



Mental Health Triage for Supervisors

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Resources

Current Stressors

- Economic uncertainty
- Political divide and unrest globally
- Challenges managing uncertainty & change
- Personal challenges/life events
- Balancing dependent care



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



Mental Health Continuum



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](https://www.nida.nih.gov/)

Impact of Unaddressed Behavioral Health Issues on the Workplace

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



Stigma

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



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

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**



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



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



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



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

Early Detection of Mental Disorders

- 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 Health Disorders

- 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

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

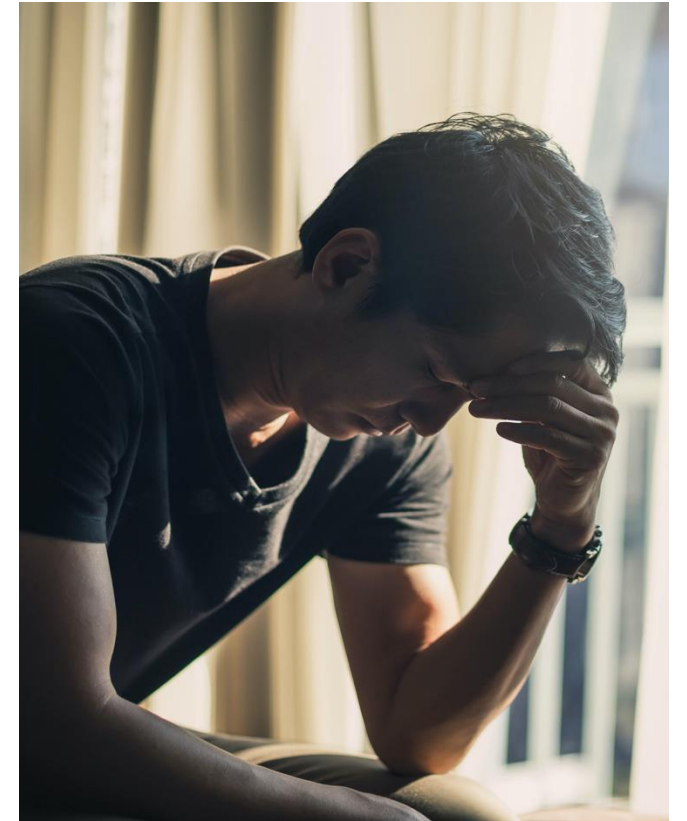
Among those who die by suicide:

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

Suicide Prevention

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



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



- 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

SEE MENTAL HEALTH RESOURCES ON LANDING PAGE

Mental Health Resources

Free Self Test Tools

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





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HEALTH



Thank You!

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