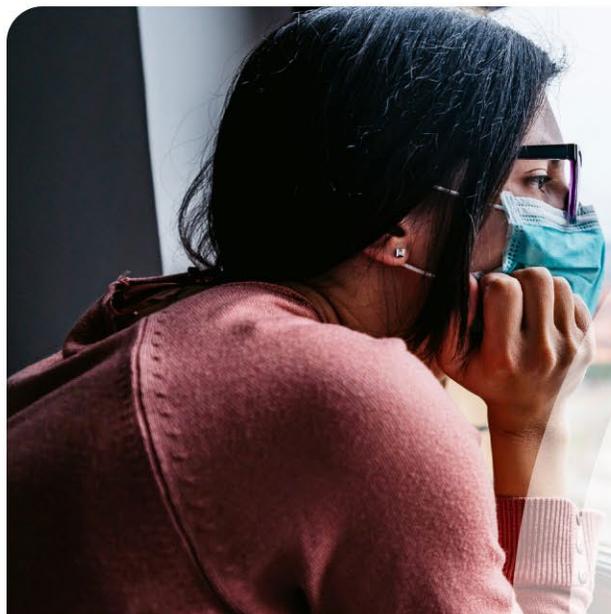




Moving Forward in 2022:

The Importance of Managing Mental Health in the Workplace

HealthAdvocateSM





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Severe Weather

“Battle Fatigue”

COVID-19

Racial Injustice

Polarized Political Environment



The past couple of years have been a marathon vs. a sprint

The pandemic has been a game changer for employee health & well-being



COVID and Other Challenges

- We are making decisions we never imagined we would have to make
- Decision Fatigue, “Covid Fatigue”
- “Fear, Uncertainty, Denial, BIAS...”
- Frustration, boredom, confusion, anger, DISTRESS
 - Considered a failure, weak, unable to “deal”
- **SECURITY**
- **TRUST** and
- **PREDICTABILITY** are greatly challenged
- “I’m the only one...”

Major Life Changes



Marriage

Divorce

Loss of job

Expecting a baby

Death

Job transfer

Teenage children

Relocation

A new job

Menopause

New parent

A new home

Mid-life transition

Retirement

“Empty nest”

Chronic illness

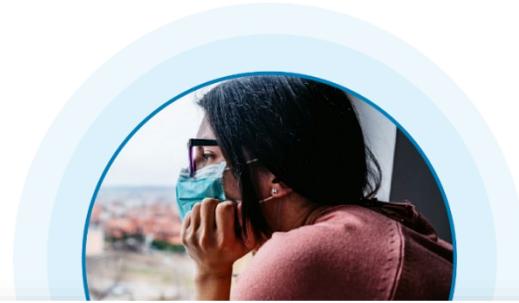
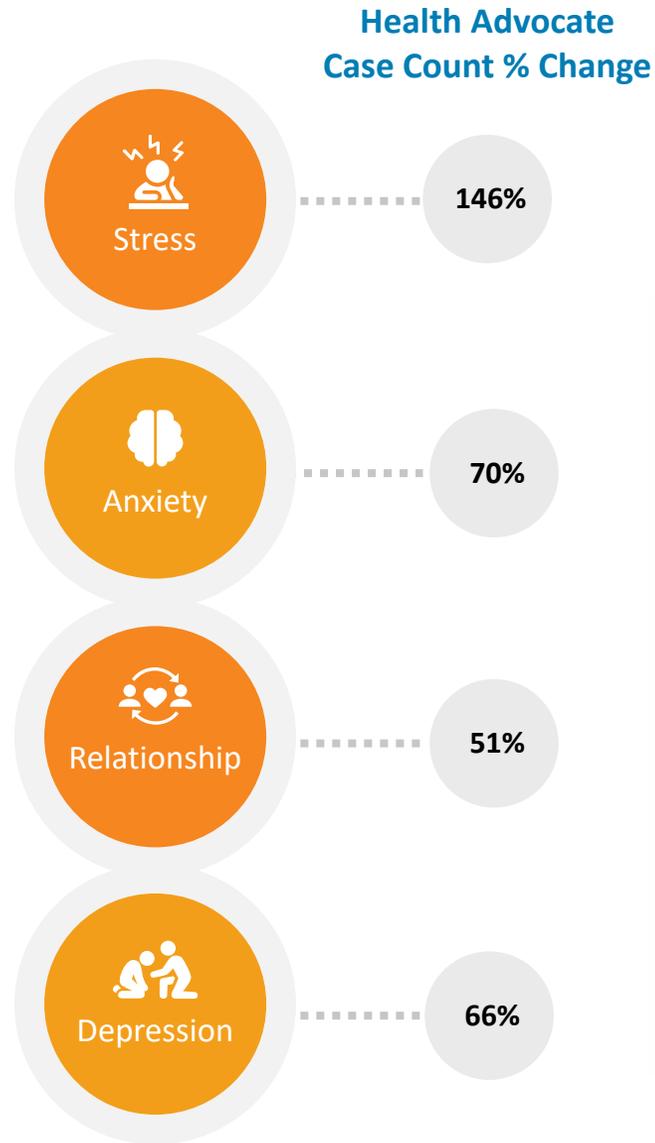


