

Mental Health in the
Workplace

Promoting Positive Mental Health & Resilience



A decorative background on the left side of the slide. It features a stack of four books with white, orange, and grey spines. To the left of the books is a small white square pot containing a green succulent plant. The background is a light-colored wall with a subtle brick pattern.

Resources

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



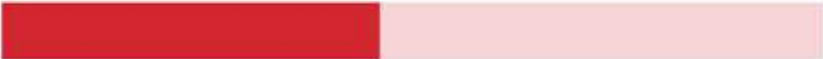
4% ages 65+



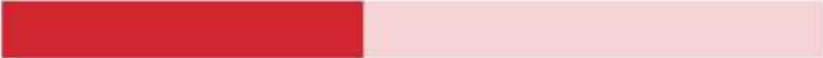
56% of Black adults under 35



46% white adults under 35



44% Latino/a adults under 35



43% Asian adults under 35



Current Stressors

- Trauma
- Economic uncertainty
- Racial injustice issues coming to the forefront
- Political divide and unrest globally
- Challenges managing uncertainty & change
- Personal challenges/life events



Internal Sources of Stress

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



Signs & Symptoms of Stress

- Physical
- Emotional
- Cognitive
- Relational
- Financial



Mental Health Implications

- Increase in anxiety and depression
- Increase in substance abuse
- Relationship conflict, abuse, violence
- PTSD/Trauma
- Increase in suicide



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
- Anger
- Depression
- Angst
- Boredom
- Exhaustion

Decrease in:

- Self-esteem
- Concentration
- Memory
- Motivation
- Effort
- Investment
- Productivity

Increase in:

- Errors
- Absenteeism
- Physical complaints
- Sleep disruption
- Conflict
- Illness
- Outbursts

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
Calm
Performing
Sleeping Well
Eating normally
Normal social
activity

