

Understanding and Addressing Mental Health Challenges

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Mental Health in the Workplace

Poor mental health and stress can negatively affect employees:



Job Performance and productivity



Engagement with one's work



Communication with co-workers



Physical capability and daily functioning

Did you Know?

Mental Illnesses



are associated with **higher rates of disability and unemployment**

1 in every 5



adults suffer with a Mental Illness

80% of employers



feel they are accepting of Mental Illness in the workplace, while only **50% of employees** think their employers are accepting

71% of adults



reported at least one symptom of stress in the work-place, such as feeling overwhelmed or anxious

What is Stress?



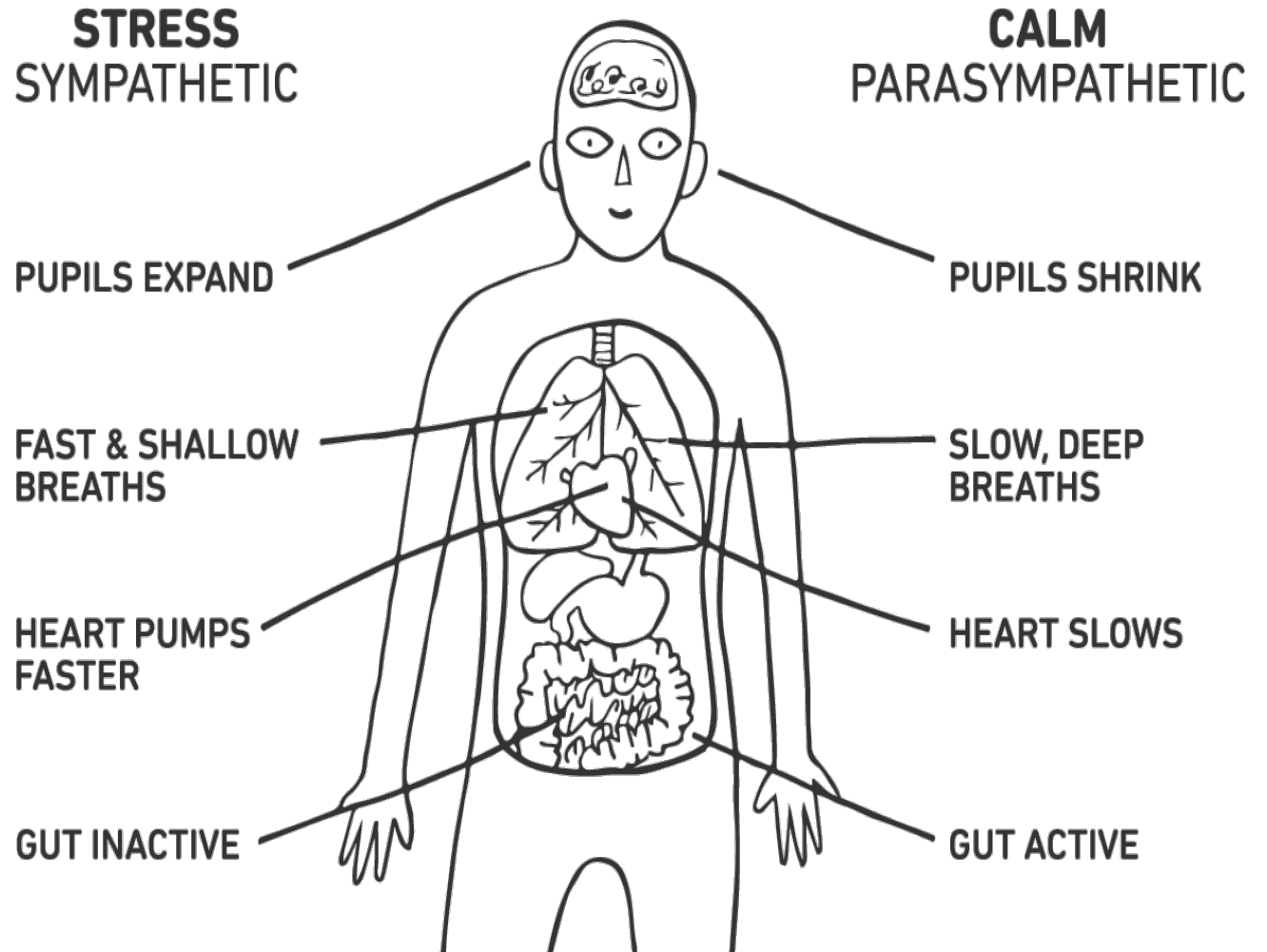
Stress:

A feeling of **tension** or **pressure** experienced when an individual feels that the demands placed on them exceed the resources the individual has personally to meet them

Feeling Fear and Anxiety during COVID-19

Is a Normal Reaction

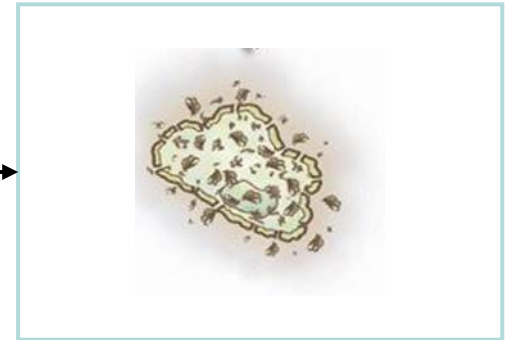
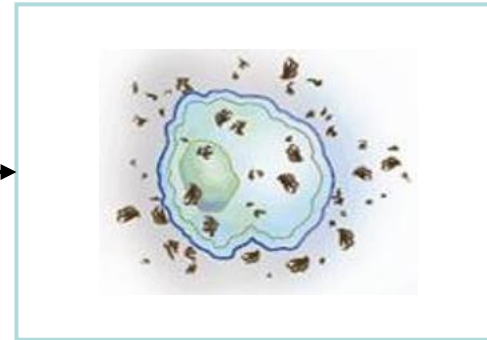
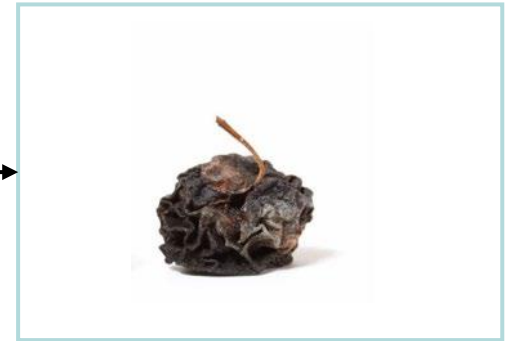
Stress Sympathetic vs. Calm Para- sympathetic



Effects of Oxidative Stress

These apples demonstrate how oxidative stress breaks down your cells

causing premature aging and disease.



Normal cell

Cell attacked by free radicals

Cell with oxidative stress

Modern Stressors



Money/bills



Household Chores



Traffic

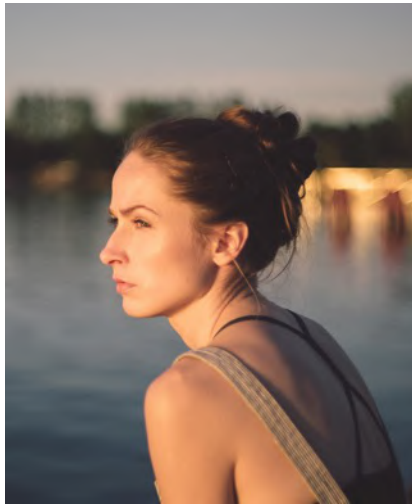


Work

Added Stressors with COVID-19



Increase in alcohol and other substances



Fear of the unknown



Home schooling children



Feeling trapped




Overworking

What are Common Psychological Symptoms of Stress?

1. Emotional

2. Mental

3. Behavioral



Everyone reacts
differently!

Changes you may see during times of stress



Sleeping difficulty



Weight gain



Children reverting to old behaviors

What is a Mental Health Disorder?

Mental Health Disorder



- A diagnosable illness that effects:
 - A person’s thinking, emotional state and behavior
- Disrupts the person’s ability to:
 - Work
 - Carry out daily activities
 - Engage in satisfying relationships

Mental Health Challenges



- Mental health problems are common
- Stigma is associated with mental health problems
- Many people are not well informed
- Professional help is not always on hand
- People often do not know how to respond
- People with mental health problems often do not seek help

Mental Health Statistics

Type of Mental Disorder	% of Adults
Anxiety disorder	18.1
Major depressive disorder	6.8
Substance abuse disorder	8.1
Bipolar disorder	2.8
Eating disorders	5-10
Schizophrenia	0.3 – 0.7
Any mental disorder	18.5