Statistics





The impact of COVID-19 on mental health



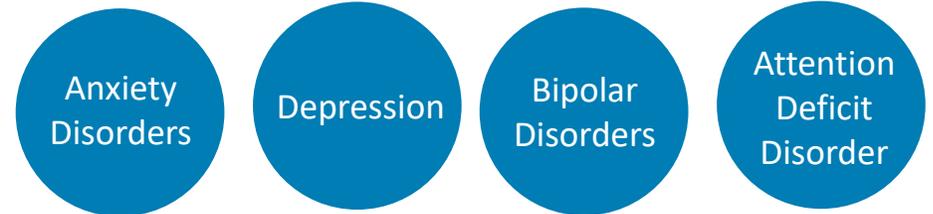
1 in 5

U. S. adults experience a mental illness in a given year

1 in 4

Employees want more mental health support from their employer

Most prevalent mental health issues in working adults



Source: 2020 National Business Group on Health: Large Employers' Health Care Strategy and Plan Design Survey Results



Mental Health Statistics

1 in 10 people
in the US could be
**diagnosed with an
emotional illness**

1 in five people
could be
**diagnosed with
clinical depression**

Only 5%
of individuals with
a mental health issue
seek treatment

Depression has
become the world's
**second-leading
cause of disability**

68% of employees
will experience "personal
problems" severe enough
to **prevent them from
coping with day-to-day
responsibilities**



Depression

Depression occurs as often in men as in women

- Men are less likely to seek medical attention and doctors are less likely to diagnose themselves with depression
- Men have increased likelihood of self-medicating
- Depression can strike at any age, but it is most common among people between 25 - 44 years old
- More than 57% of people with depression **do not** tell their employers or colleagues about their depression



Why So Quiet About Mental Well-Being Issues?