Excelling

Cheerful
Joyful
Energetic
High performance
Flow
Fully realizing
potential

Guided Meditation



“

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

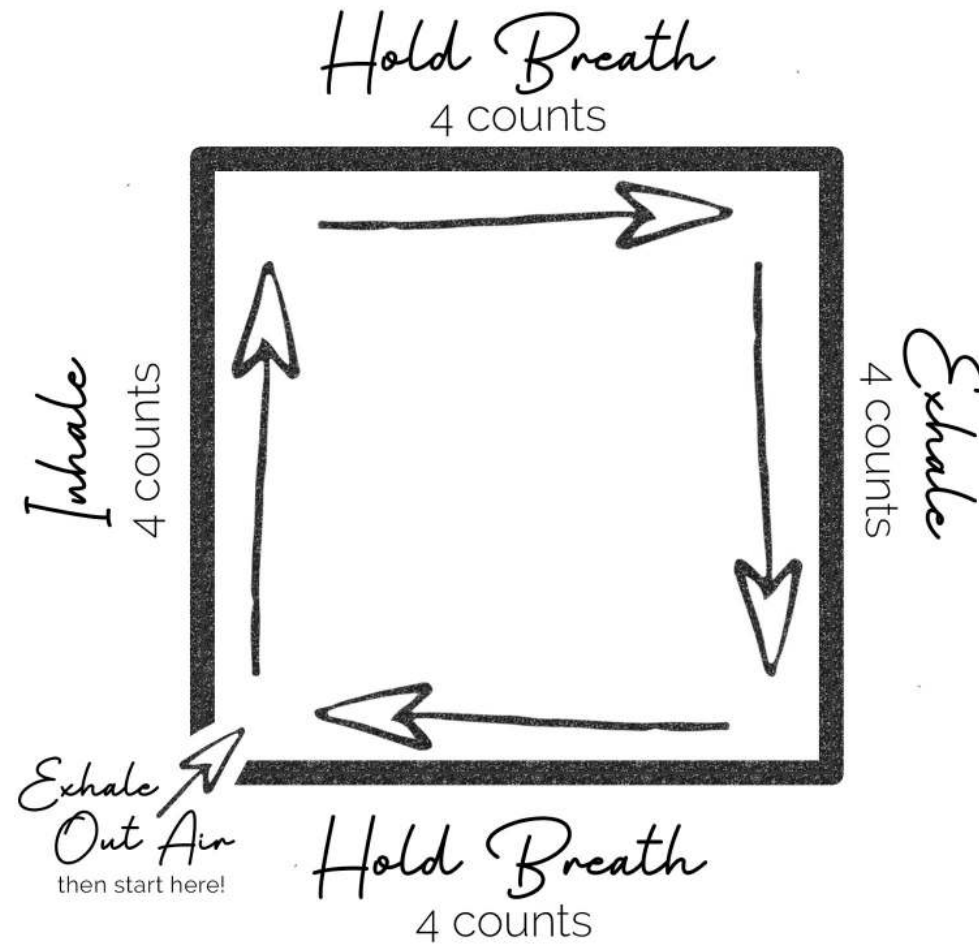
Presence

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



Square Breathing



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



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)

High EQ

Low
insecurity

High
openness

Assertive

Self-aware

Inclusive

Respectful

Takes
responsibility
for actions

Conflict Resolution Tips

1

Become
rooted in the
present

2

Let go of
defensiveness

3

Take
responsibility

4

Appreciate the
power of
empathy

5

Practice
flexibility,
adaptability, &
compromise

“

Positivity

**A man is but the
product of his
thoughts...what he
thinks, he becomes.**

MOHANDAS GANDHI

”



WTF



**When you refuse to
believe something
is impossible, it
becomes
POSSIBLE.**



Act “As If”

State that you are who you want to be and that you have accomplished what you want to accomplish.

This will free you from self-limitation and welcome all that is possible for you!



“

*I've suffered many troubles
in my life, most of which
have never happened."*

~Mark Twain

”



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 he has not,
but rejoices for those
which he has.**

EPICTETUS

”