Common Types of Mental Illness



- Anxiety Disorder
 - General Anxiety Disorder
 - Panic Episodes
 - Obsessive Compulsive Disorder
 - Post Traumatic Stress Disorder
- Mood Disorder
 - Depression
 - Bipolar Disorder
- Eating Disorder
 - Bulimia
 - Anorexia-Nervosa
- Substance Abuse Disorder
- ADHD
- Schizophrenia

Behavioral & Emotional Signs



- Frequent crying
- Social withdrawal
- Use of drugs/alcohol
- Aggression/defiance
- Excessive irritability/mood swings
- Prolonged feelings of hopelessness, helplessness or sadness
- Blunted emotions
- Change in sleeping/eating habits
- Talking or writing about death

Physical Signs



- Sloppy or unkept appearance
- Poor hygiene
- GI issues
- Frequent and unexplained physical ailments
- Unexplained cuts or burns
- Abnormal weight loss or weight gain

Psychological Thoughts



- Pessimism
- Delusions
- Hallucinations
- All or none thinking
- Thoughts of suicide

Suicide

10th

leading Cause of
Death in the US

Nearly **49,344**

lives Lost To Suicide
in 2018

2nd

leading cause of death
amongst adolescents

54%

of people who died by
suicide did NOT have a
known mental health
condition

Suicide Statistics

Who's at risk for Suicide?



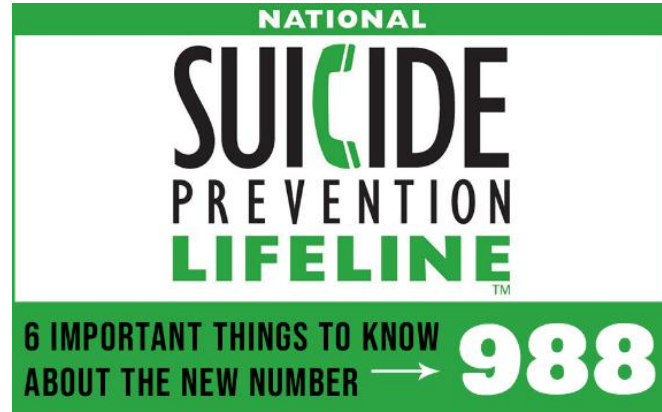
- Gender
- Age
- Chronic physical illness
- Mental illness
- Use of alcohol or other substances
- Lack of social support
- Previous attempt
- Organized plan

Warning Signs of Suicide



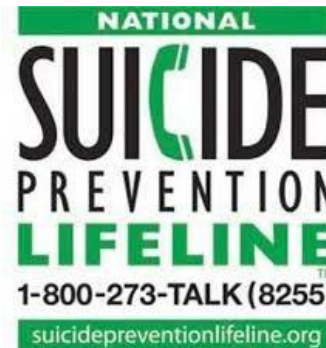
- Threatening to hurt or kill oneself
- Seeking access to means
- Talking, writing, or posting on social media about death, dying or suicide
- Feeling hopeless
- Feeling worthless or lack of purpose
- Acting recklessly or engaging in risky activities
- Feeling trapped
- Increasing alcohol or drug use
- Withdrawing from family, friends or society
- Demonstrating rage and anger or seeking revenge
- Appearing agitated
- Having a dramatic change in mood

What if You Suspect Someone is Considering Suicide?



Free, 24/7, confidential crisis support by text.

CRISIS TEXT LINE |



- State what you have observed and let them know that you are concerned
- Listen without judgement
- Ask the question
 - Are you considering suicide?
 - Do you have a plan?
- Encourage self-care and professional help
 - EAP
 - National Suicide Prevention Hotline

Being an Effective Caregiver

Get
Educated



The more you know, the more you can help!

Encourage
Treatment



Recovery is possible! Someone is more likely to seek help if someone close to them suggest it!

Give
Freedom



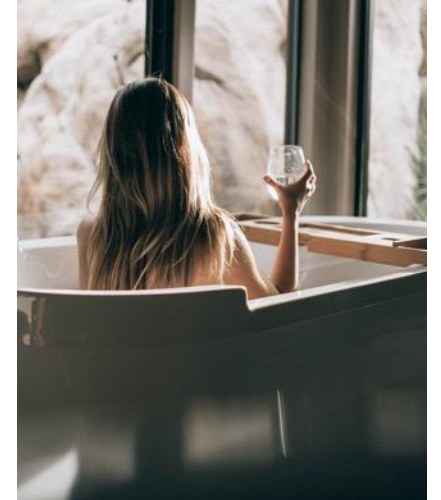
Allow them to make the choices that are best for them! This helps create self-determination!