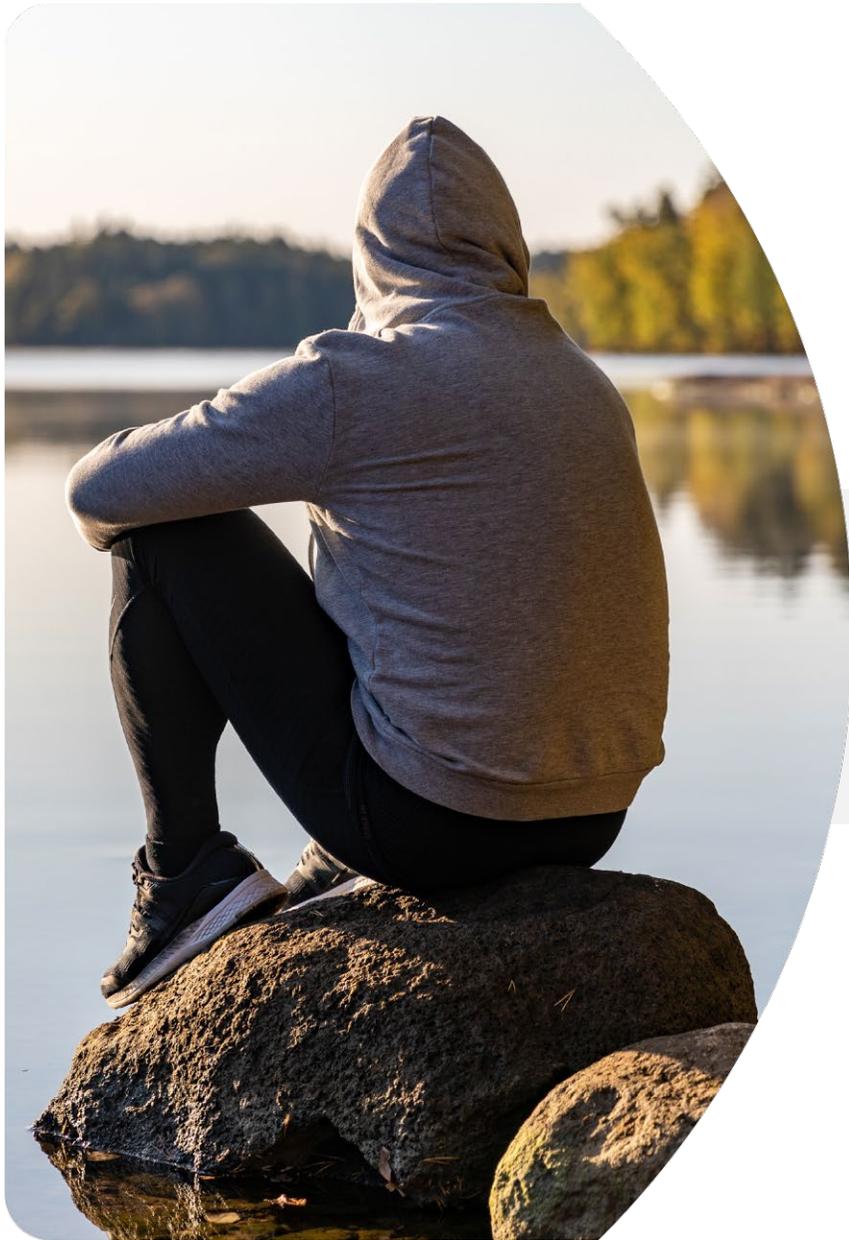
- Continued stigma
- Fear of losing out on opportunities (promotion) at work
- Fear of losing their job
- Consider it a private issue
- Considered a failure, weak, unable to “deal”
- Employers are afraid to inquire...risk/liability (ADA)/privacy
- “I’m the only one...”



Depression in the Workplace

Depression ranks among the top three workplace reasons that employees use EAP

- Many see it as moral failure or character flaw
- Do NOT recognize symptoms: **DENIAL**
- Do NOT recognize that Depression is a disease
- Often times a depressed employee will not seek treatment because they fear the affect it will have on their job
- Concerned about confidentiality
- Fear their insurance is inadequate to cover costs

