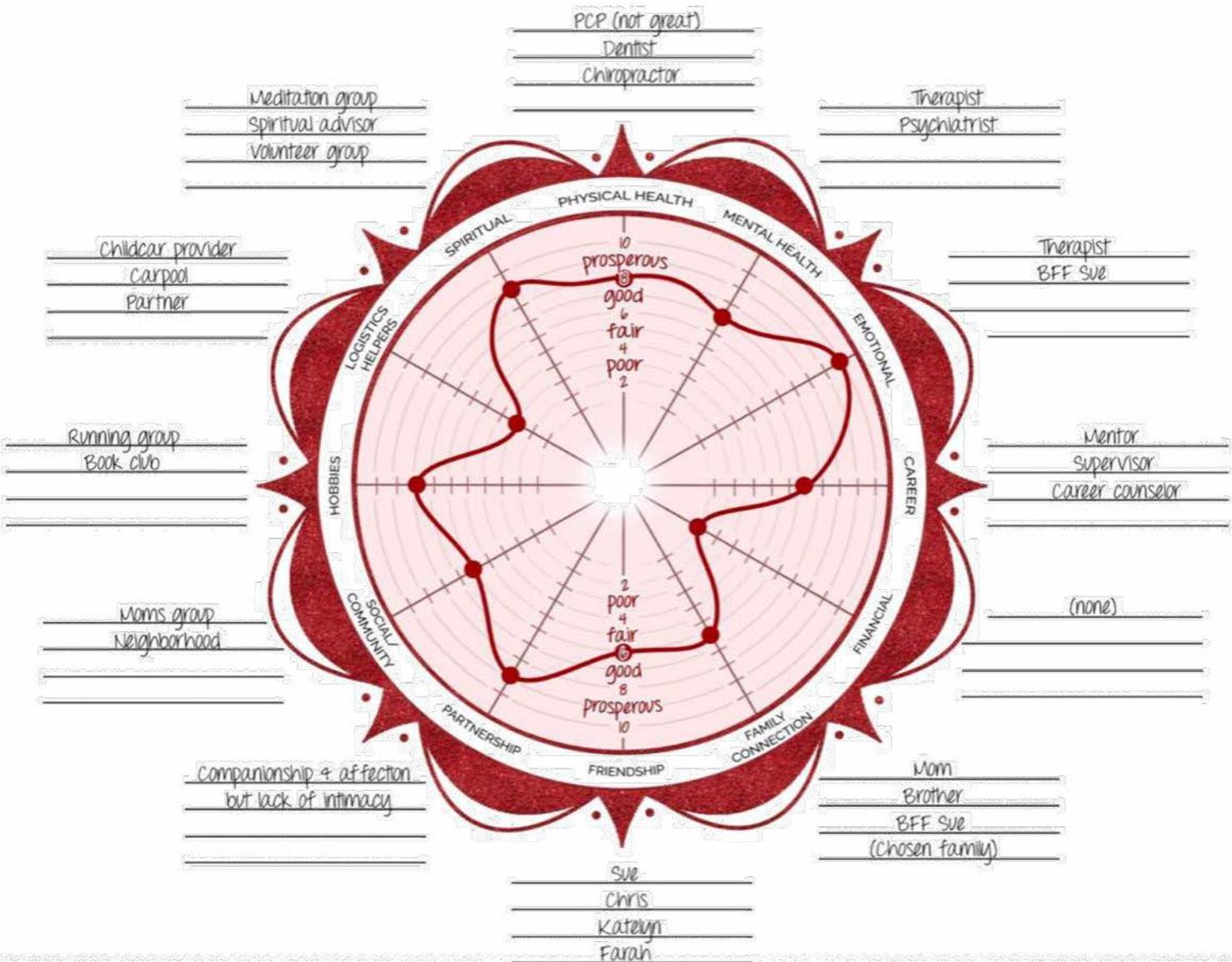


Barriers to Accessing Support

- 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

