

Workplace Strategies for Mental Health

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**Approximately 1 in 5 U.S. adults
has a mental health disorder.**



Mental Health (MH)

Definition

- State of well-being in which every individual realizes his or her own potential, can cope with the normal stresses of life, can work productively and fruitfully, and is able to make a contribution to her or his community (World Health Organization).

MH Disorders

- Depression
- Anxiety
- Trauma and Stressor Related
- Burnout
- Schizophrenia and other psychotic disorders
- Sleep disorders
- Substance abuse

MH

- Mental health is more than the absence of mental disorders.
- Everyone experiences struggles in life that may affect their mental health to different severities and for varying lengths of time.

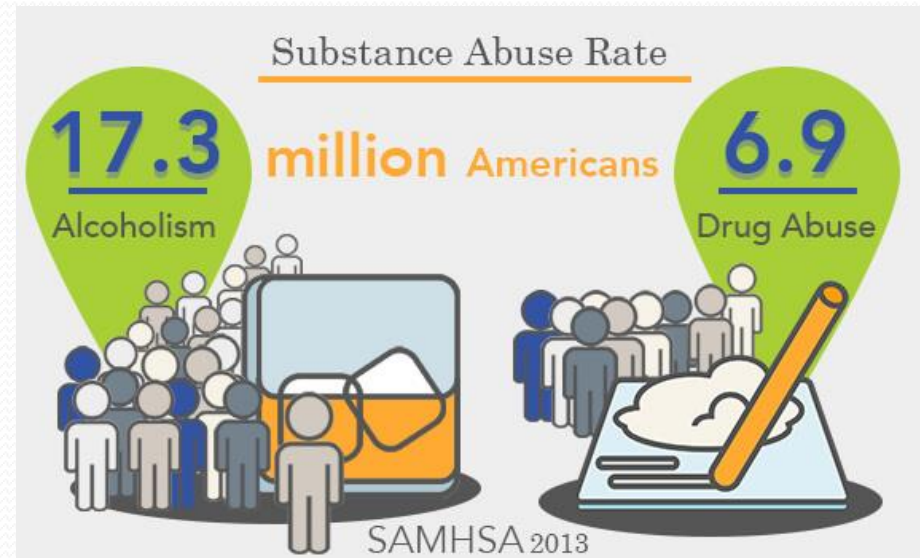
"Mental health...is not a destination, but a process. It's about how you drive, not where you're going."

Noam Shpancer, PhD

GoodTherapy.org

IMPACT OF MH IN THE WORKPLACE

- 43.6 million (18.1%) adults experience mental illness.
- 20.2 million (8.4%) adults had a substance use disorder.
- 7.9 million had both mental illness and substance use disorder.

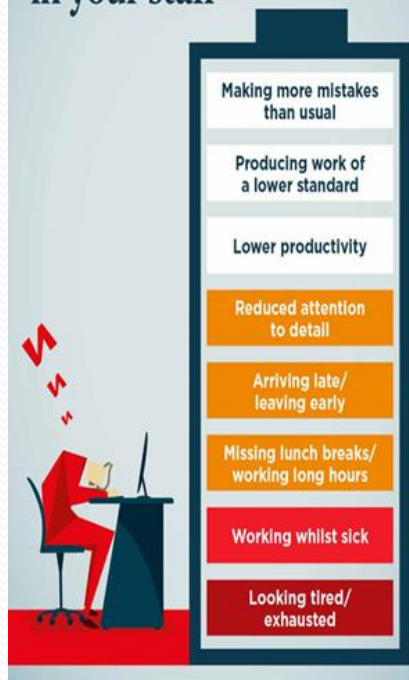


WORKPLACE IMPACT

Absenteeism & Lost

In a 3 month period, employees with **DEPRESSION** missed an average of 4.8 work days and 11.5 days of reduced productivity