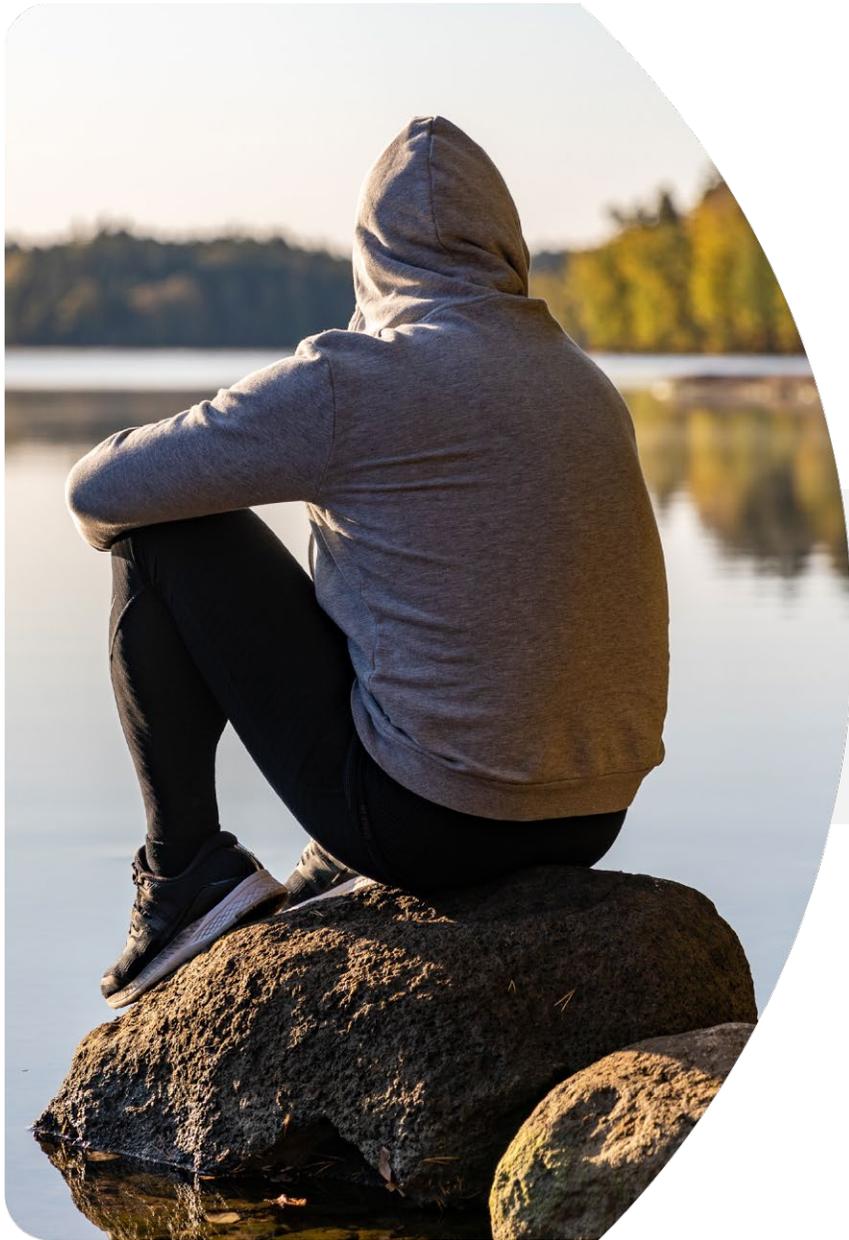


Suicide Statistics

Over 41,000 suicides occur each year making it the 10th highest cause of death for all ages

Suicide is the 2nd leading cause of death for men 25-54 in the United States

More people die from suicide/and accidental overdose than from motor vehicle crashes



Misconceptions About Suicide

People who
talk about it
won't do it

People
who really
want to kill
themselves
are beyond
help

Suicide
is a purely
personal
decision

Asking about
suicide can
put the idea
in someone's
mind

A woman with blonde hair, wearing a black and white striped sweater, is lying in bed. She is looking down at a smartphone held in her right hand. The room is dimly lit, and the background is a white pillow and blanket.

Consequences

**Increased
Unhealthy
Behaviors**

**Decreased
Performance**

**Unethical
Behaviors**

**Unhealthy
Behaviors**

**Increased cost
to the organization
due to decreased
productivity**

Challenges



What We Consider “Normal”



Awareness of Self





Difference Between Health and Wellness

- **Health** is a state of being
- **Wellness** is the state of living a **healthy** lifestyle
- **Health** refers to physical, mental, and social well-being
- **Wellness** aims to enhance well-being