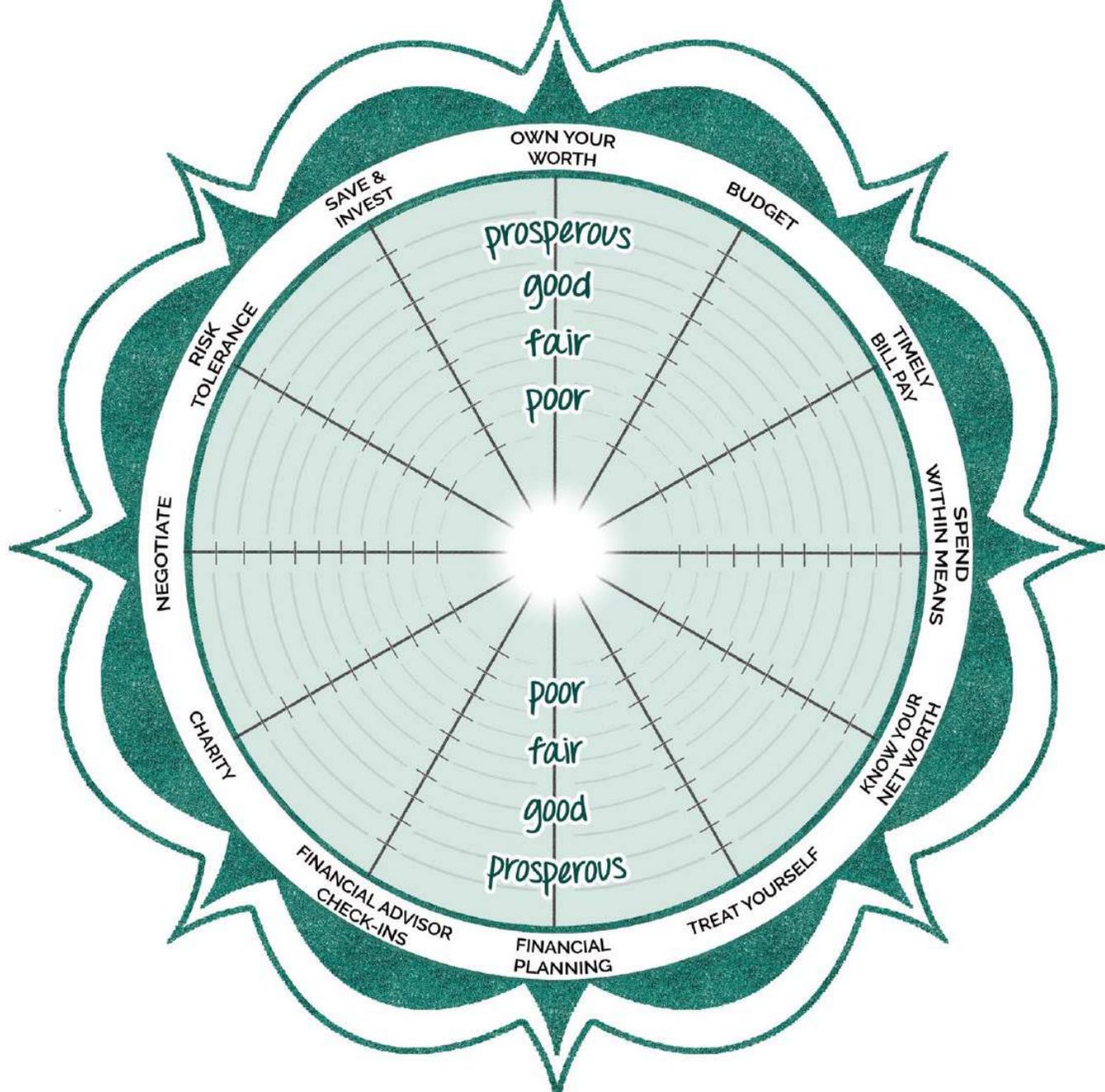


Sample Support Network Wheel

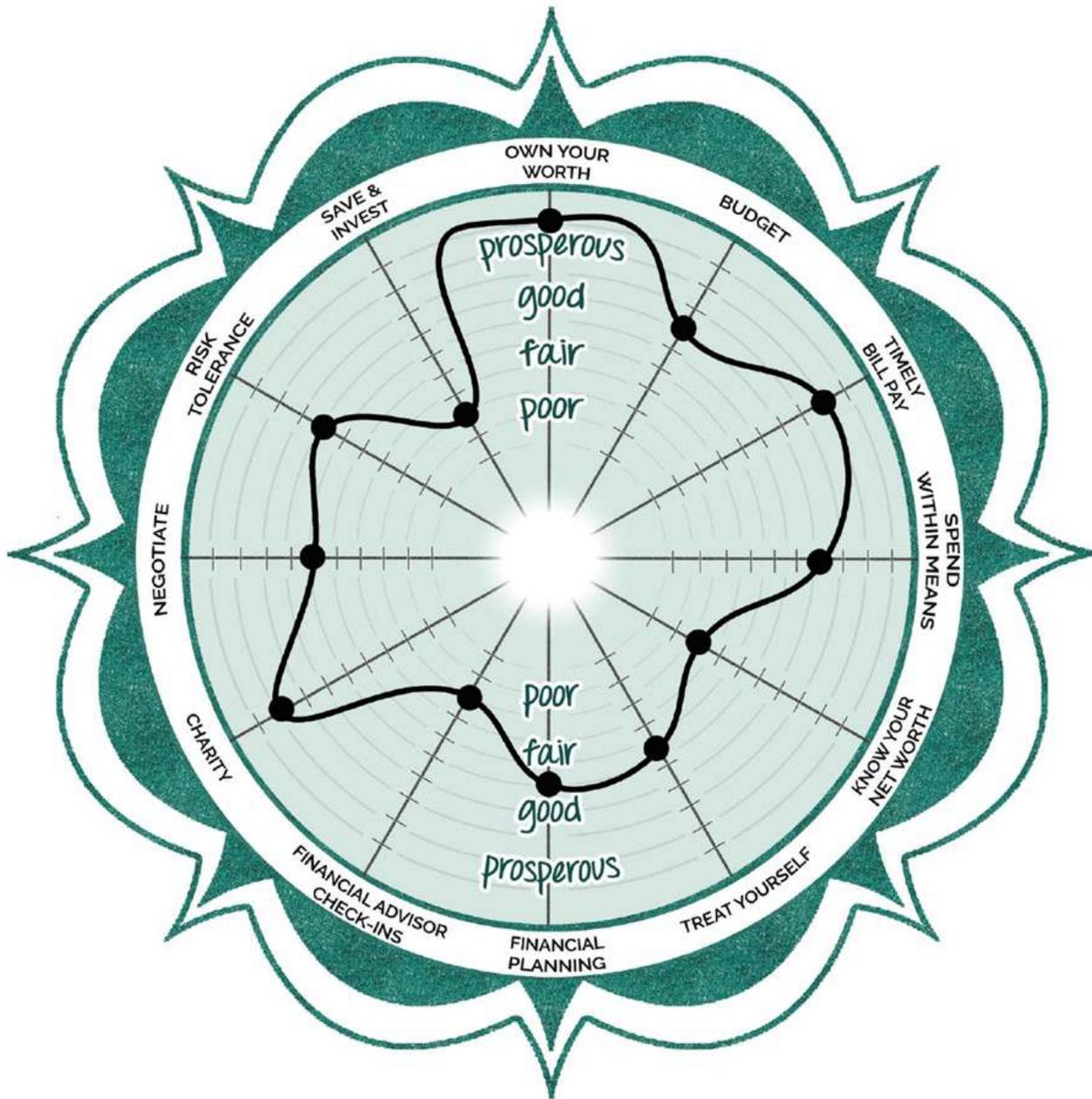
Access Support

- Avoid isolating with your feelings
- Connect with loved ones
- Ask for what you need
- Access community
- Utilize teletherapy