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



```
graph TD; A[Visualization of protective barrier] --> B[Unhook from conflict]; B --> C[The Container Exercise]; C --> D[Zoom out for greater perspective]; D --> E[Lifeguard analogy];
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Unhook from conflict

The Container Exercise

Zoom out for greater perspective

Lifeguard analogy

Compartmentalization

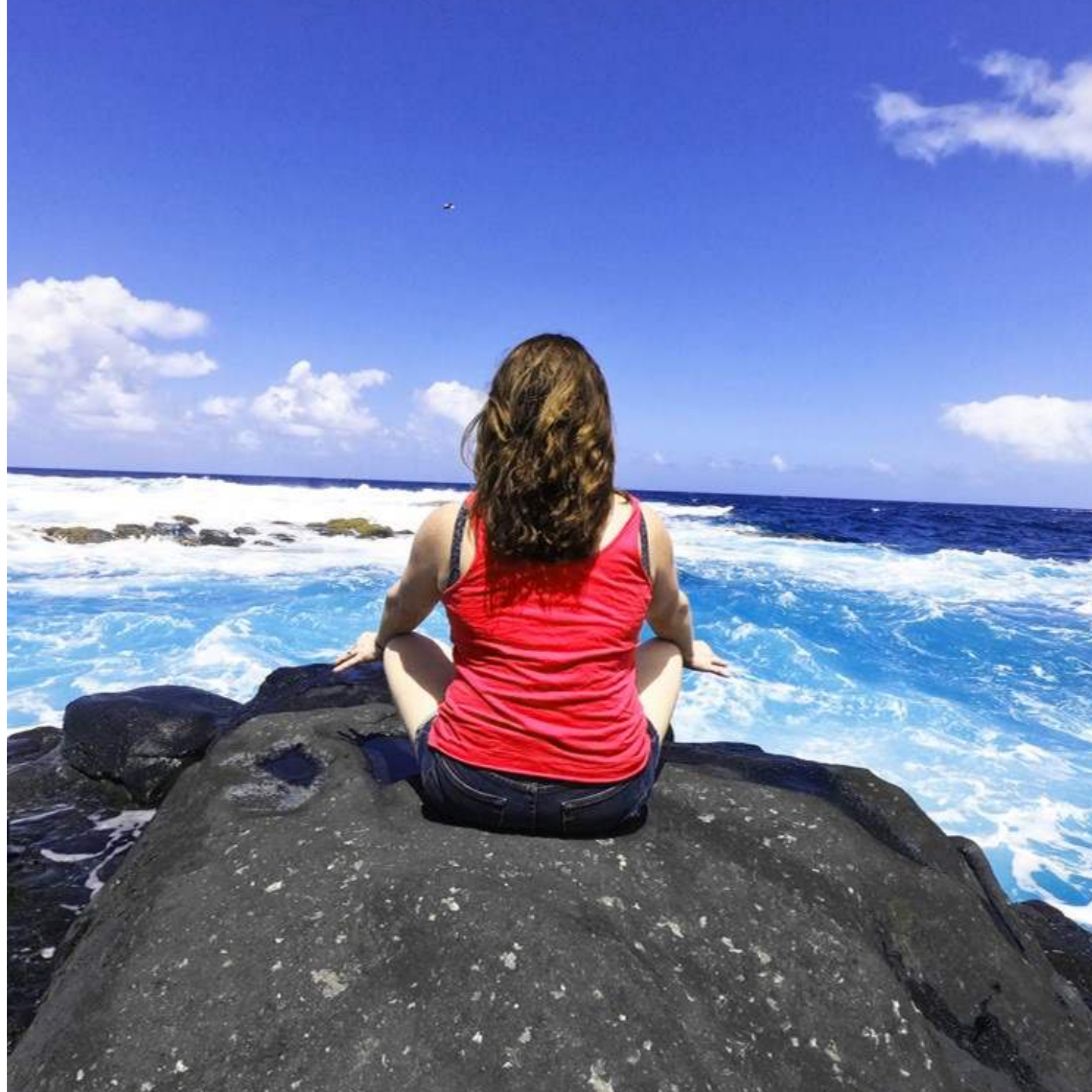
- A detachment strategy that promotes resilience
- Clear your worries and set them aside
- Bring your attention to the present
- Notice the blessings of being of service



Prioritize Your Own Well-Being

- Set healthy limits and boundaries with assertive communication
- Honor your feelings, don't judge or ignore them