Recommendations





If You Are Depressed

Recognized the signs / symptoms

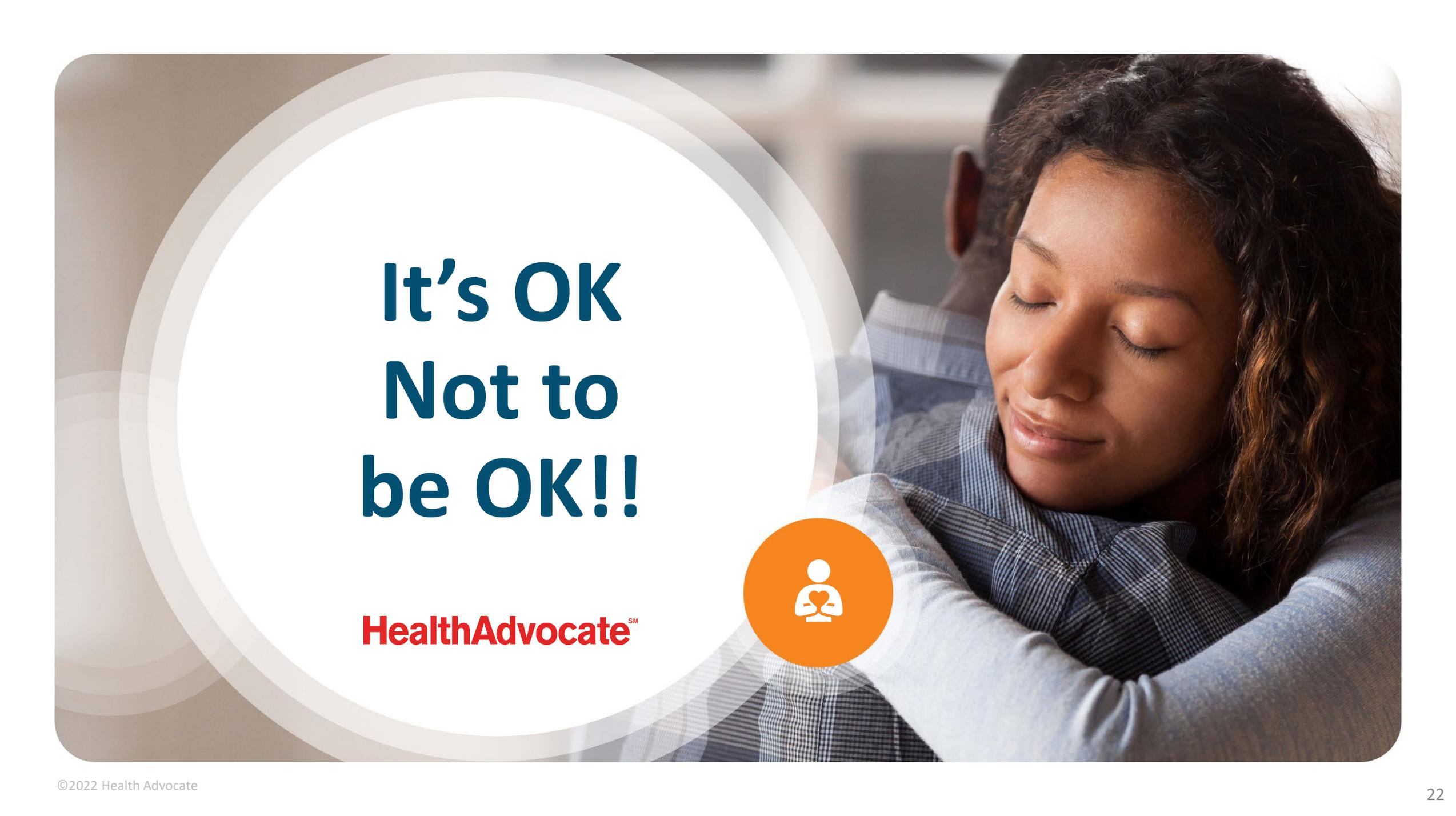
Realize you are not alone

Seek reliable, professional help
(Supervisor • Clergy • Doctor)

