



Mental Health in the Workplace

Resources

Current Stressors

- **Overwork and burnout**
- **Economic uncertainty & financial stress**
- **Political divide & global unrest**
- **Challenges managing uncertainty & change**
- **Personal issues/life events**



Signs & Symptoms of Stress

- Physical
- Emotional
- Cognitive
- Relational
- Financial





Mental Health Implications

- Increase in anxiety & depression
- Increase in substance misuse
- Relationship conflict, abuse, violence
- PTSD/Trauma
- Increase in suicide rates

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

Discrimination's Toll on Mental Health

- BIPOC
- LGBTQIA+
- Women
- Members of minority religious and cultural groups
- People with lower socioeconomic status
- Disabled persons



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Withdrawn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

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



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](#)

Dual Diagnosis Statistics*



* According to the [National Institute on Drug Abuse](#)

Impact of Unaddressed Behavioral Health Issues on the Workplace

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



Barriers to Care

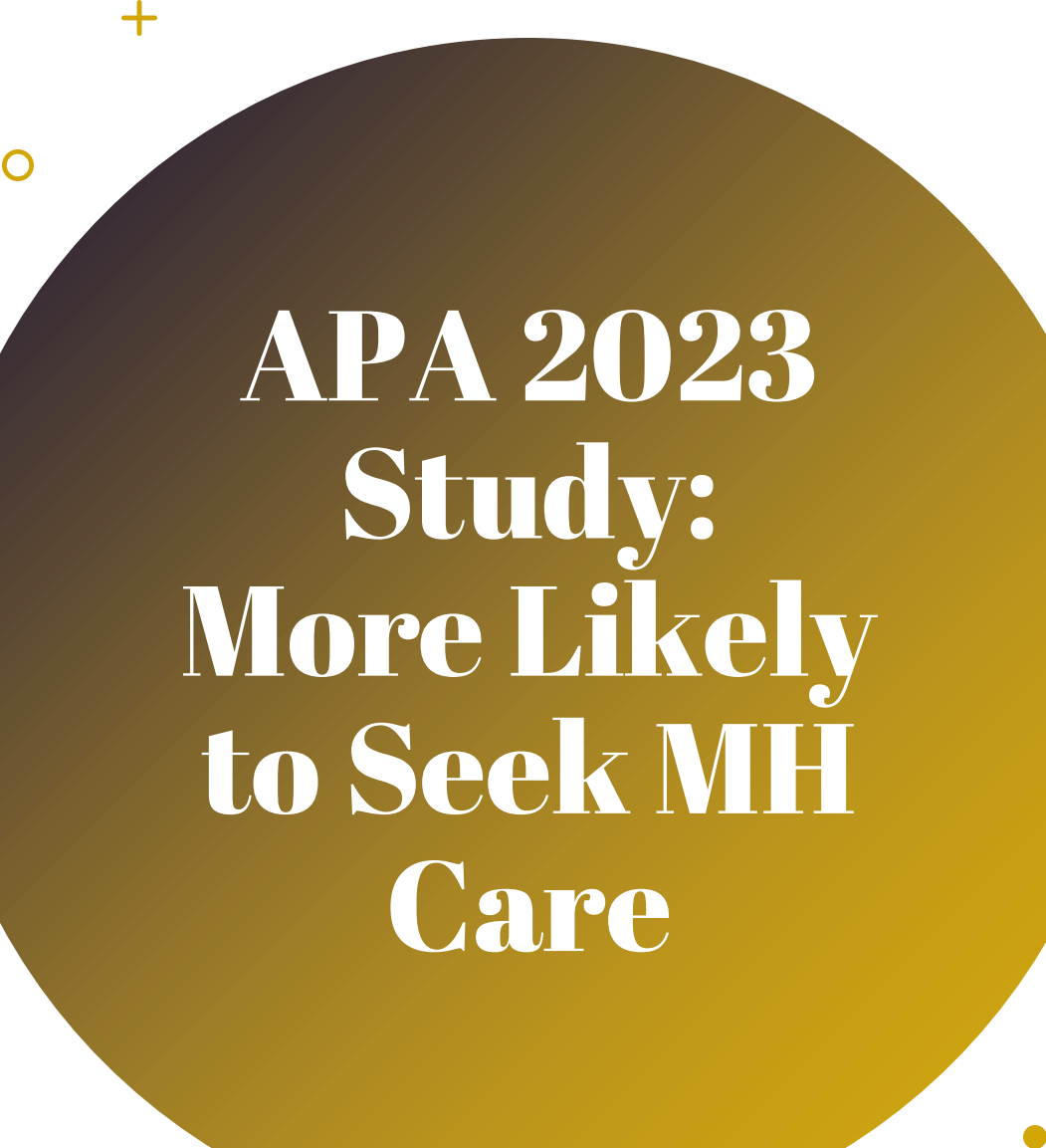
- Cost
- Time
- Lack of mental health awareness
- Not knowing where to go for help
- Stigma
- Denial