Be a
Friend



Give the ongoing support – but set boundaries.

Take Care
of Yourself



What does this mean? Let's dive a little deeper!

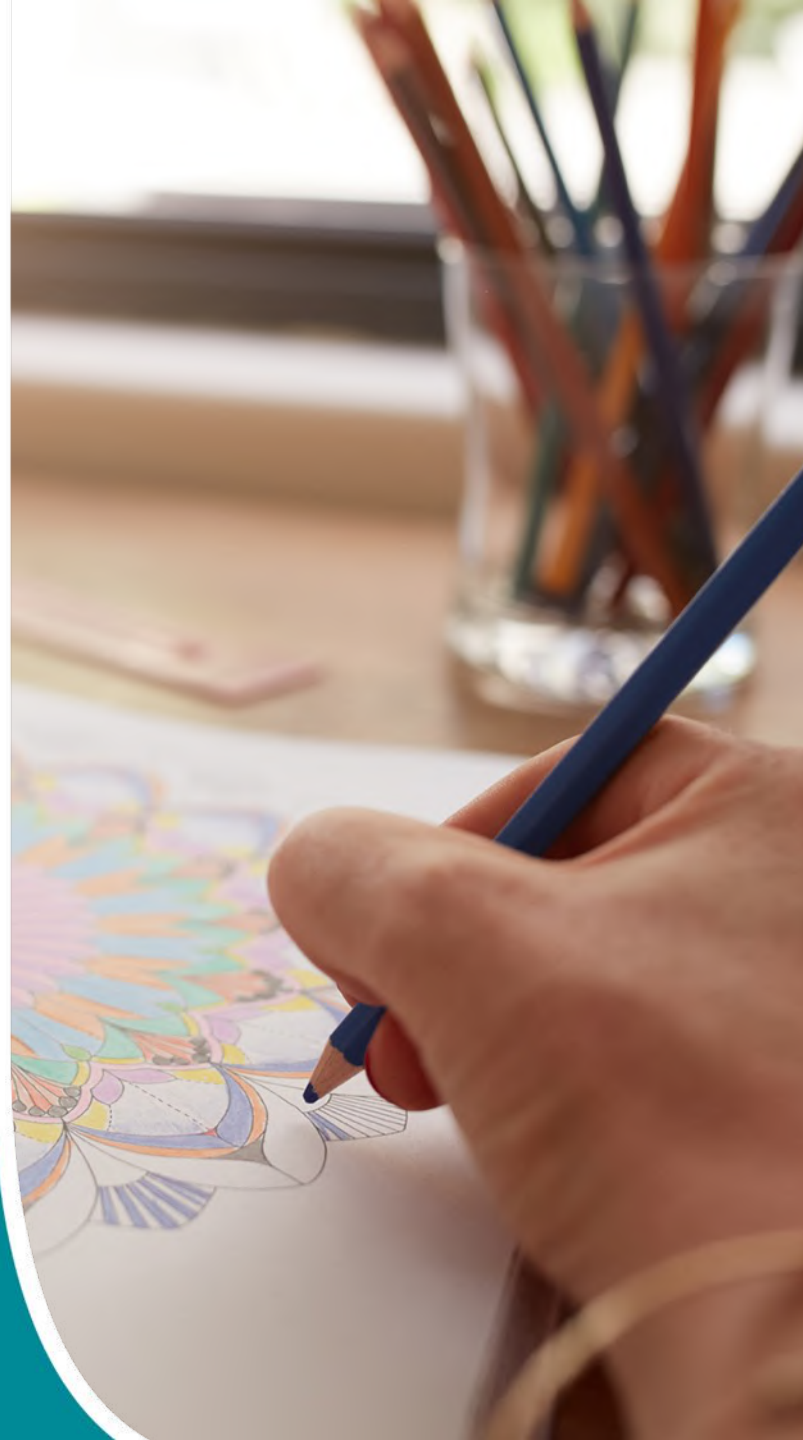
Creating Conscious Relief

Mindfulness

The practice of training the mind to focus its attention on the present moment in a systematic way, while accepting whatever arises



Mindful Exercises



Calming the Mind

- Approximately 12 million adult coloring books sold in the US in 2015
- Boosting the sale of adult nonfiction by 6.6 percent
- Faber Castell-Global pencil shortage for the largest pencil producing company in the world

“Nature’s medicine is anti-oxidants!”