Use EAP

Call a suicide hotline

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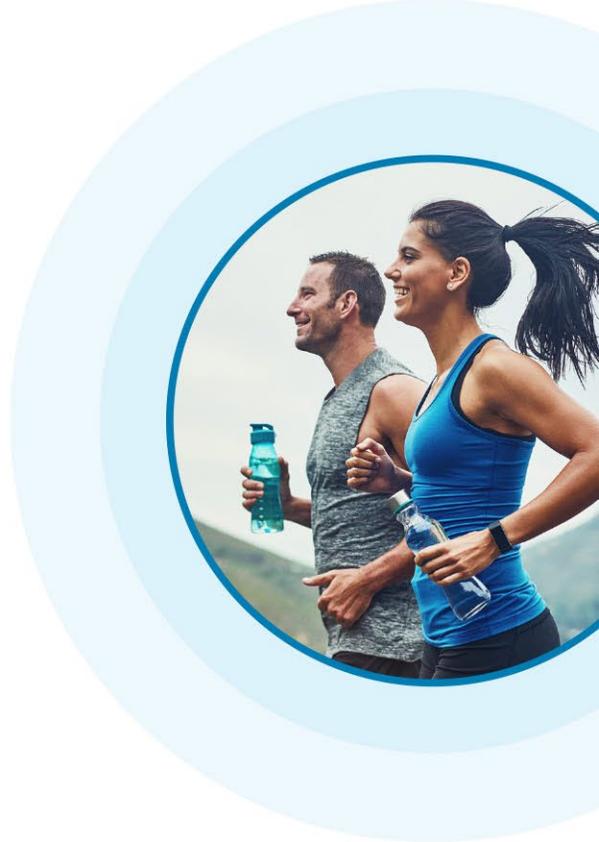
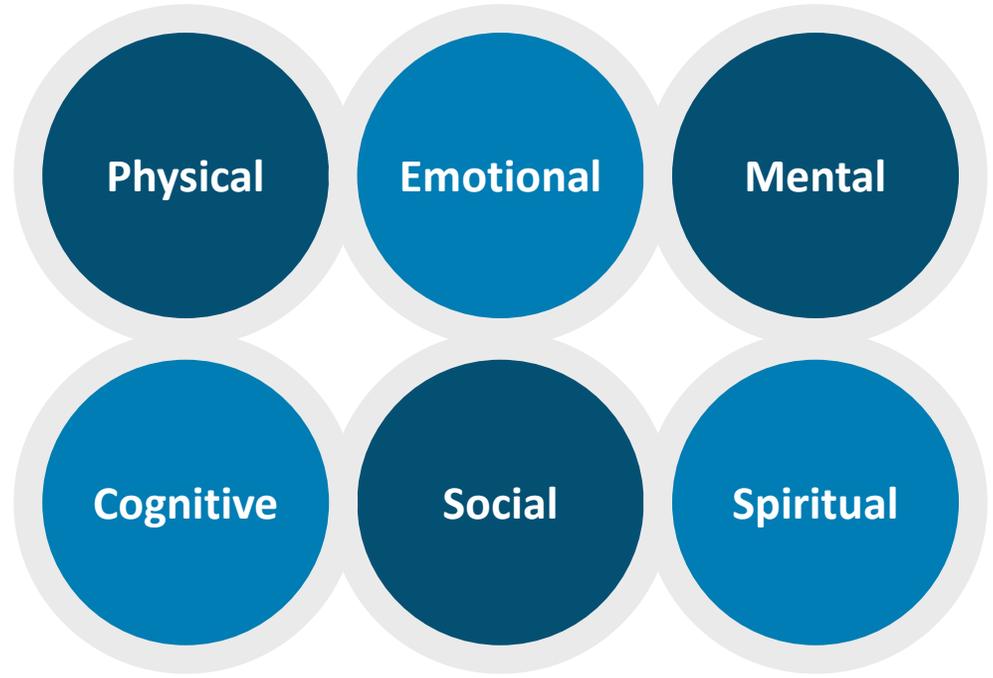


**It's OK
Not to
be OK!!**

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Consider... Overall Health



Health is a state of complete physical, mental and social well-being and not merely the absence of disease or infirmity. **(WHO)**

A person with a beard, wearing a light blue t-shirt, is holding a large red heart. The background is a blurred outdoor setting with green foliage. The image is partially obscured by a large, semi-transparent white circle on the right side of the slide.