- Practice self-forgiveness
- Honor your personal priorities
- Keep asking, "Am I making the choices I want?"



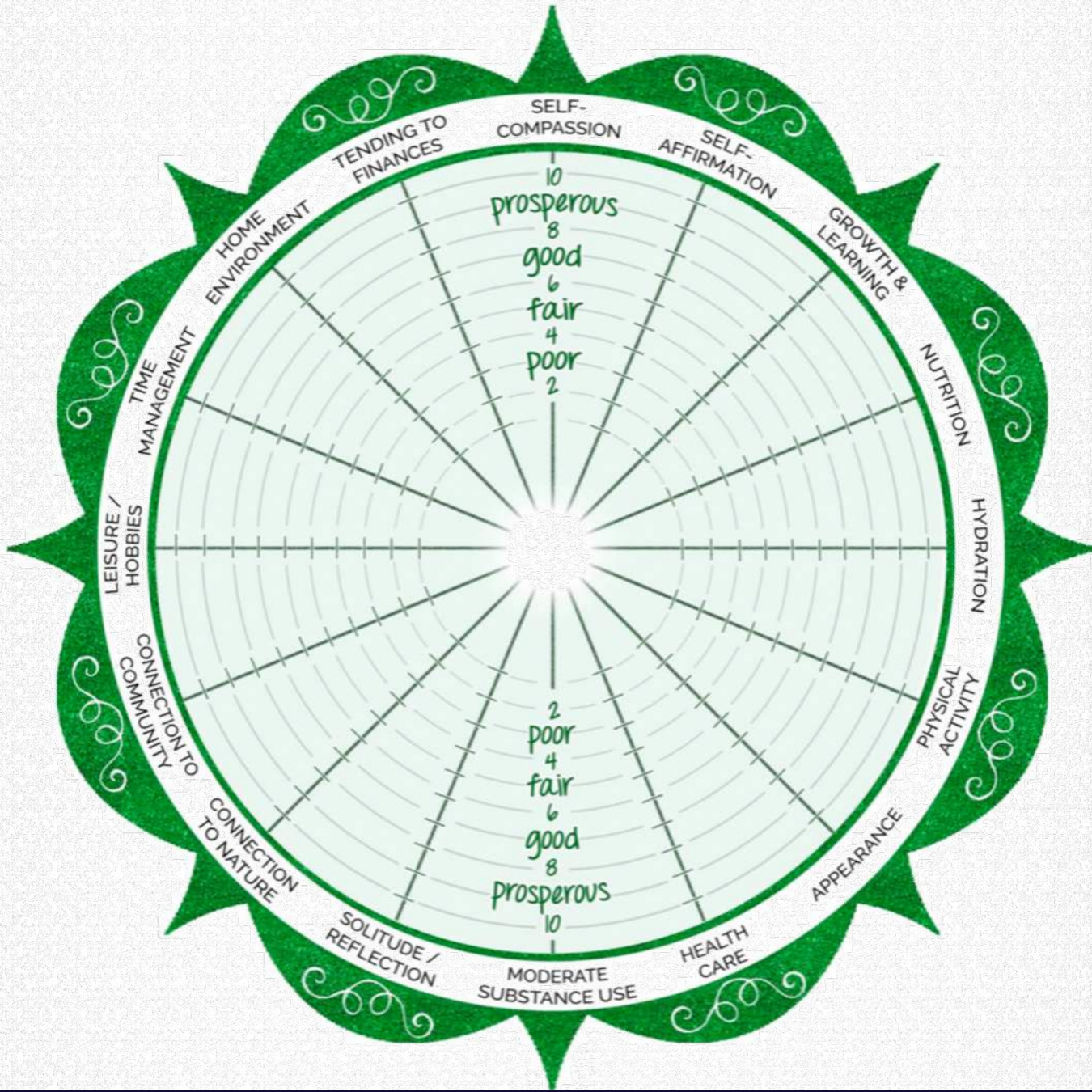


Practice Self-Love

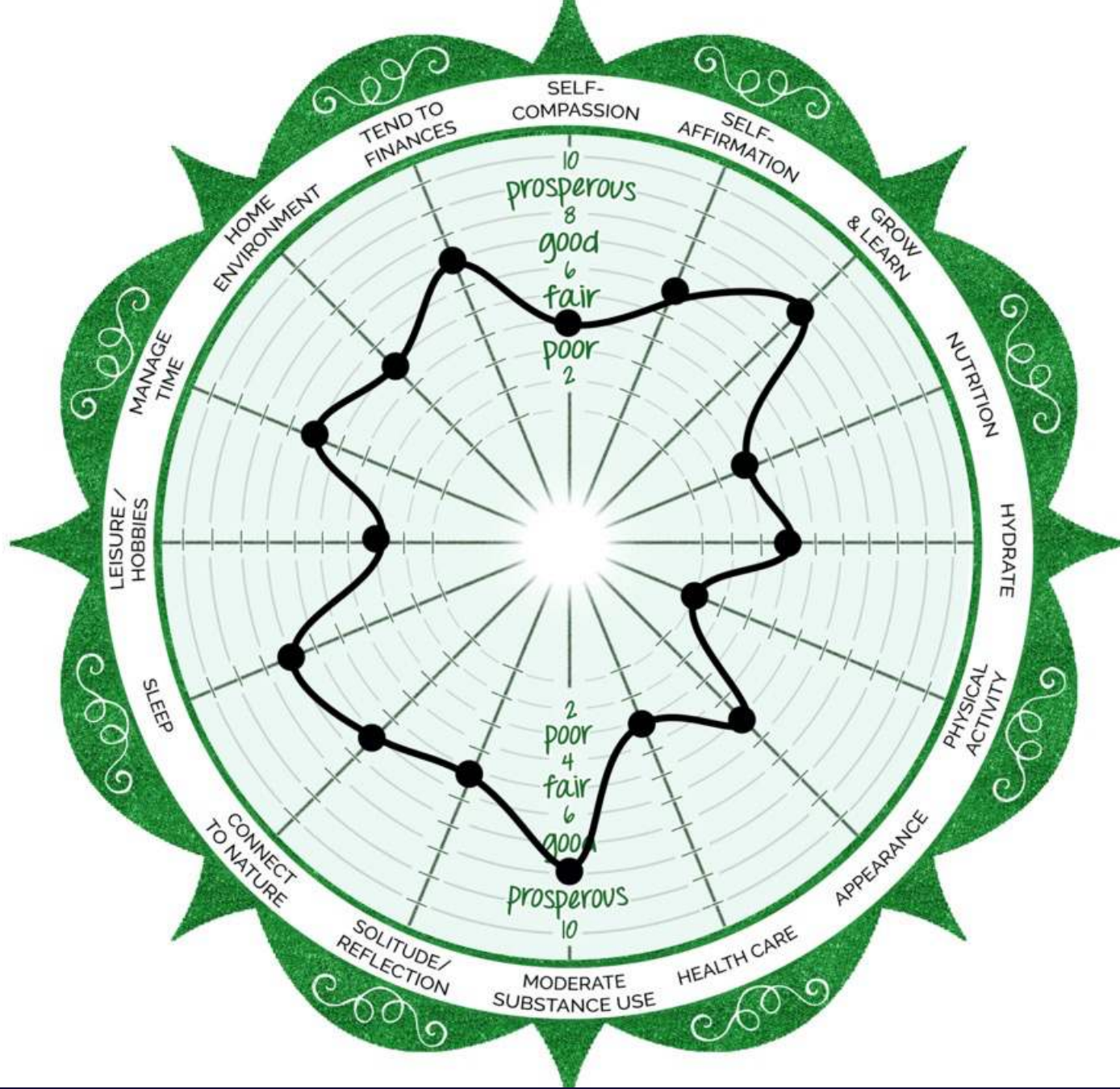
“You yourself, as much as anybody in the entire universe, deserve your love and affection.”

~ Buddha





Self-Care Wheel



Sample Completed Self-Care Wheel

Having a healthy relationship with yourself is essential for happiness. Choose to be your own good parent, best friend, and greatest advocate.



“
Support

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

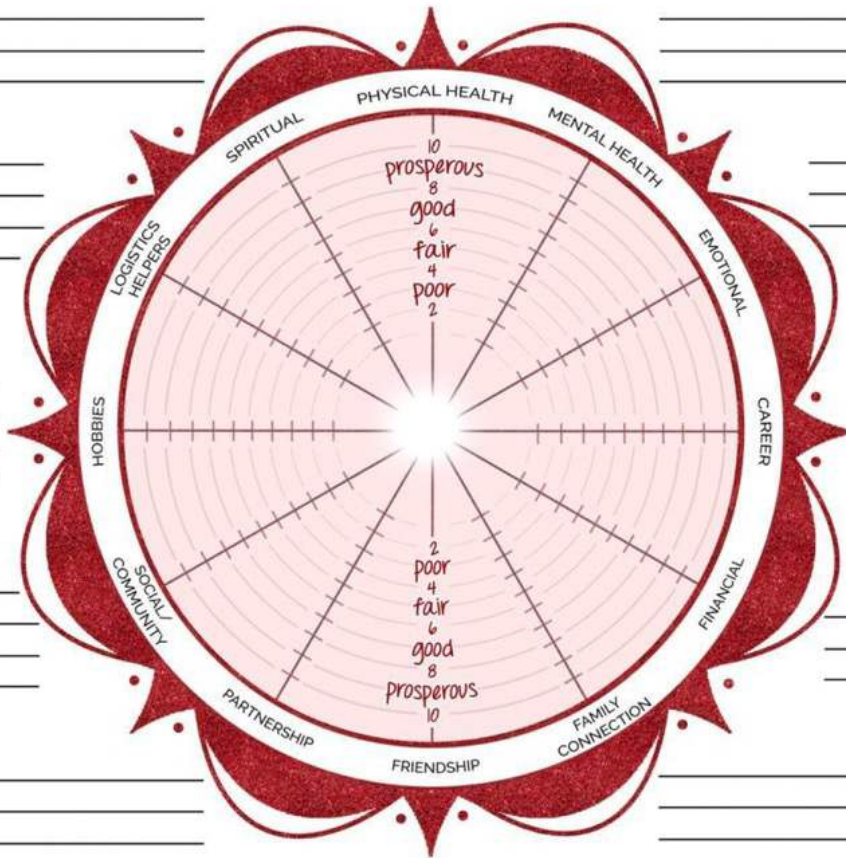
HELEN KELLER

”

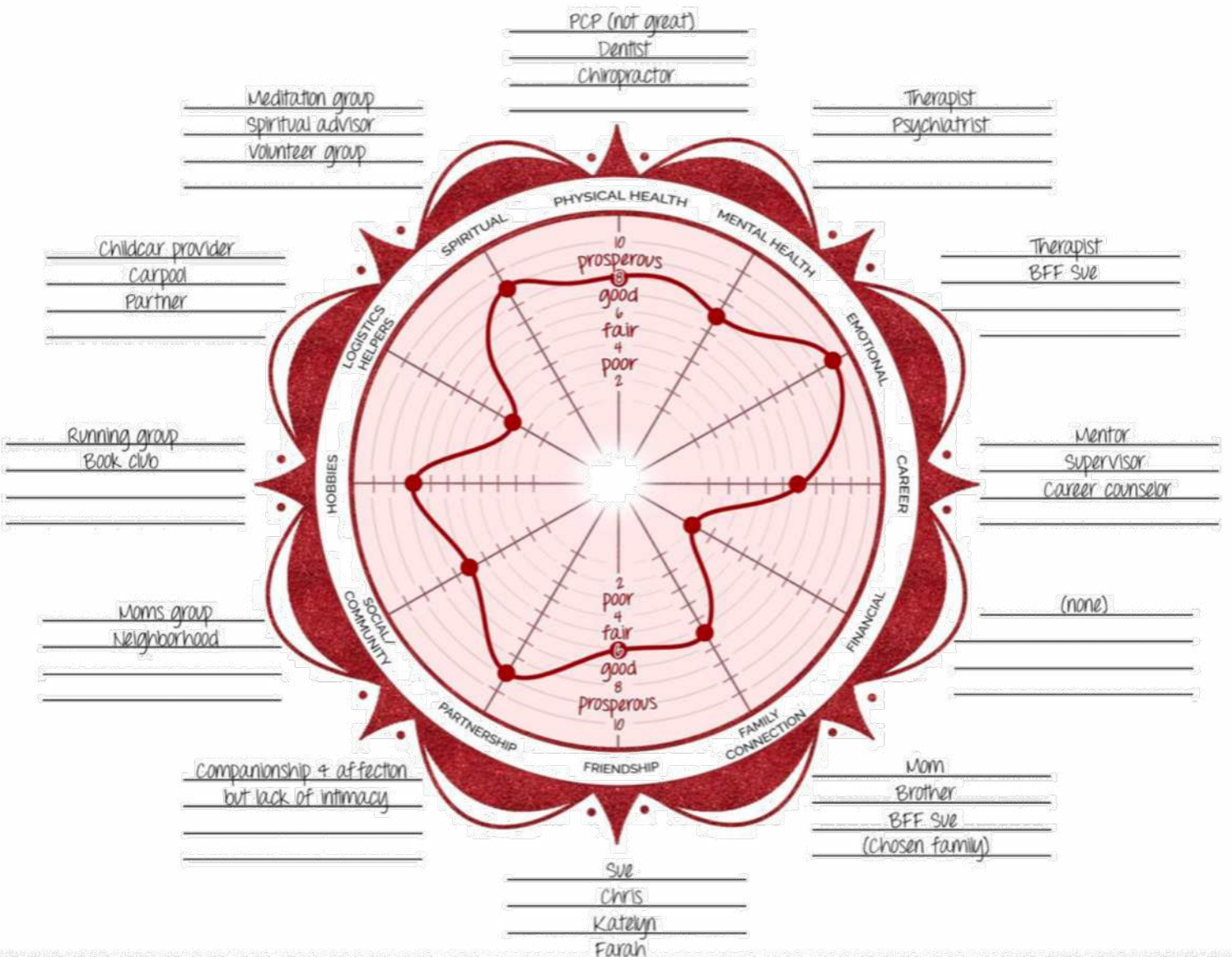


Barriers to Accessing Support

