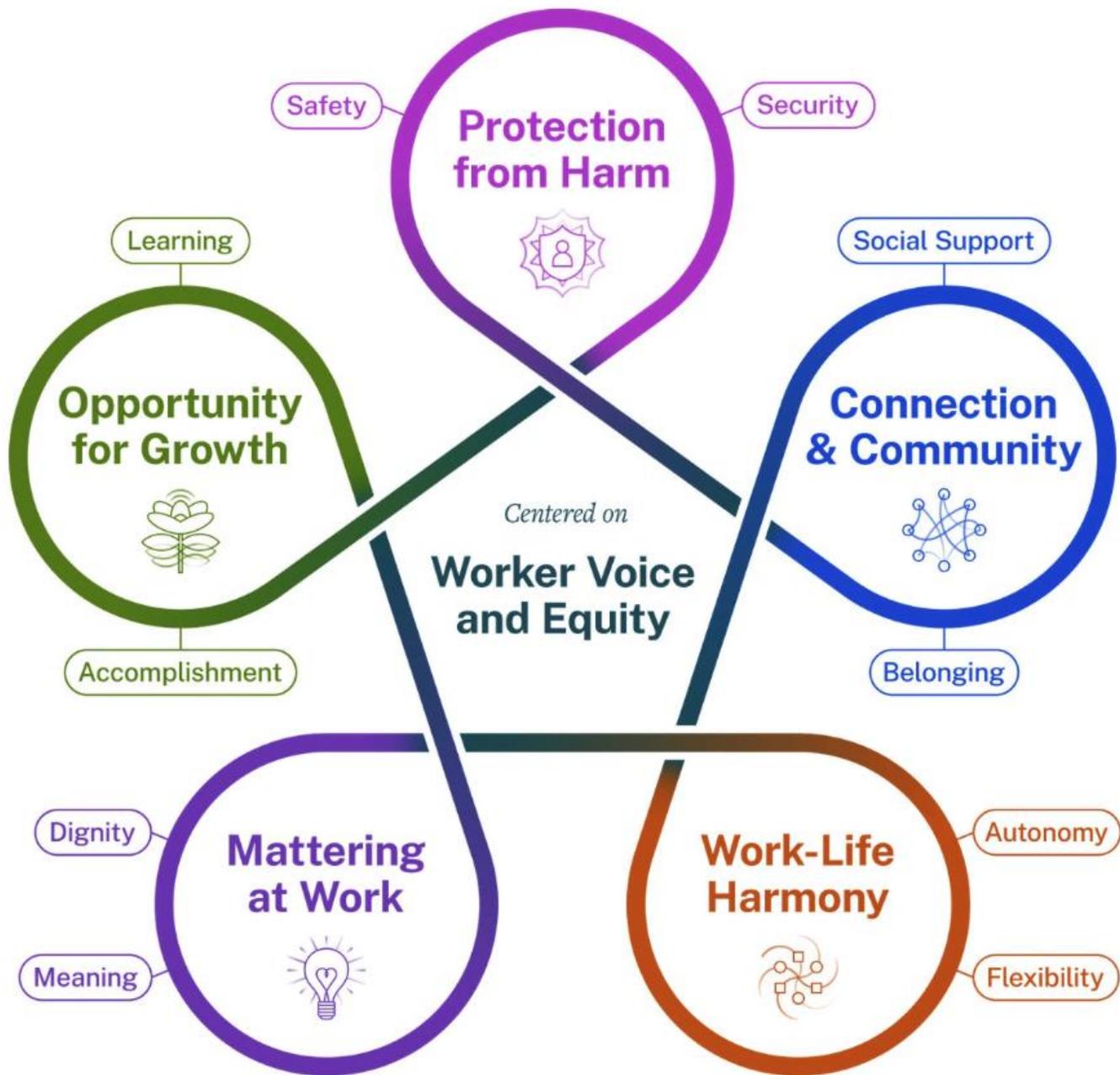


Mental Health Awareness

Breaking the Stigma and
Promoting Access to Care







Surgeon Generals' 2025 Framework for Workplace Mental Health & Wellbeing

Objectives

- Recognize the signs & symptoms of the common mental health challenges of the pandemic
- Promote mental health awareness
- Break the stigma and stop the silence
- Create a compassionate culture
- Promote access to care



Current Stressors

- **Economic uncertainty & financial stress**
- **Political divide & global unrest**
- **Challenges managing uncertainty & change**
- **Personal issues/life events**
- **Balancing dependent care**

