

Mental Health Awareness

Breaking the Stigma and
Promoting Access to Care





SCAN ME

<https://qrco.de/beDd3H>



Recent/Current Stressors

- 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



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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+



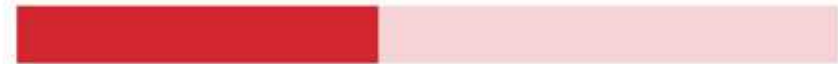
56% of Black adults under 35



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

- 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



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Withdrawn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.

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



Barriers to Care

- Shame
- Stigma
- Lack of awareness
- Cost
- Time



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



Practice 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



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

Discrimination's Toll on Mental Health-DEI

- Racism's Toll on Mental Health
- LGBTQ+ individuals are twice as likely to experience a mental health disorder during their lifetime due to stigma and trauma.
- The Mental Health Care Gap



Substance Misuse 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](#)

Substance Use Issues: Signs & Symptoms

- Inconsistency
- Relational problems
- Denying responsibility
- Physical complaints
- Lying/secretcy
- Sleep disturbance
- People around who enable
- Performance problems
- Denial/rationalization
- Not morning people/high absenteeism
- Problems handling conflict
- Financial/legal consequences
- Poor hygiene

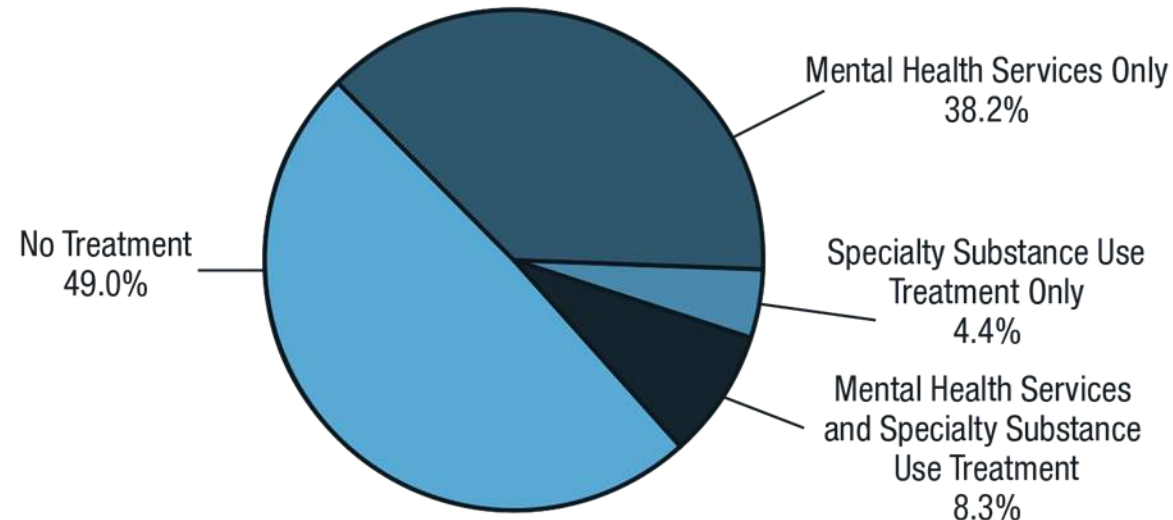


Dual Diagnosis Statistics*



* 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



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
Suicide is the 10th leading cause of death in the US



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

In Case of Imminent Risk

- Contact a family member
- Send employee to local ER
- Call 911-988
- Duty to warn if there is homicidal ideation
- Err on the side of caution –don't minimize or delay



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



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



Cultivate a Positive Workplace Culture & Be the Bridge to Help

- Professional
- Inclusive
- Respectful
- Kind
- Collaborative
 - Lift one another up
 - Work as a team
- Psychologically safe



Mental Health First Aid Action Plan

- **A**ssess for mental health issues, risk of suicide or harm
- **L**isten non-judgmentally
- **G**ive reassurance and information
- **E**ncourage appropriate professional help
- **E**ncourage self-help and other support strategies



Define Your Role

What are your responsibilities?

- Education
- Resources
- Intervention
- Knowing policies

What are not your responsibilities?