- 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

Open Yourself Up to Receiving





**"I choose relationships that
lift me up and support me."**



Access Support

- Avoid isolating with your feelings
- Connect with loved ones
- Ask for what you need
- Access community
- Seek personal therapy



Create a Vision

“First say to yourself what you would be; and then do what you have to do.”

- Epictetus



Make Your Vision Your Reality

Participate in Career Counseling or Coaching

Professional Association Membership

Utilize Mentoring

Create a Vision Board

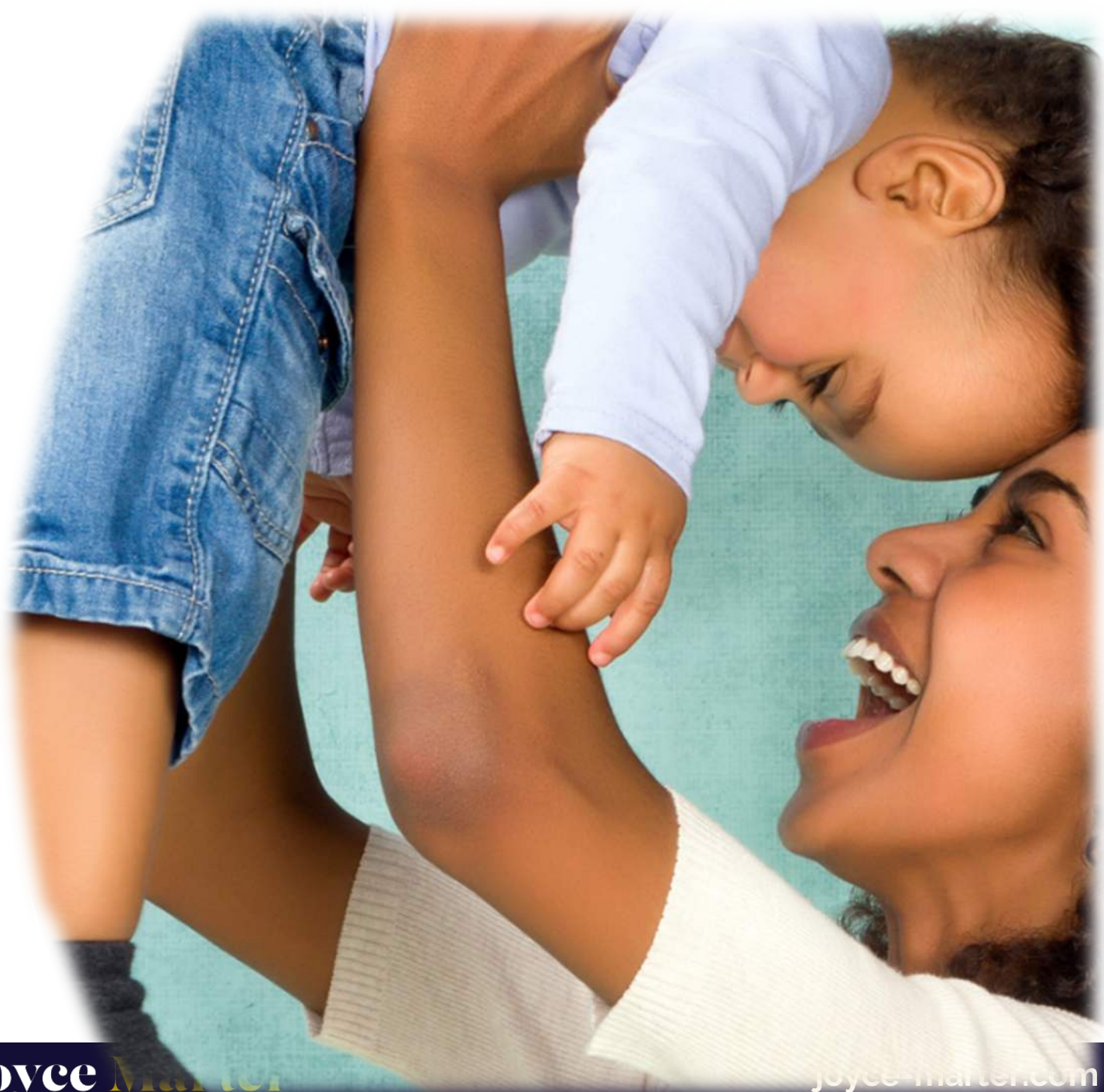
1-3-5 Year Plan



Joyce Marter

Work-Life Integration

- Schedule self-care and support
- Maintain routine with boundaries
- Allow for buffer and transition time
- Give yourself grace