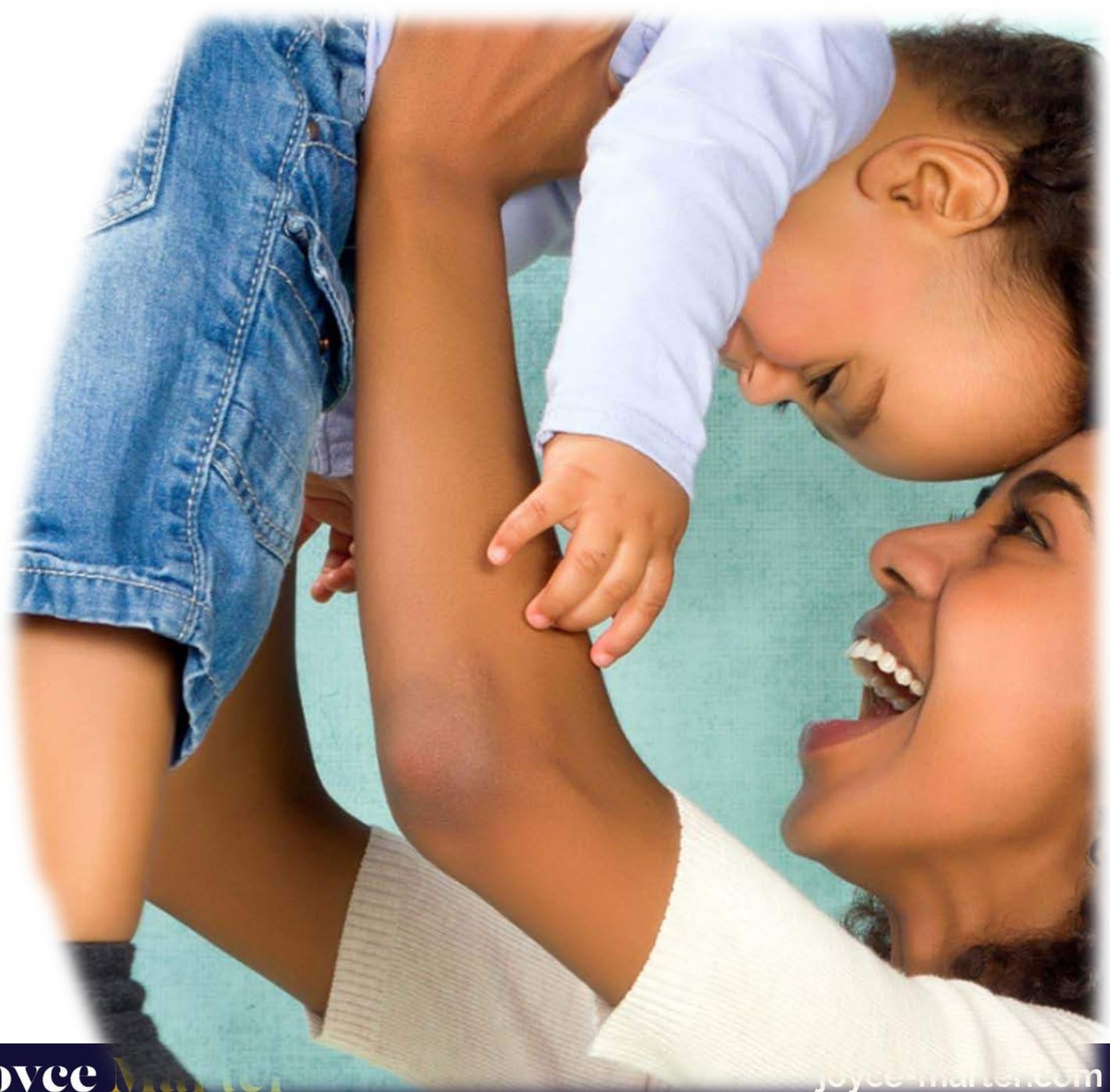
The Financial Health Wheel



Sample Completed Financial Health Wheel

Work-Life Integration

- Flexible schedule
- Hybrid/remote flexibility
- Realistic deadlines
- Support resources
- Wellness benefits
- Staff training