- To diagnose or determine their degree of suffering /impairment
- To be a therapist
- Treatment outcome



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

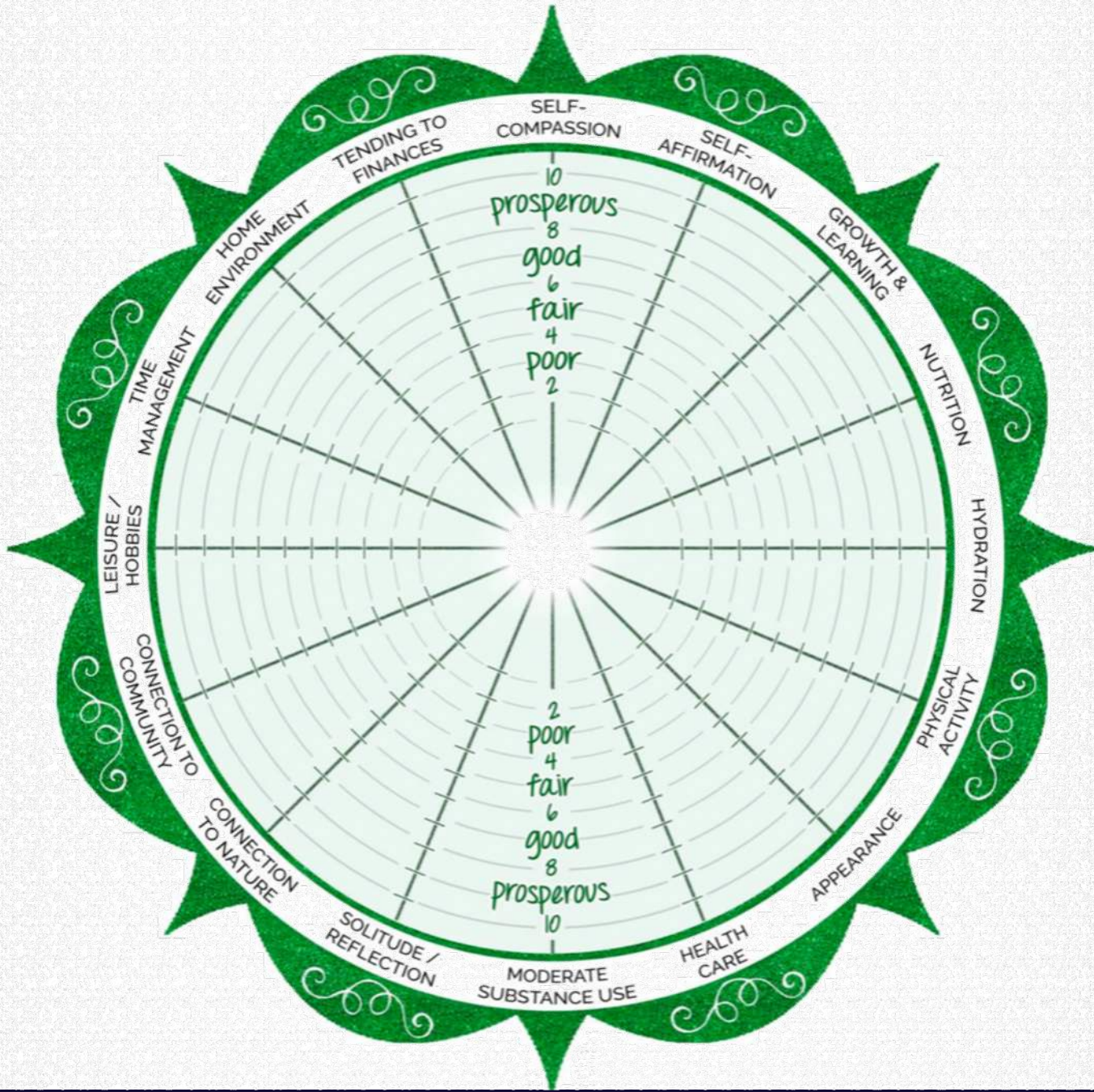
- Open & productive conversations about workload & work time
 - Flexibility, creativity and compromise
 - Unifying and collaborative mentality
 - Respect & empathy
 - Workplace bullying prevention
-