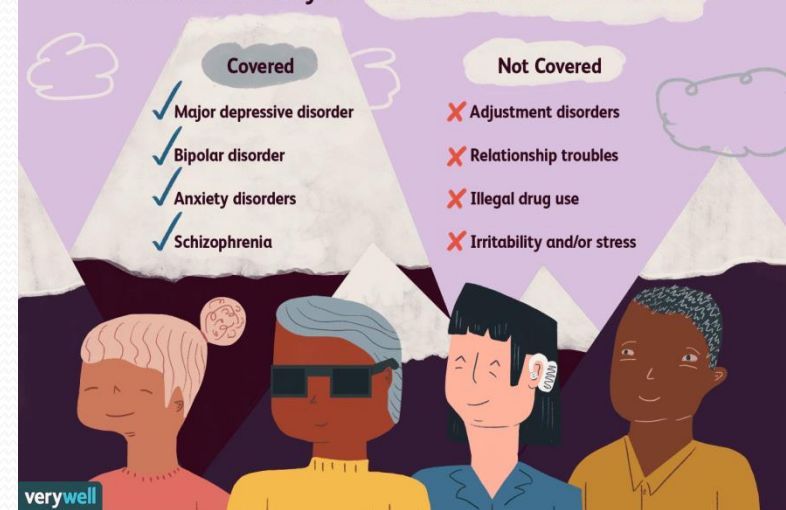
8 signs of presenteeism in your staff



EEOC Claims/ADA

56% INCREASE in depression related EEOC workplace discrimination claims from **2003-2013**

What Is Covered by the Americans With Disabilities Act?



DEPRESSION IN THE WORKPLACE

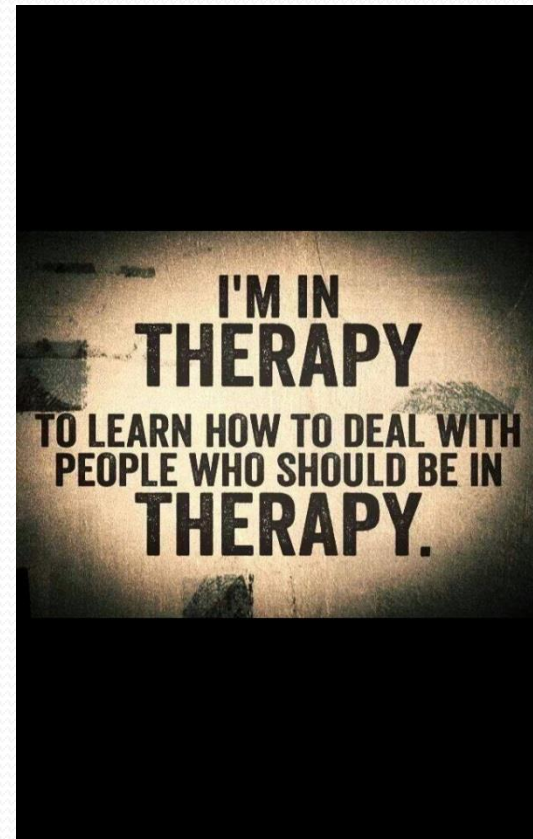
WHAT DEPRESSION FEELS LIKE

HOW IT LOOKS TO CO-WORKERS

- | | | |
|---|---|---|
| • Deep feelings of sadness | ➡ | Withdrawal from team |
| • Loss of interest in socializing | ➡ | Indifference |
| • Difficulty concentrating, slowed thoughts | ➡ | Missed deadlines, accidents on the job |
| • Forgetfulness, trouble remembering | ➡ | Scattered thoughts, absentminded |
| • Trouble sleeping | ➡ | Late for work, fatigue |
| • Loss of energy | ➡ | Low motivation |
| • Irritability, anger, tearfulness | ➡ | Inappropriate reactions, strained relationships |