Resilience

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

EKHART TOLLE







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



Reduce Stigma at Work

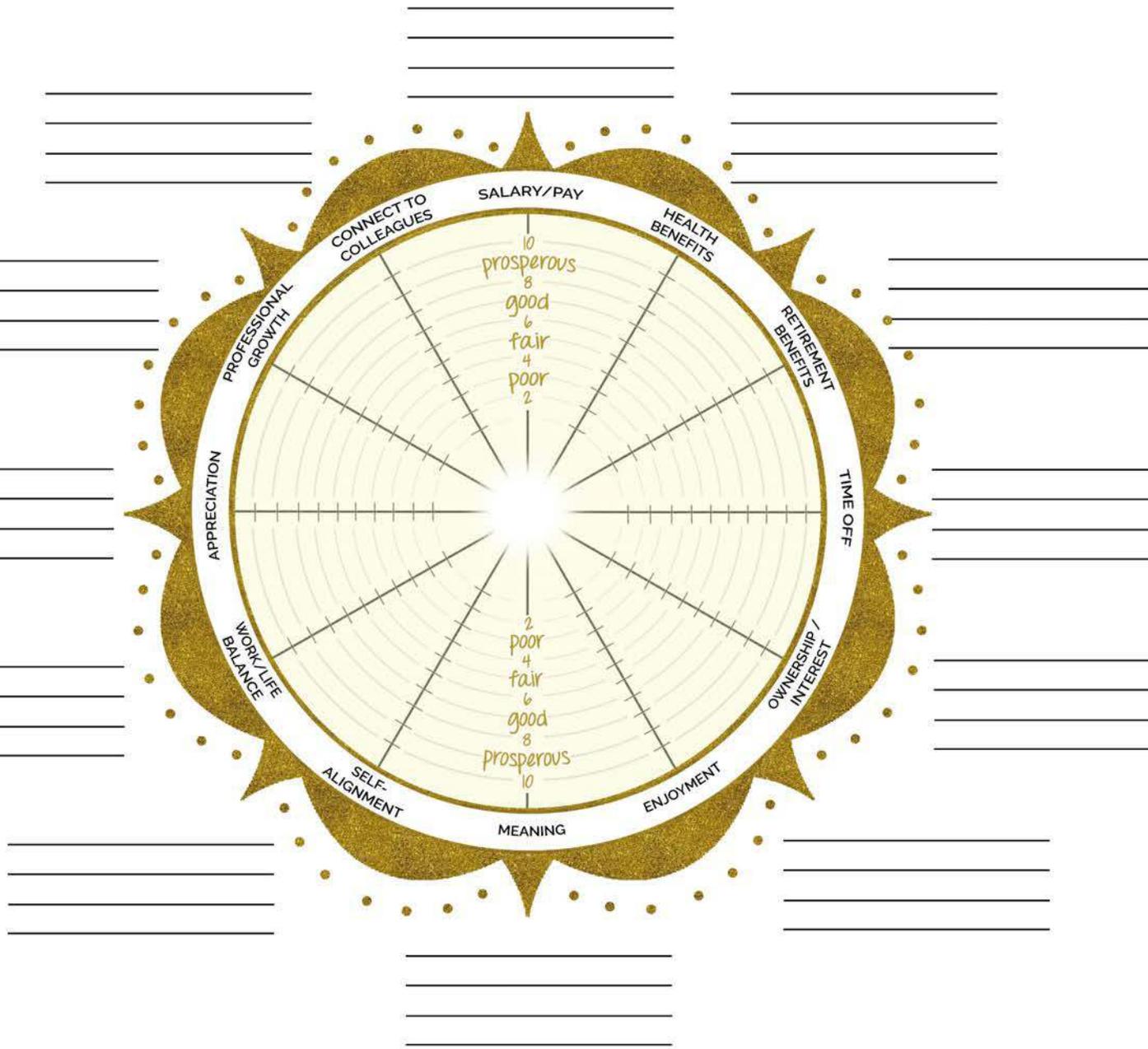
- Include behavioral health content in newsletters
- Promote awareness through signage ([NAMI](#) Infographics)
- Participate in social media campaigns such as [#CureStigma PSA's](#)
- Provide education about [HIPAA](#) , the [ADA](#) & [Mental Health Parity](#) to address concerns about confidentiality,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