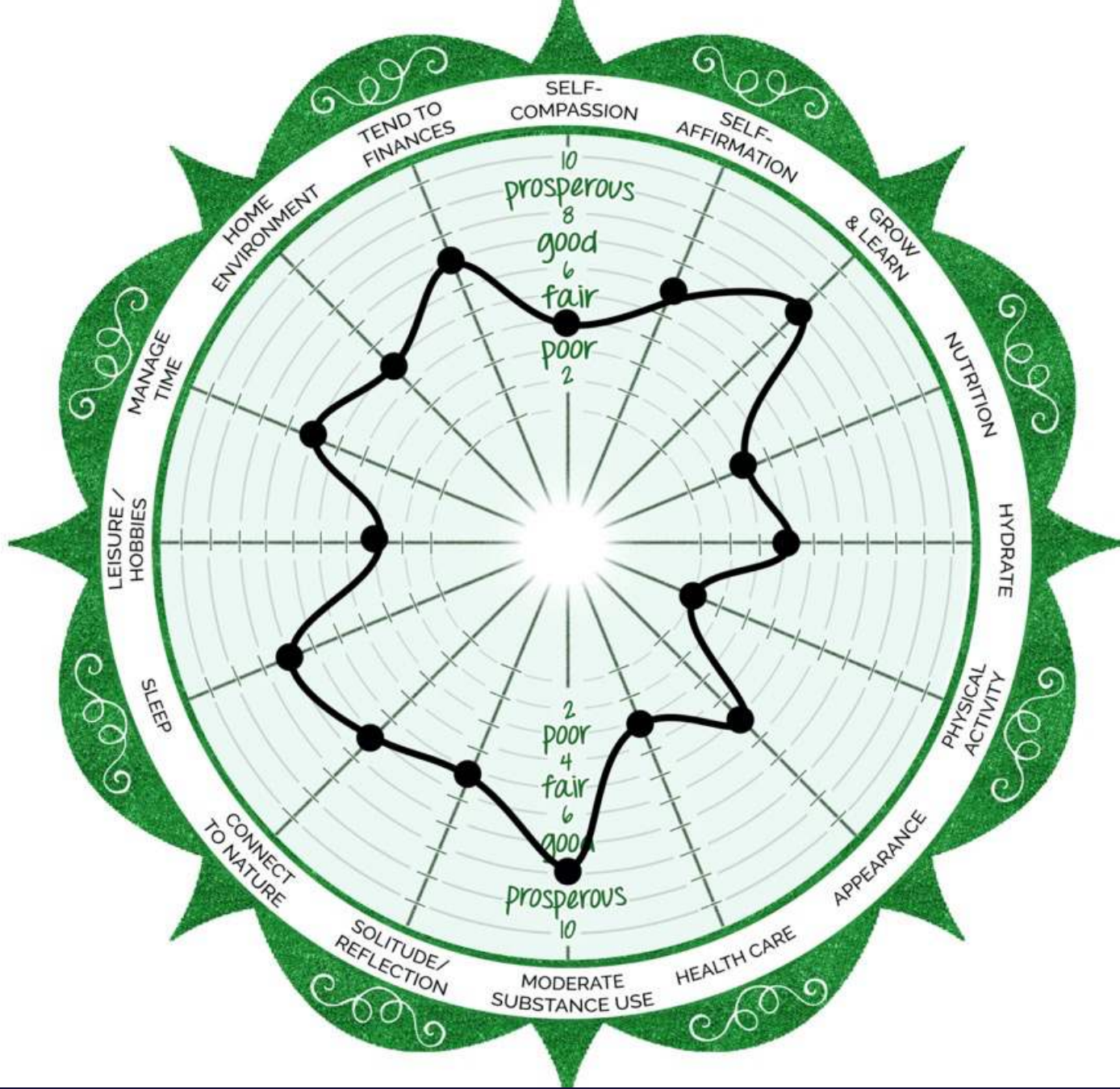
Key Components to Building Resilience

- 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





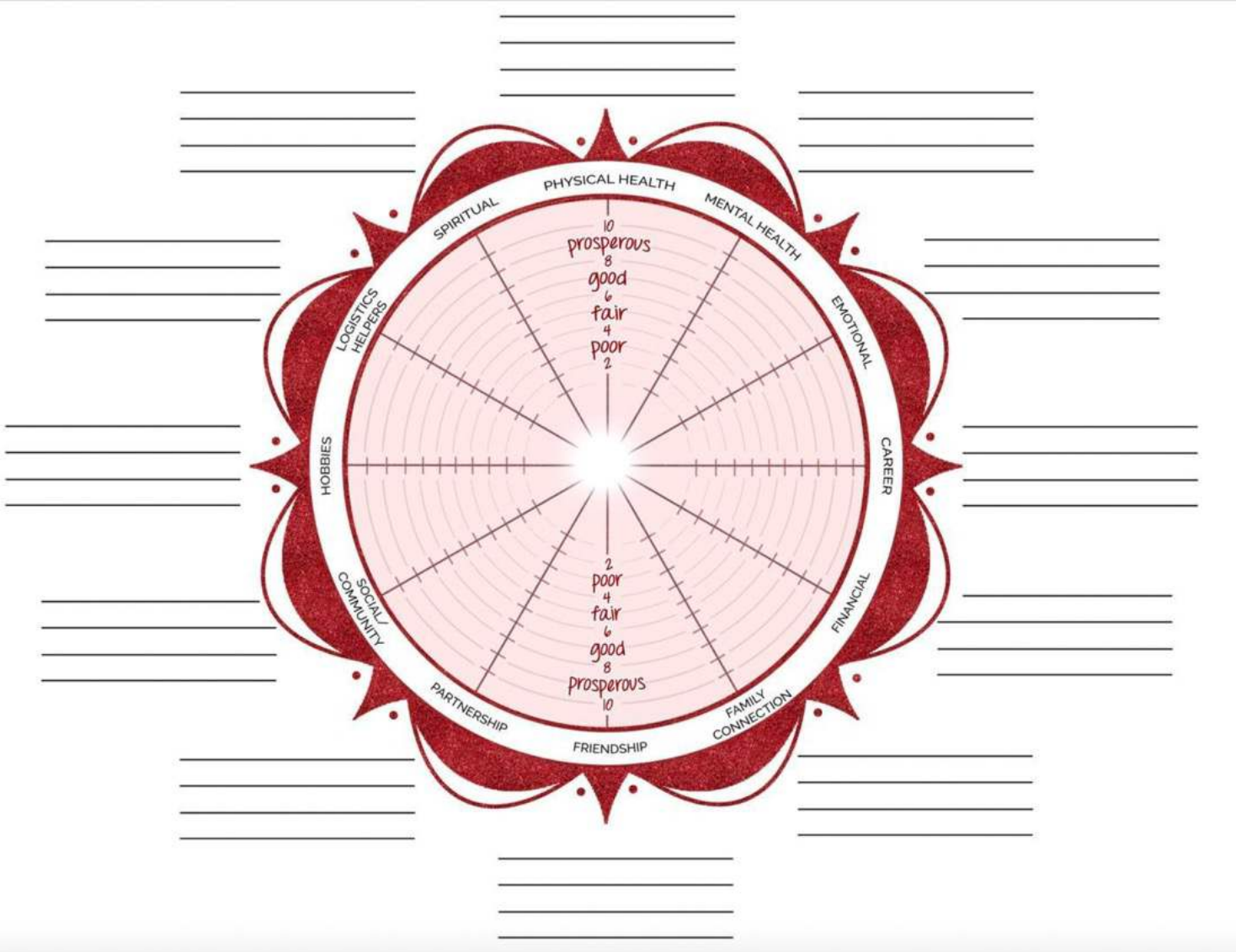
Self-Care Wheel