- Communicate at work and home



“
Resilience

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

EKHART TOLLE
”







Mental Health Tips

- Choose a growth mindset
- Accept what you can't change
- Connect with the breath, the senses and the body
- Start & end your day with self-reflection
- Commit to practice like meditation or yoga



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



Utilize Your Benefits

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



EAP Services

- 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



Meditation Resources

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



- Text HOME to 741741 to connect with a [Crisis Counselor](#)
- [Community Mental Health Center Finder](#)
- [The Adam Project](#)
- [The Trevor Project](#) for Young LGBTQ Lives
- [NAMI HelpLine](#): 1-800-950-NAMI (6264) Text: 62640 Chat: [nami.org/help](https://www.nami.org/help)
- [Mental Health America](#)
- [National Institute of Mental Health](#)
- [Hope for the Day](#)
- [Depression and Bipolar Support Alliance](#)
- [Substance Abuse and Mental Health Services Administration \(SAMSA\) Helpline](#)
- [National Suicide Prevention Lifeline](#): **CALL 988**»Hours: Available 24 hours» Languages: English, Spanish

Mental Health Resources

Free Self Test Tools

- psychologytoday.com/us/tests
- psychcentral.com/quizzes/
- [Psychology Today Burnout Test for Service Fields](#)



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.





“GRAND PRIZE WINNER”

2023 Next Generation Indie Book Awards



“BEST IN SELF-HELP”

2023 Next Generation Indie Book Awards



“GOLD MEDAL WINNER”

Readers' Favorite Book Reviews and Awards
Independent Publisher Book Awards
Global Book Awards



“DYSINGER AWARD FOR OUTSTANDING PUBLICATION IN COUNSELING”

Illinois Counseling Association



“CATEGORY FINALIST”

The Eric Hoffer Book Awards!



“RUNNER-UP IN NON-FICTION”

San Francisco Book Festival



“HONORABLE MENTION - GENERAL NONFICTION”

Southern California Book Festival
Hollywood Book Festival
New York Book Festival
London Book Awards
Los Angeles Book Festival
Paris Book Awards

What are you going to do now?

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



Thank You!

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