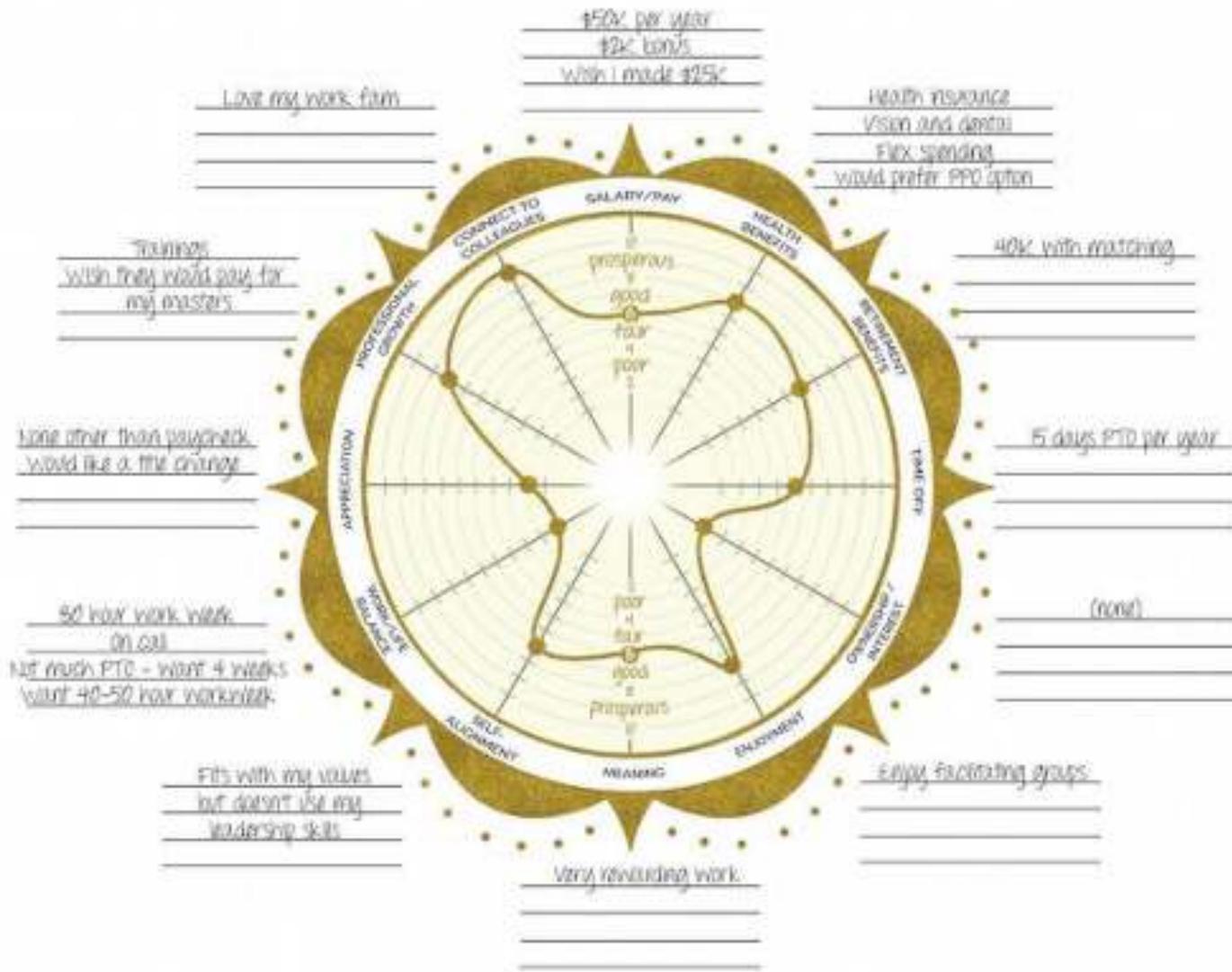
Create Programs & Events

- 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





Workplace Satisfaction Wheel



Completed Workplace Satisfaction Wheel

Utilize Your Benefits

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



Mental Health Resources

- Mental Health First Aid: [mentalhealthfirstaid.org](https://www.mentalhealthfirstaid.org)
- The American Psychiatric Association Foundation Center for Workplace Mental Health's Right Direction Program: workplacementalhealth.org/Employer-Resources/Right-Direction
- Mental health at work—creating a stigma-free culture: business.kaiserpermanente.org/insights/mental-health-workplace/supporting-mental-health



EAP Benefits

- **Free & confidential** for all employees and eligible dependents
- **Counseling sessions per issue** is available in-person, telephonically or virtually.
- **In-the-Moment support offered 24/7/365.**
- **Life Coaching**
- **Legal and financial consultation** that includes a free 30-minute consultation per issue with an Attorney or Financial Planner and a 25% discount on legal services, if more time is required.
- **Medical Advocacy** to help you interpret medical information related to claims, coverage, and medical diagnosis.
- **Personal Assistant** to help with the everyday tasks on your “to-do” list.
- **Child and Elder Care Resources**

<https://www.hhs.gov/about/agencies/asa/foh/bhs/employee-assistant-program/index.html>

Other EAP Services for Supervisors & Leadership

- Critical Incident Stress Debriefings
- Workplace Wellness Events
- Educational Training
- Employee Resource Group (ERG) Programs
- Accountability Groups
- Drug-Free Workplace Programming



Wellness Benefits:



Joyce Marter

Mindfulness Benefits:



ginger



headspace | ginger

Headspace Health

Joining forces to create the world's most accessible, comprehensive digital mental health platform

COMPREHENSIVE CARE	GLOBAL REACH
✓ Mindfulness & meditation tools rooted in science	2700 enterprises and health plan partners
✓ Coaching, therapy, and psychiatry made accessible with technology	100 million lives touched
✓ Personalized brand experiences that people love	190+ countries around the world

Two stylized, smiling sun icons in orange and yellow colors at the bottom of the slide.

