

# Seeing through Stigma: A Mental Health Think Tank for Guam's HR Professionals



## Workshop Facilitators:

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Debbie Duenas, Program Coordinator

## Presented at:

Society for Human Resource Management  
May 27, 2021



## **Thank you for being here today!**

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- **What have we learned?**  
Recap of Session 1
- **What's the connection?**  
Mental Health and your Organizational Success
- **How did we survive?**  
Think Tank activity
- **How can we thrive?**  
Taking Action – report out



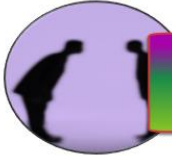
## Before we start, let's agree to



**C**

**Confidentiality**

*What is said here stays here*



**H**

**Honor**

*Disagree, please! But with respect*



**A**

**Anonymity**

*Stories, please! But no names*



**T**

**Team Trust**

*EVERYONE gets a chance*



## Why talk about mental health? Or emotions?



Susan David (Nov 2017)  
The gift and power of  
emotional courage



## **Mental Health in the Workplace**

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- Studies demonstrate that a workforce that feels supported and maximum productivity and profit go hand in hand.
- Depression and Anxiety cost the global economy a trillion dollars per year in lost productivity (World Health Organization, 2017).



## **The Role of the HR Professional**

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- Serve as link between employees and upper management.
- Recruitment, performance management, development, compensation, benefits.



## **Impact of COVID-19 on Mental Health**

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- 3 out of 4 Guam residents experienced financial stress associated with COVID-19 (Anthology Research, 2020).
- High stress of employees can lead to compassion fatigue in HR managers.



## Compassion Fatigue

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- Physical and mental exhaustion and emotional withdrawal experienced by those who care for traumatized people over an extended period of time.
- Emotional indicators include guilt, anger, sadness.
- Physical indicators include increased heart rate, difficulty breathing, stomachaches or headaches.





## Compassion Satisfaction

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The pleasure you derive from being able to do your work, manifested through:

- Positive feelings, energy, insights, and attitudes
- Heightened performance
- Hope for positive outcomes and commitment to the work.



## TRUE OR FALSE: Health and Service Quality

1. A wellness training program is relevant for service quality
2. Poor health practices (and other related factors such as substance misuse) can hurt: performance, teamwork, customer service
3. Poor health practices in the workplace take place in a work culture that may condone and enable it
4. In a teamwork environment, poor health by any member affects other members in terms of productivity, safety, morale



## **Reasons why prevention programs may be a sound business investment**

1. Substance misuse is relatively prevalent in the workforce
2. Such abuse has significant costs to employers
3. Prevention can enhance social health and safety within a company
4. Employees get help, get better; costs that are less than termination and new hires



## Think Tank Prep: Group Risk and Strength Assessment

Grab a pen/pencil and paper.

Answer the items based on whether any risk or strength exists in either you or your coworkers.

Do your best to answer based on your knowledge of others as well as your own personal experience in the past year.

*\*adapted from Team Awareness training, [www.organizationalwellness.com](http://www.organizationalwellness.com)*

1

## Group Risks

Check if the item represents a Definite or Great Problem

- |   |                          |
|---|--------------------------|
| 1. Employees show signs of being overweight.  | <input type="checkbox"/> |
| 2. Employees fail to get active, aerobic exercise on a regular basis (jogging, bicycling, aerobics classes, swimming, team sports, etc.)          | <input type="checkbox"/> |
| 3. Employees complain that they do not sleep well or are often tired, fatigued, or exhausted.   | <input type="checkbox"/> |
| 4. Employees show signs of depression (appear sad, show poor concentration, have unhappy “body language”).  | <input type="checkbox"/> |
| 5. Employees use tobacco or nicotine (including cigarettes, snuff, cigars, pipe tobacco, vape).   | <input type="checkbox"/> |
| 6. Employees misuse alcohol (beer, wine, or liquor), <u>or</u> drink more than is safe, <u>or</u> show signs of needing (dependent upon) alcohol. | <input type="checkbox"/> |
| 7. Employees misuse prescription or over-the-counter drugs, <u>or</u> use in ways that negatively effect their ability to work effectively.       | <input type="checkbox"/> |