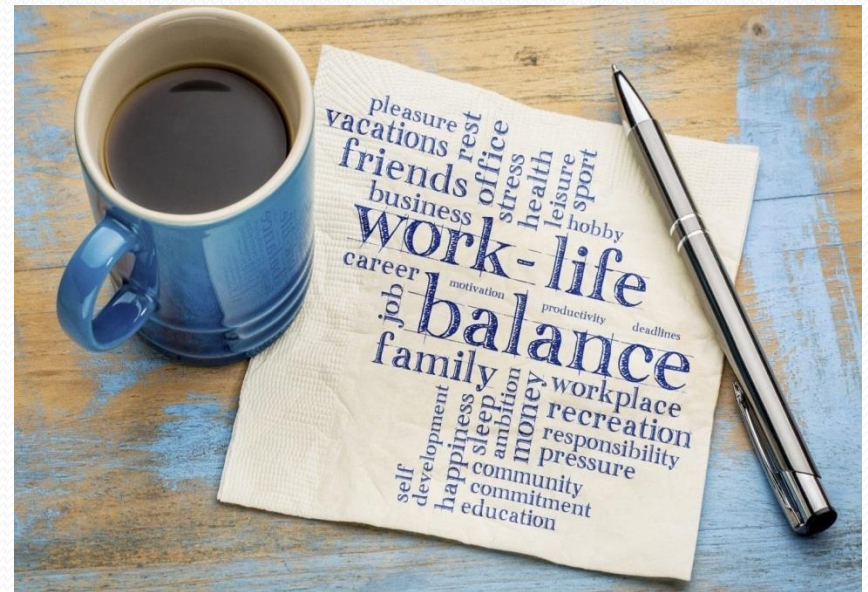
TREATMENT WORKS

- Treatment improves performance.
- Nearly 86% of employees treated for depression report improved work performance.
- Treatment resulted in a 40-60% reduction in absenteeism and presenteeism.



THE WORK ENVIRONMENT

- Studies show that a supportive work environment generally results in an employee needing less time off work or need for accommodation.
- However, workplace stress contributes to illness, increases the risk of mental illness, relapse, and impede effective treatment.



WHERE TO BEGIN

Define Goals

- Partner with HR to discuss elements for the policy e.g. mental illness affects everyone differently, use inclusive language, and ensure all employees feel supported by the new plan.
- Invite employees input. They can give valuable insight into exactly how you can reach the goals you define.

Research and Write

- With goals and employee feedback, HR should have a frame of reference by researching the language and accommodations of other companies.
- After research, HR should draft your policy. Remember, it's all a work in progress at this point.

WHERE TO BEGIN?

Consult an Attorney

- An attorney could provide additional expertise and recommendations to ensure that what the policy suggests is legal and aligned with our existing policies.
- An attorney may address language relative to confidentiality.

Consult a MH Professional



WHERE TO BEGIN

Introduce Your Policy

- Host a workshop, introduce, explain, etc. what the policy means for each team member.
- Talking about mental health can be uncomfortable initially. But it helps remove or minimize the stigma.

Offer Training

- You can train senior leadership and direct support and then train employees.