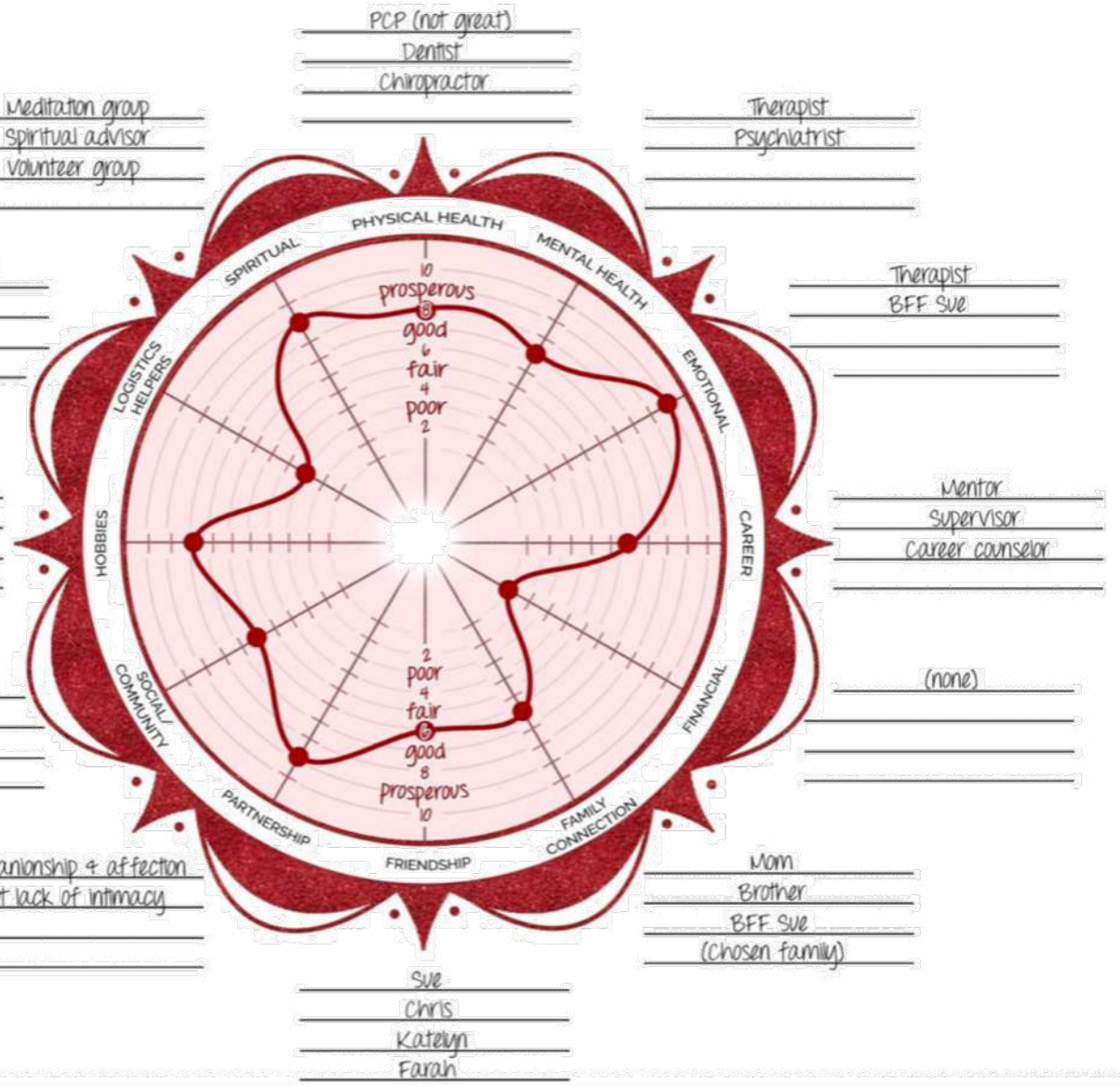
**Sample
Completed
Self-Care
Wheel**

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

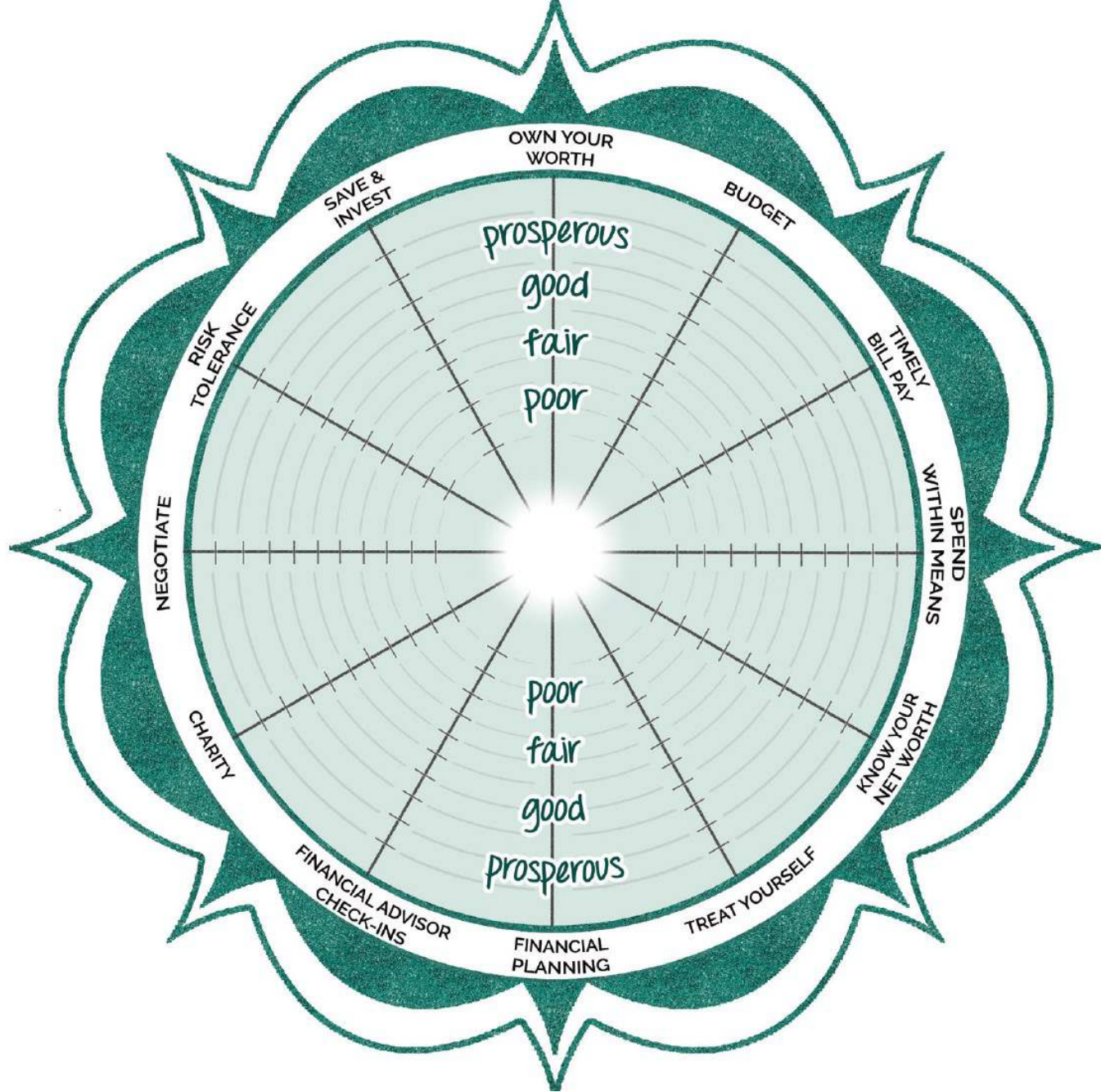


Sample Support Network Wheel