Stigma

- Cultural
- Gender-based
- Mental health issues viewed as weakness
- Generational differences





**APA 2023
Study:
More Likely
to Seek MH
Care**

- **Gen Z: 37%**
 - **Millennials: 35%**
 - **Gen X: 26%**
 - **Baby Boomers: 22%**
 - **Silent Generation: 15 %**
- 

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

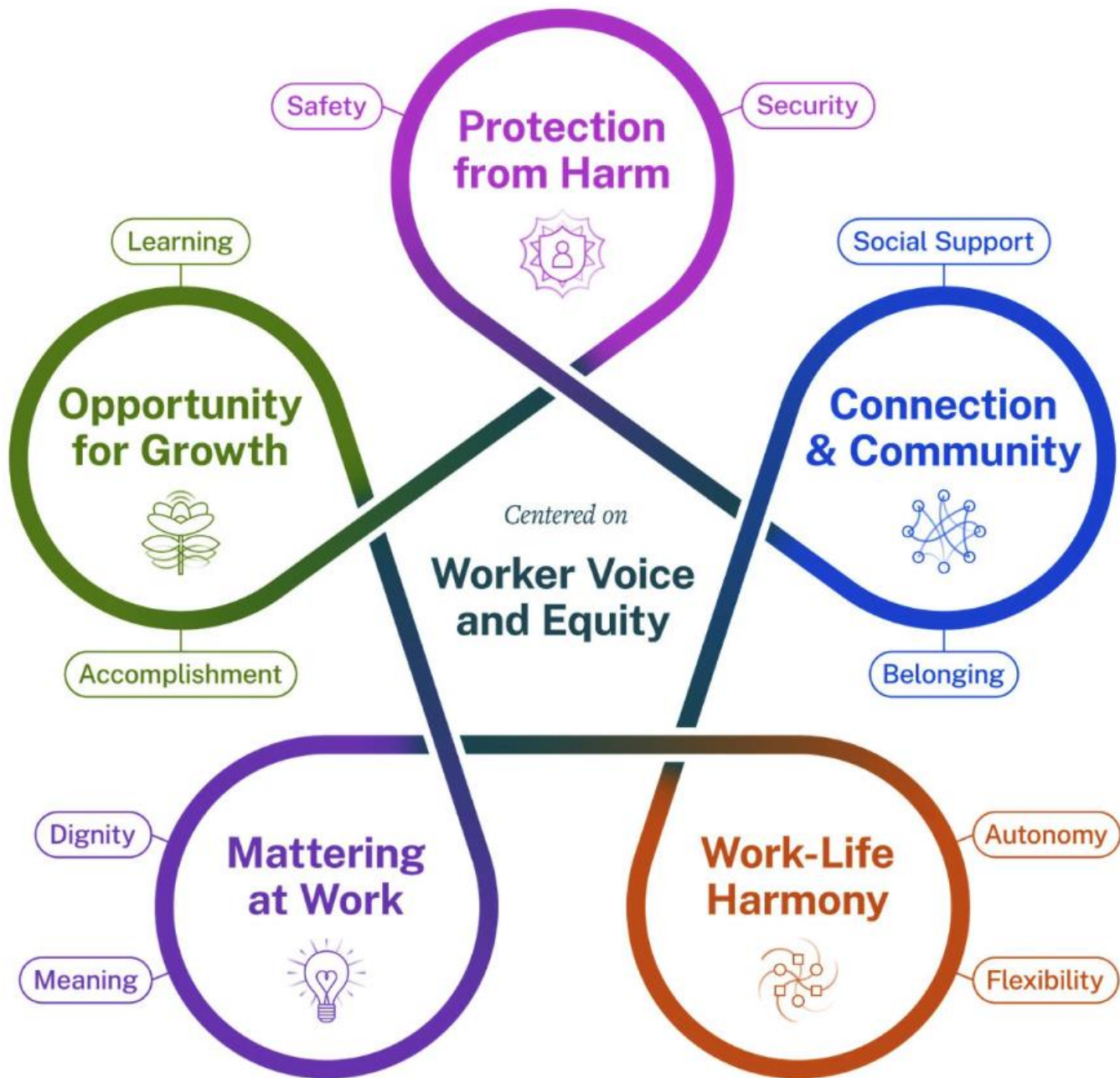


Words Matter

- Be mindful of language related to mental health, substance misuse & addiction
- Avoid use of these terms in a negative connotation:
 - Bipolar, alcoholic, etc.
 - Refrain from terms that foster shame & stigma:
 - Crazy, wacko, insane, unhinged, mental case, psycho

SEE PEOPLE MATTER, WORDS MATTER
ON LANDING PAGE





Surgeon Generals' 2025 Framework for Workplace Mental Health & Wellbeing

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](#)
-





Create a Collaborative Culture

- Inclusion
- Belonging
- Interconnection
- Mentoring
- Support
- Resources
- Personal connection

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



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



Before Addressing Mental Health Concerns with Applicants

- Consult EAP/in-house counsel if time permits
- Ground yourself through deep breathing
- Be present—shut off distractions
- Create a safe and confidential space
- Plan for adequate time
- Be mindful of your facial expressions, body language and tone



Guidelines

Act	Act swiftly, don't delay or minimize, enable or go into denial
Practice	Practice active listening & empathy
Focus on	Focus on specific behaviors, not character or personality
Avoid	Avoid labeling or diagnosing
Get	Get consultation & support from EAP
Document	Document (factual, objective, clear)
Respect	Respect confidentiality

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



Common Mental Health Conditions

- Anxiety Disorders
- Depressive Disorders
- Bipolar Disorders
- Substance Use & Addictive Disorders
- Attention Deficit Disorders
- Trauma & Stressor-Related Disorders
- Eating Disorders
- Clinical Burnout



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

SEE SIGNS AND SYMPTOMS ON LANDING PAGE

Substance Use 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



Risk Factors

- Low Support/Isolation
- High Stress
- Self-Harm Behaviors
- Substance Misuse
- Homicidal Ideation
- Suicidal Ideation
- Inconsistent Treatment



Suicide Awareness

Suicide is a leading cause of death in the U.S.:

2nd

Among people
aged 10-14

3rd

Among people
aged 15-24

12th

Overall

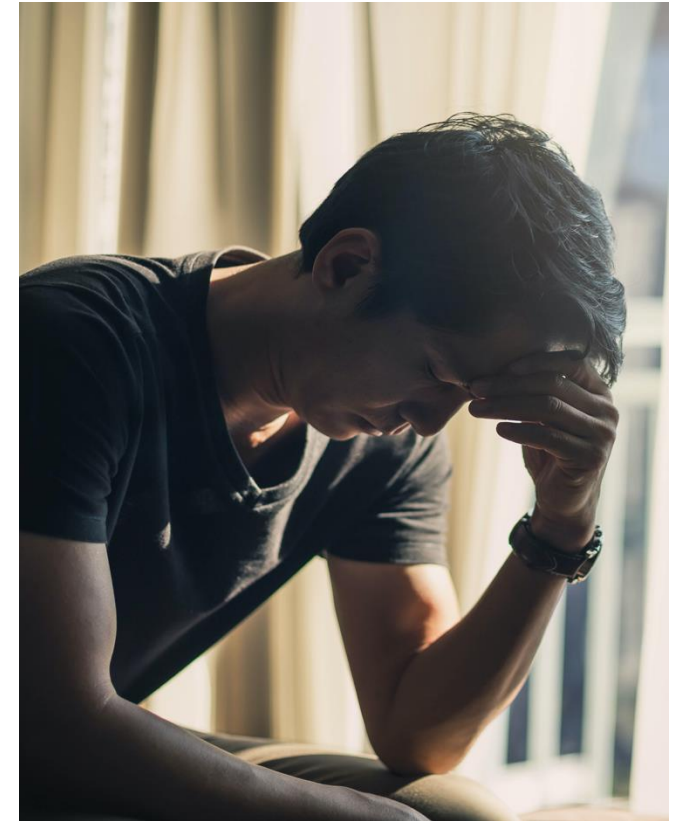
Among those who die by suicide:

46%

Have a diagnosed
mental health condition

90%

Have experienced symptoms
of a mental health condition



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
- Tying up loose ends
- Saying goodbye to people
- Giving possessions away
- Prior attempts
- Having a plan that is lethal

Possible Questions to Ask to Assess Risk of Suicide

- Are you having thoughts about hurting yourself or somebody else?
- Are you having thoughts of killing yourself or somebody else?
- Do you have a plan? If so, what is it?
- Have you decided when you would do it?
- Have you collected the items you would need to carry out your plan?
- Have you been using alcohol or other drugs?
- Have you made a suicide attempt in the past?



Suicide Prevention

- Tell someone
- Call 988
- Call 911
- Go to ER
- Err on the side of caution; don't minimize or delay



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



Employee Assistance Programs (EAP)

- 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



EAP Will Assess Level of Care

- In-Patient / Detox
- Residential
- Partial Hospitalization / Day Treatment
- Intensive Outpatient Treatment
- Outpatient Treatment
 - Counseling: Therapist Directories like [Psychology Today](#)
 - Support Groups
 - [Medication Assisted Therapy \(MAT\)](#)
 - Telehealth services



- 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
- [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

SEE MENTAL HEALTH RESOURCES ON LANDING PAGE

Mental Health Resources

- For a full list of groups and meetings, visit d.12step.org
- For acute substance use and addictive disorders it is recommended to:
 - Attend 90 meetings in 90 days
 - Have a sponsor
 - Work the steps
 - Attend fellowship
- 12-steps groups are best combined with counseling & therapy
- For 12 step alternatives, [click here](#).

12-Step Resources

Understanding Mental Health Providers

- **Psychiatrists (MD)** provide medication and sometimes therapy.
- **Psychologists (PhD, PsyD)** provide therapy and sometimes testing.
- **Therapists (LCPC, LCSW, LMFT)** provide therapy.



Wellness Workplace Trainings

- Mental Health Awareness
- Positive MH & Resilience
- Mindfulness
- Financial Wellness
- Communication & Conflict Resolution
- Work-Life Harmony
- Combating the Loneliness Epidemic
- Psychological Safety



Free Self Test Tools

- psychologytoday.com/us/tests
- psychcentral.com/quizzes/



Wellness Benefits:



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
<ul style="list-style-type: none">✓ Mindfulness & meditation tools rooted in science✓ Coaching, therapy, and psychiatry made accessible with technology✓ Personalized brand experiences that people love	<p>2700 enterprises and health plan partners</p> <p>100 million lives touched</p> <p>190+ countries around the world</p>

Two simple smiley faces, one orange and one yellow, at the bottom of the slide.



“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



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HEALTH



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