ACTION PLAN

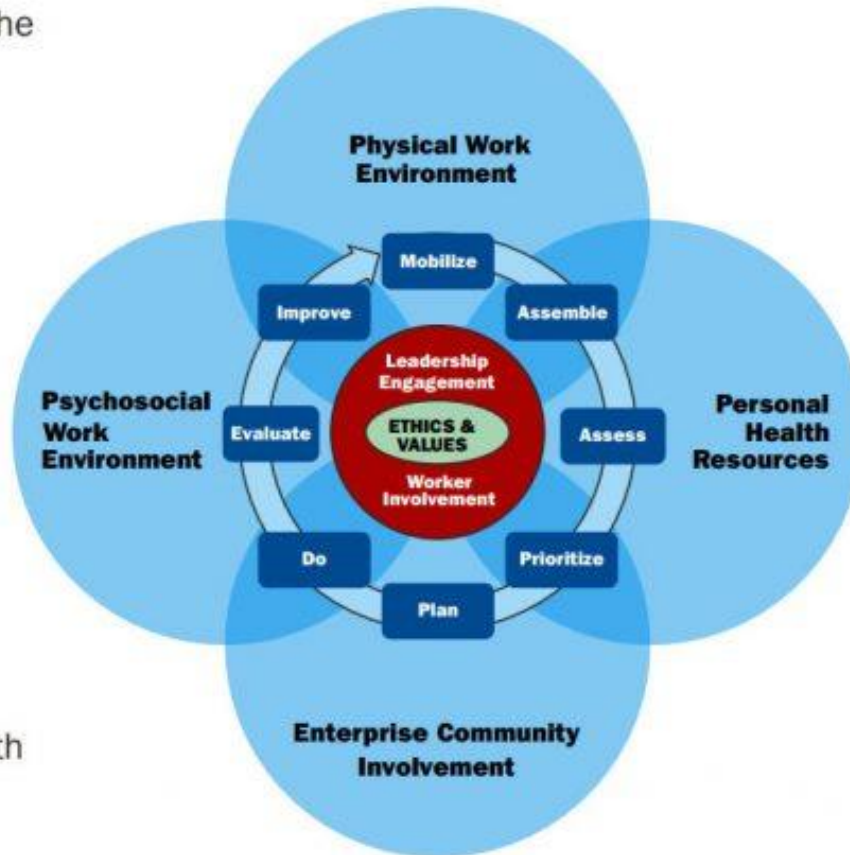
- Create healthy workplace policy (e.g. support healthy diet and physical fitness, healthy work initiatives).
- Create supportive environments (e.g. peer support, EAP, provide support and flexibility for staff exposed to traumatic events at work or abroad- military or those experiencing difficult life events, stress management).

ACTION PLAN

- Develop personal skills (e.g. life skills training, mental illness literacy, parenting, financial management).
- Support good health (e.g. promoting holistic wellness).
- Create an effective work culture (e.g. prepare people well for the work they need to do, create a culture of high expectations along with support, a culture of fairness and equity).
- Create a healthy work environment (e.g. clear expectations, professional communication).

ACTION PLAN

- health and safety concerns in the physical work environment;
- health, safety and well-being concerns in the psychosocial work environment including organization of work and workplace culture;
- personal health resources in the workplace (support and encouragement of healthy lifestyles by the employer);
- ways of participating in the community to improve the health of workers, their families and members of the community”.





COMMON SIGNS

Psychological symptoms: stressed out, burned out, scared, worried, frightened, panicky, irritable.

Physical symptoms: shaky, disturbed sleep, palpitations, headaches, chest tightness, stomach pain.



COMMON CAUSES

- Stress at work
- Stress from school
- Stress in a personal relationship such as marriage
- Financial stress
- Stress from a serious medical illness
- Side effect of medication
- Stress from a traumatic event (like an accident or the death of a loved one, for example)

“There is no health without mental health” - World Health Organization

Mental Health First Aid

Mental Health First Aid training is the mindful equivalent of physical first aid training. It's a practical and hugely beneficial two-day course. Here's a taste of what it entails:

Our Mental Health First Aider is:

FIRST AID FACTS

To date, MHFA England has trained over 1,200 instructors and delivered courses to over 172,000 people. MHFA courses are internationally recognised in 23 countries.

Course provided by



Graphic created by



PART ONE UNDERSTAND

UNDERSTANDING MENTAL HEALTH

We all have mental health, just as we all have physical health. Our mental health includes how we feel, think and behave; how we cope with life; and how we feel about ourselves.

DEPRESSION

Depression occurs in around 10% of the population. Symptoms include: persistent sadness or low mood; loss of enjoyment in previously enjoyed activities; loss of confidence; and difficulty concentrating.

SUICIDAL CRISIS

20% of people have had suicidal thoughts at some time. If you are worried that someone is at risk of acting on suicidal thoughts, call for assistance – through their GP, 999, or Samaritans on 116 123.

ANXIETY

Anxiety can interfere with work and social lives. Physical symptoms include a racing heart, chest pains, and shaking. Psychological symptoms include irritability, worry, and racing thoughts.

PERSONALITY DISORDERS

Personality disorders are patterns of behaviour which cause long-term challenges. Symptoms include being overwhelmed by negativity, impulsive behaviours, and emotional distress.