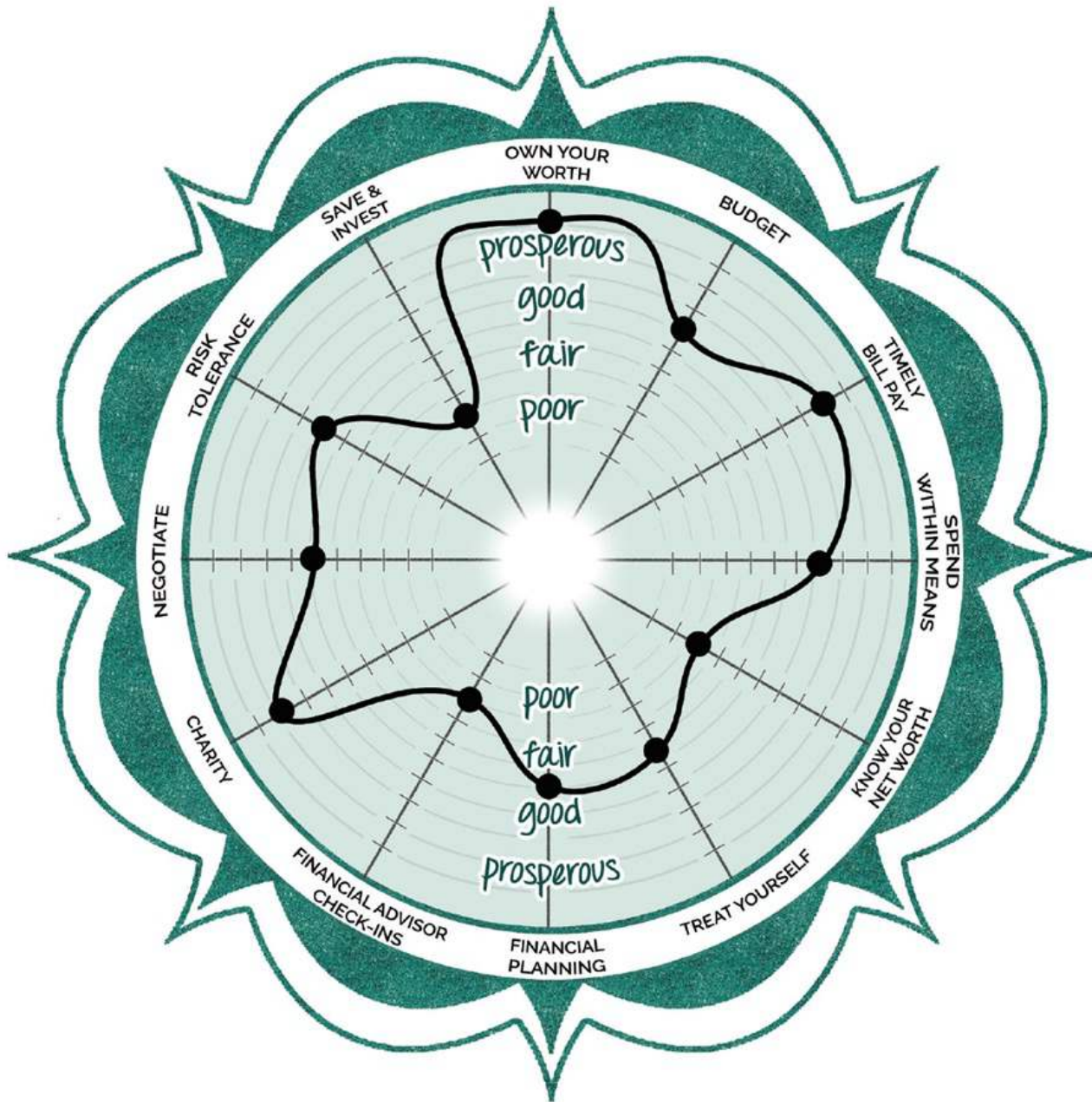
Access Support

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





The Financial Health Wheel

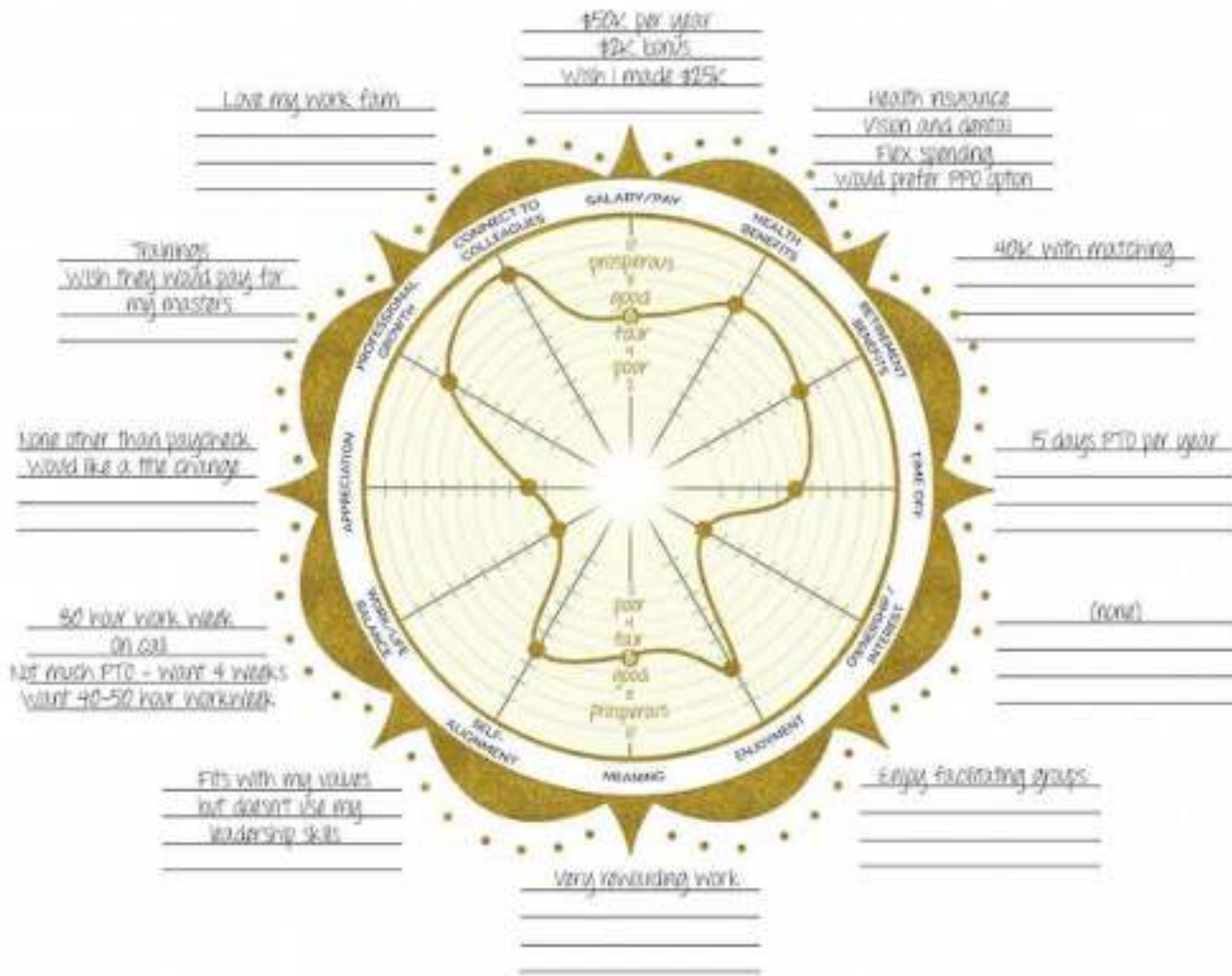


Sample Completed Financial Health Wheel

Work-Life Integration

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





Completed Workplace Satisfaction Wheel

Encourage Utilization of Benefits

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



Mental Health Workplace 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 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)