These can help with your stress levels



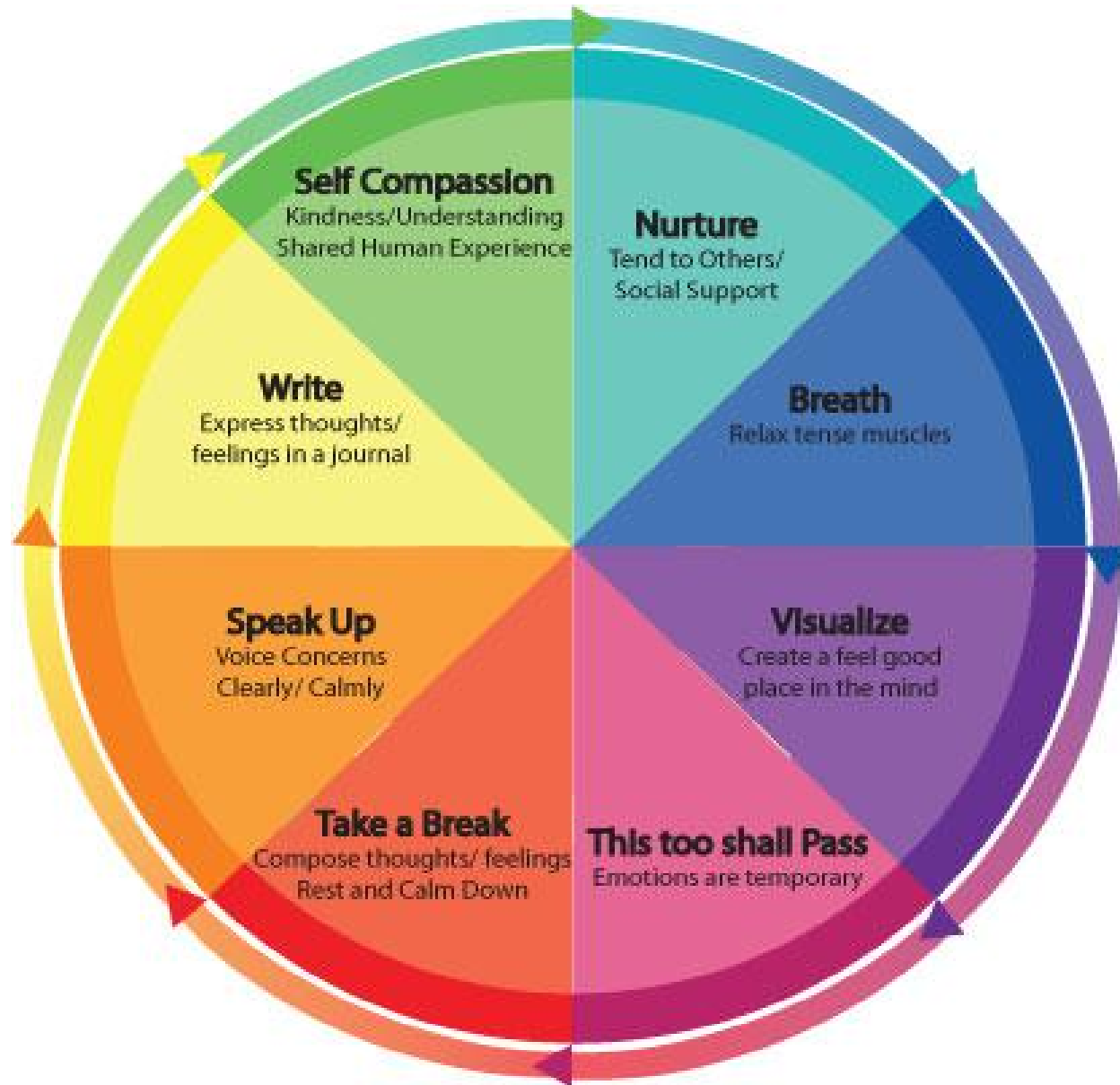
Lifestyle



Meeting our basic needs

- Get 7-9 hours sleep
- Daily exercise – walk, bowling, swim, dance
- Choose healthy energizing foods
- Stretching and strengthening activities, deep breathing
- Relax by actively enjoying an activity or a hobby

Ways to Elicit the Relaxation Response



What do you do for self-care?