PART TWO HOW TO HELP

1 SPOT THE EARLY SIGNS

Noticing changes in behaviour, whether emotional or physical, can help identify whether you or someone you know may be experiencing a mental health issue.



2 BE A GOOD LISTENER

Choose an informal, neutral setting. Ask the person how they are. Keep your posture and tone relaxed. Listen non-judgementally.



3 RESPOND IN A CRISIS

Mental Health First Aid gives you the skills and confidence to assist in a crisis – to assess and de-escalate a situation, reassure a person in distress, know where to call for help, and how to keep yourself safe.



4 STOP THINGS FROM GETTING WORSE

Just like a physical injury or illness, a mental health issue can get worse without the appropriate treatment or support.



5 HELP SOMEONE RECOVER FASTER

Help is vital. The sooner a person gets support, the sooner they can recover or learn to manage their symptoms healthily and return to a normal life.



6 GUIDE SOMEONE TOWARDS SUPPORT

Mental Health First Aid courses give you an understanding of the range of support sources and self-help resources that are out there for different issues.



7 REDUCE THE STIGMA OF MENTAL HEALTH

Nearly nine out of ten people with mental health issues have been affected by stigma. There are growing concerns that the experience of stigma leads to people with mental health issues receiving second-class physical healthcare.



8 HELP DISPEL THE STIGMA

Mental Health First Aid training helps to dispel the misconceptions people often have about those who may be experiencing mental ill-health, as well as educating people on how to look after their own mental health.



WANT TO KNOW MORE?
Visit mhfaengland.org to learn how to train as a Mental Health First Aider.

EATING DISORDERS

The term eating disorder covers a wide range of problems with food, including starving (anorexia), bingeing and purging (bulimia), and binge eating. The reasons and causes are varied and complex.

SELF-HARM

People self-harm to cope with emotional distress or to communicate that they are distressed. Self-harming behaviours are often associated with mental health issues such as depression and anxiety.

PSYCHOSIS

A person with psychosis experiences a range of symptoms that affect their thinking. Their perception of reality becomes distorted. Early intervention and treatment is vital.

SCHIZOPHRENIA

Schizophrenia is a psychotic illness. Symptoms include delusions (false beliefs), hallucinations, thinking difficulties, loss of drive, blunt or inappropriate emotions, and social withdrawal.

BIPOLAR DISORDER

Bipolar disorder affects a person's mood with episodes of depression and mania, often with periods of 'normal' moods in between. Symptoms include hyperactivity, and rapid thinking/speech.



The 4 A's of a Mental Health-Friendly Workplace

1

AWARENESS

Build
Awareness and
a Supportive
Culture

2

ACCOMMODATIONS

Provide
Accommodations
to Employees

3

ASSISTANCE

Offer
Employee
Assistance

4

ACCESS

Ensure
Access to
Treatment

Resources

- Guam Behavioral Health and Wellness Center: 647-5440
- Isa Psychological Services, UOG: 735-2883
- Fleet and Family Support Center: 333-2056
- LRC: 477-9872
- Oasis: 646-4601
- Grief Talks: 747-5665
- Guam Vet Center: 475-5760
- Sanctuary: 475-7101
- National Suicide Prevention Hotline: 1-800-273-8255
- Private Providers (Insurance pamphlet)
- Support Groups (NA/AA)
- Healing Hearts: 647-5351
- AIMFT/NASW/GSCA/GPA



Reflection Center
222 Chalan Santo Papa
Suites 102, 202, 204 & 207
Hagatna, Guam 9910
472-0218/9 (Phone)
472-0217 (Facsimile)

- Support Services for Vets and Families (I Guma-ta)
- Guahan Project
- P.R.E.P. Personal Responsibility Education Program
- SPARK
- UPLIFT Counseling Services



Si Yu'os ma'ase ~ Selamat ~ Xie-Xie ~ Kamsahamnida ~ Sulang ~
Kinisou ~ Kammagar ~ Arigatou Gozaimasu