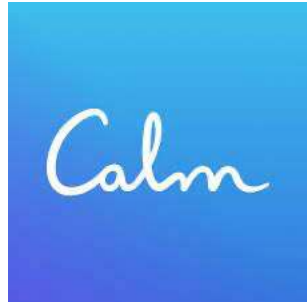


Wellness Benefits:

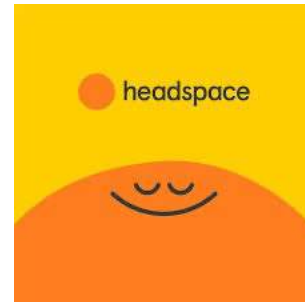


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Mindfulness Benefits:



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
- Mindfulness in the workplace Zen spaces
- Interior design for office space to meet new criteria for collaboration needs
- Discounts to gym memberships through insurance plans



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](#)
- [12-Step Programs](#)



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MH Organizations to Follow

- **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**

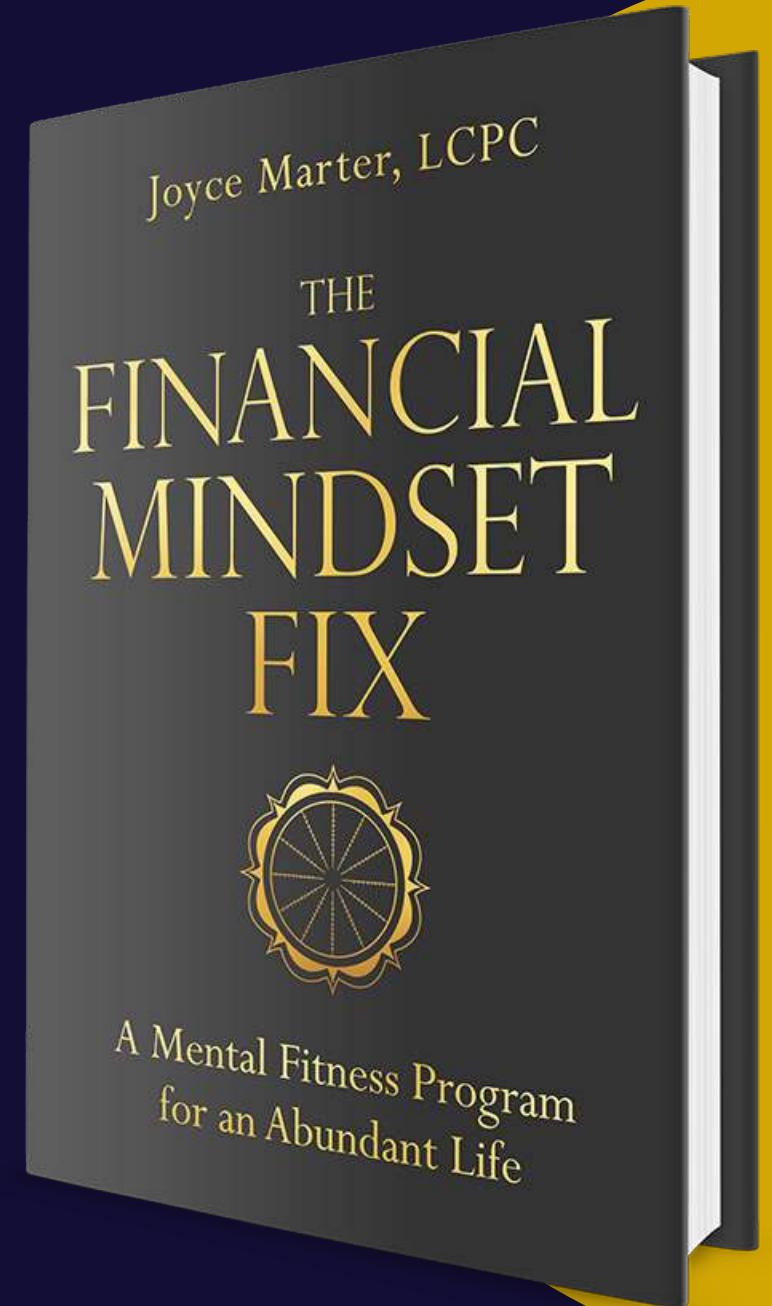
Hope for the Day's tagline is "It's okay not to be okay" and they provide education, outreach and action to break the silence around mental health.



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

ORDER YOUR COPY OF THE
FINANCIAL MINDSET FIX TODAY!

Joyce Marter





Thank You!

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