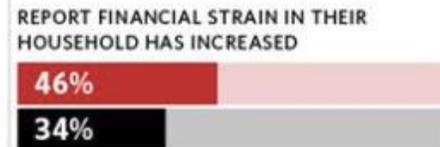


The Stress Epidemic

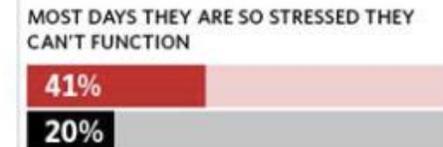
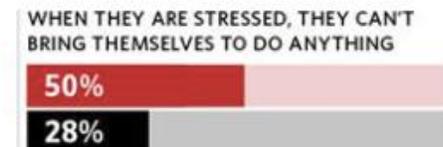


PARENTS WERE MORE LIKELY THAN OTHER ADULTS TO REPORT CERTAIN STRESSORS

■ PARENTS* ■ OTHER ADULTS**



PARENTS WERE SIGNIFICANTLY MORE LIKELY THAN OTHER ADULTS TO SAY



*Defined as adults with children under 18

**Defined as adults without children under 18

Signs & Symptoms of Stress

- Physical
- Emotional
- Cognitive
- Relational



— Mental Health Implications

Increase in anxiety & depression

Increase in substance misuse

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
- 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

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



Discrimination's Toll on Mental Health

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



Substance Misuse Awareness Statistics*



1 out of 10

Americans have a drug
or alcohol problem

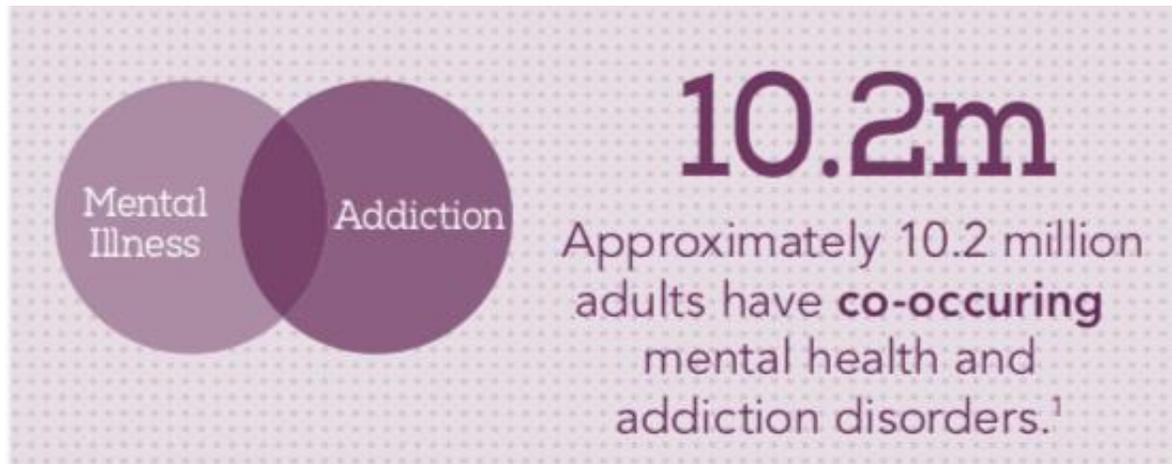


1 out of 7

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](#)