2

Add up all the checked boxes  
This is the **RISK SCORE**

TOTAL

3

## Group Strengths

Check if you Agree or Strongly Agree with the item

- |  |                          |
|--|--------------------------|
| 1. Employee health is a top priority in our workplace.   | <input type="checkbox"/> |
| 2. Employees are able to balance the demands of work and family without much difficulty.   | <input type="checkbox"/> |
| 3. Employees and their coworkers are involved at work and committed to doing a good job.   | <input type="checkbox"/> |
| 4. We know how to communicate with each other to solve problems that arise.  | <input type="checkbox"/> |
| 5. Managers are more likely to address than to neglect problem situations and problem employees (who are angry, depressed, or have alcohol problems).                    | <input type="checkbox"/> |
| 6. Workers recognize when their personal stress levels get too high and cope well before stress hurts their performance.   | <input type="checkbox"/> |
| 7. Our workplace provides access to and promotes resources for employee mental health, alcohol, and drug abuse problems (such as an employee assistance program or EAP). | <input type="checkbox"/> |

4

Add up all the checked boxes  
This is the **STRENGTH SCORE**

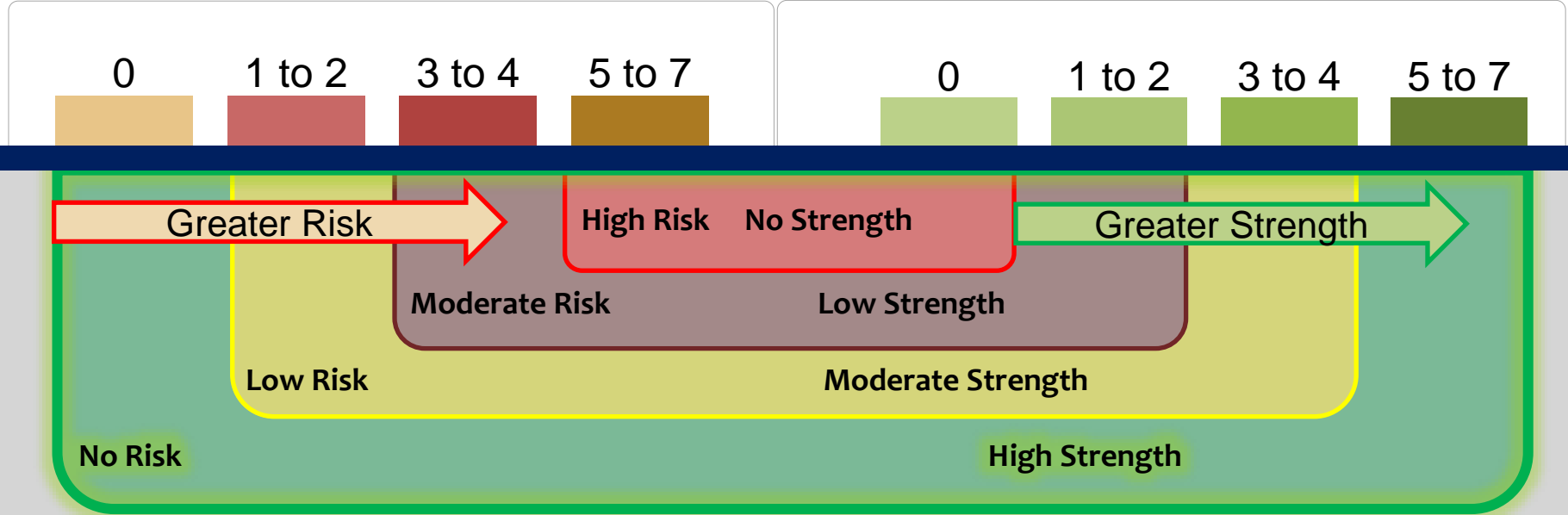
TOTAL



# Think Tank Prep: How did you score?

## RISK SCORE

## STRENGTH SCORE





## Think Tank Prep: Break into groups

1. Based on your score, what is the culture of mental health in your team? And how have you promoted mental health as the HR professional in your team?  
*HINT: Think about what you've done to decrease the group risks and improve the group strengths.*
2. To build off of #1, what are your aspirational goals for your team?
3. What must SHRM do next to help you move forward in this positive direction?

***THIS IS YOUR CHANCE:*** Assign a group lead who will share your group's response to #3 to the large group.

**Taking Action:**

**How can SHRM help you thrive?**







## Prevention resources for employers

- **Brochures**

- **Trainings**

Stress management – Raw Coping Power

Substance misuse intervention – SBIRT and BTI

Suicide prevention – START, safeTALK, ASIST

- **National resources**

[activeminds.org](http://activeminds.org)

[samhsa.gov/resource-search/ebp](http://samhsa.gov/resource-search/ebp)

**For access to resources  
and training inquiries:**  
[staff@peaceguam.org](mailto:staff@peaceguam.org)  
(671) 477-9079 thru 9083



## **Thank you for participating!**

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Mental Health and your Organizational Success

- **How did we survive?**

Think Tank activity

- **How can we thrive?**

Taking Action – report out

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