Resilience is the ability to recover quickly from difficulties – 4 ways to increase resilience



Reframe
How you think



Get
Adequate sleep



Find
A substitute for sleep



Explore
The power of positivity

Solutions Promote Awareness About the Importance of Mental Health and Stress Management

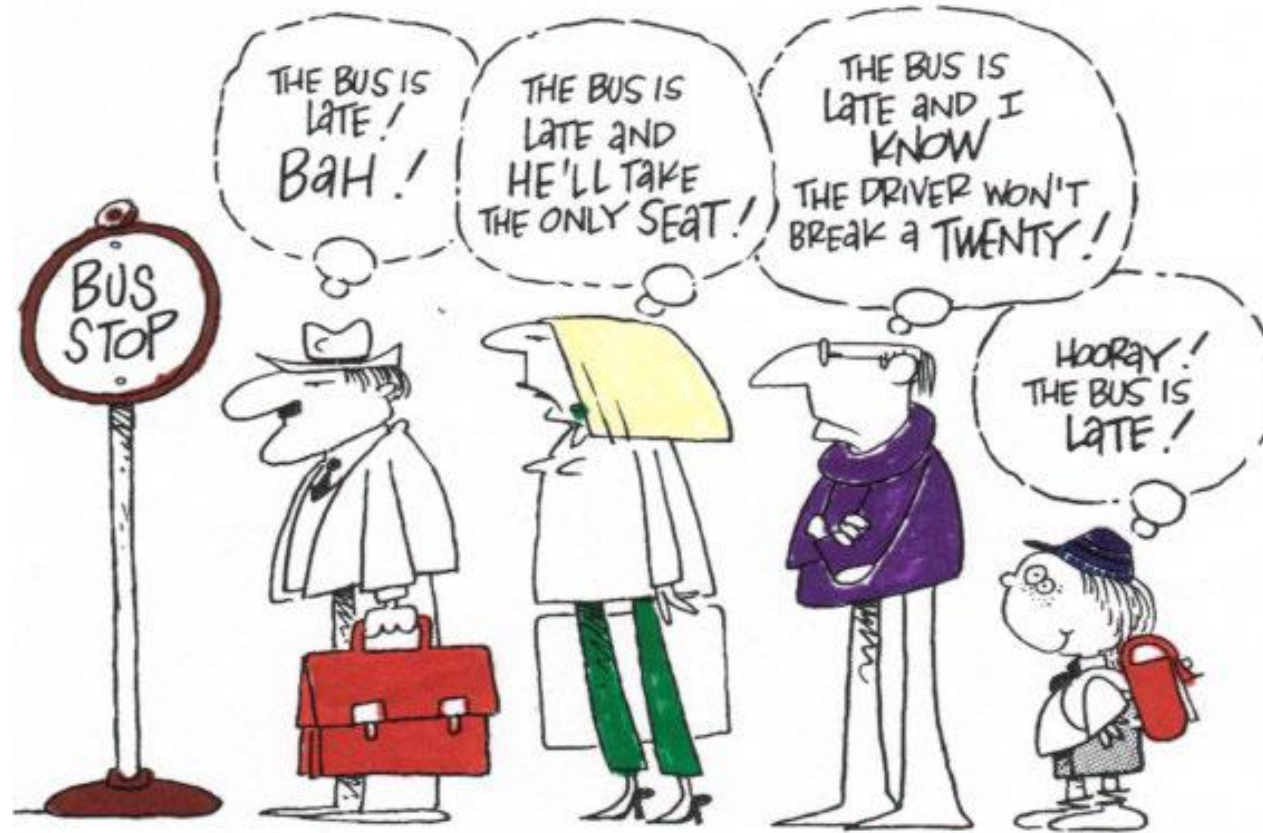


- Promote EAP and other like services
- Make a Mental Health self-assessment tool available
- Offer health insurance with low-cost mental health coaching/counseling
- Distribute education on a monthly basis or offer monthly relaxation/imagery sessions
- Create and maintain dedicated, quiet spaces for relaxation activities (TZ Insurance)
- Host workshops that address Mental Health and Stress Management techniques (Educational Seminars)
- Provide trainings to help employees recognize symptoms of stress and depression in team members (Mental Health First Aid)
- Have an open forum to discuss real life issues! (Wyndham Capital – Coffee Conversations)

Important!

- Let them know IT'S OKAY to use these services
- We incentivize for a healthier workplace – why not incentivize for a healthier MENTAL workplace?
- By addressing Mental Health issues in the workplace, employers can reduce health care costs for their businesses and employees!
 - Mental Health costs the U.S. economy billions of dollars every year!





The way we think can influence the way we feel.

Questions?

EMPLOYER SOLUTIONS

Thank you.



Atrium Health