Joyce Marter

Employee Benefits

- Memberships to WeWork and similar
- Interior design for office space to meet new criteria for collaboration needs
- Discounts to gym memberships through insurance plans



Wellness Workplace Trainings

- Mental Health Awareness
- Mental Health Triage
- Time Management
- How to Promote Positive MH & Resilience
- Mindfulness in the Workplace
- Mental Wealth: Promoting Mental & Financial Health
- Effective Communication & Conflict Resolution
- Effective Work-Life Integration
- Custom Presentations
- (Recordings available for various time zones)



Counseling & Therapy Resources

- [The Adam Project](#)
- Text HOME to 741741 to connect with a [Crisis Counselor](#)
- National Suicide Prevention Lifeline: 988
- [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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Free Self Test Tools

- psychologytoday.com/us/tests
- 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**

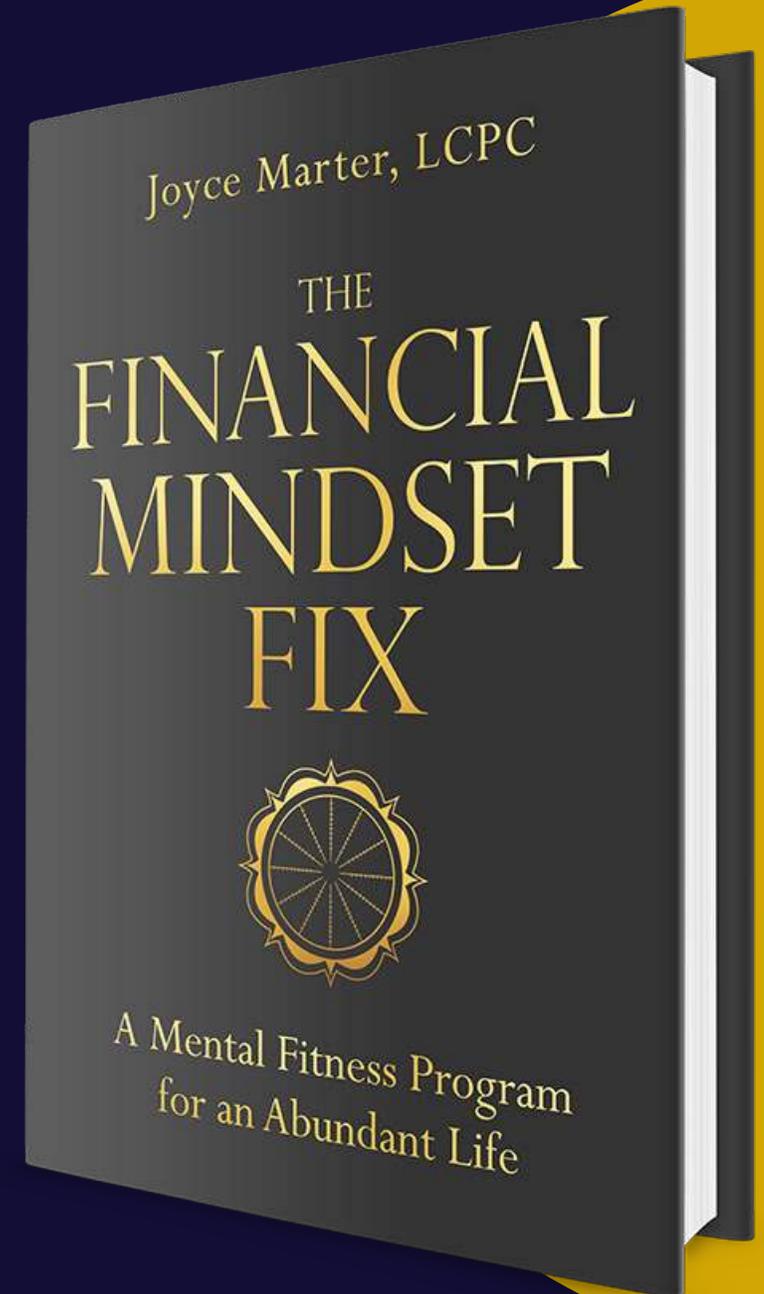
Hope for the Day's tagline is "It's okay not to be okay" and they provide education, outreach and action to break the silence around mental health.



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

ORDER YOUR COPY OF THE
FINANCIAL MINDSET FIX TODAY!

Joyce Marter



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





Thank You!

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