Barriers to Care

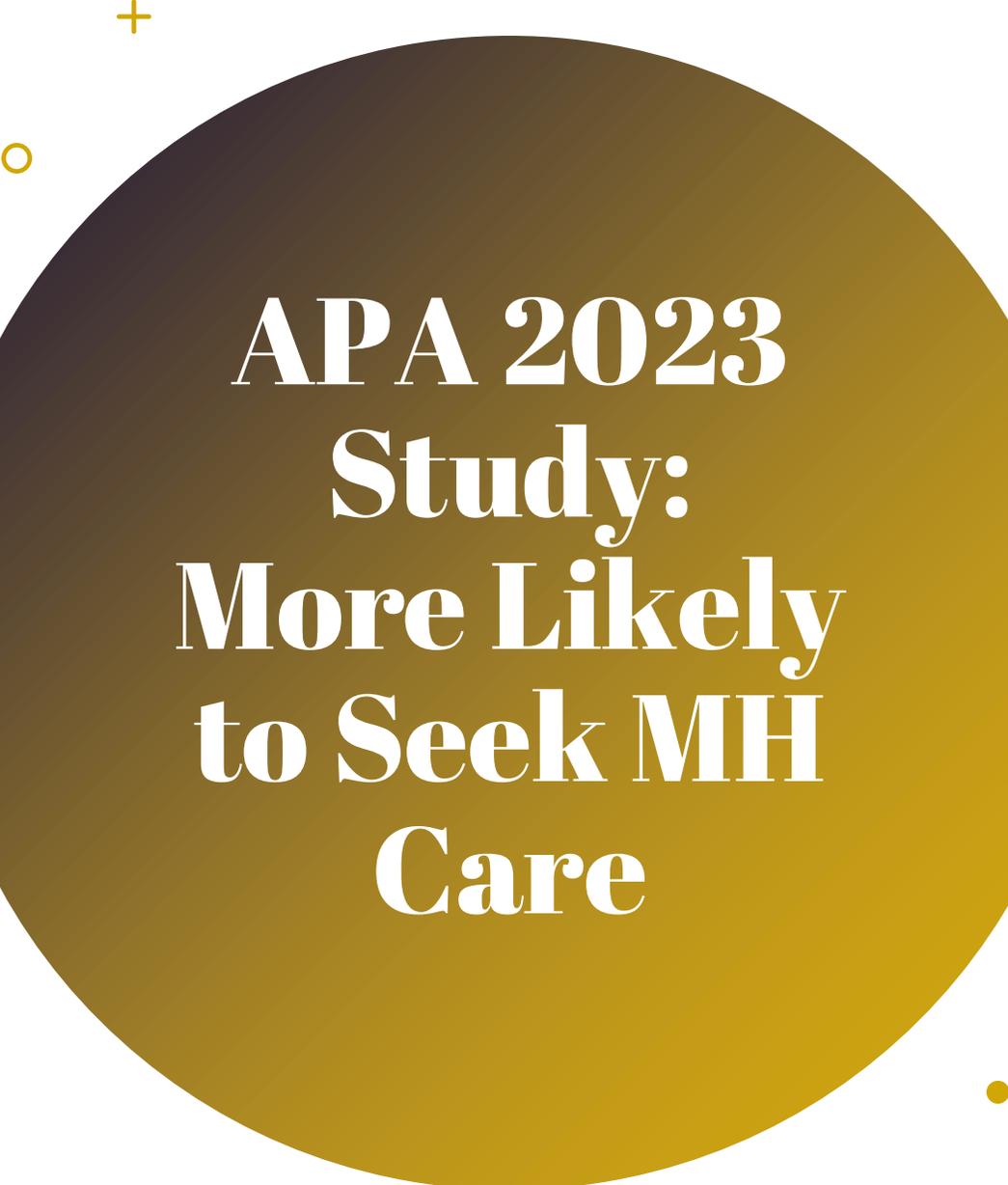
- Cost
- Time
- Lack of mental health awareness
- Not knowing where to go for help
- Stigma
- Denial



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 %**
-

An Absurd Metaphor



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



Breaking the Stigma

- Be mindful of language related to mental health & 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



Words Matter

When talking about mental health and suicide, it is important to choose the right words and avoid harmful terms and phrases.

SEE WORDS MATTER LINK ON LANDING PAGE

Be a Mental Health Advocate

- **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
- Adjustment Disorders
- Grief/Bereavement 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



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?



HAVE HOPE

**IT'S OK
NOT TO BE OK**



**National Suicide
Prevention Lifeline:
988**

**Hours: Available 24
hours. Languages:
English, Spanish.**

[Learn more](#)

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



Empathic vs Non-Empathic Responses

"It is completely understandable that you are upset. (Validating)

"Don't let it get you that upset. You shouldn't feel that way." (Invalidating)

"That must have been really disappointing. I imagine you feel very frustrated."
(Empathic, recognizing feelings.)

"It's not that big of a deal. What's our schedule today?" (Minimizing, Under-responsive)

"I felt similarly when I went through XYZ. How can I help?" (Relating, Normalizing, Supportive)

"I wouldn't care if that happened to me. You are too sensitive. Buck up." (Critical)

Speak Up & Ask for Support

- Avoid isolating with your feelings
- Connect with others
- Speak up & share openly
- Ask for what you need
- Utilize in-person counseling or teletherapy



Utilize Your Benefits

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



Employee Assistance Program (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



Employee Assistance Program (EAP)

- Call: 800-437-0911
- Email: clientservice@carebridge.com
- Website: www.myliferesource.com
- CODE: WSKMT



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



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.



- 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

Free Self Test Tools

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



Give feedback to Joyce

Scan this QR code



Or go to

<https://talk.ac/joyce-marter>

and enter this code when prompted

HEALTH



Thank You!

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