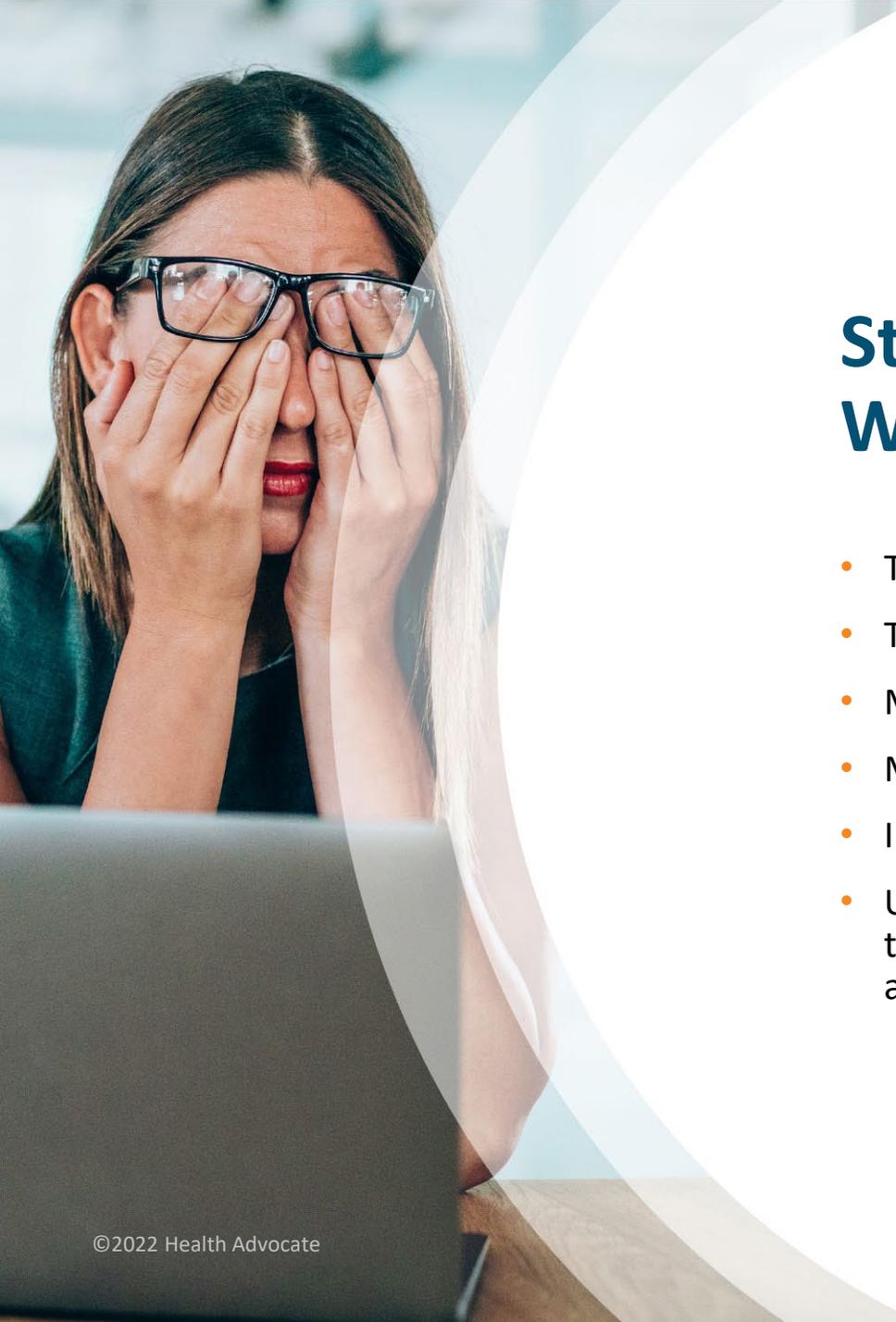
What Can We Do / How to Help

- Take time to improve your understanding of Mental, Emotional, Brain Health
- Be less afraid to engage with someone who may have issue or is having trouble
- **EMPATHY** is the Key
- Provide Support Systems internally: Culture
- **Partner with Resources:**
 - Contact Employee Relations/HR
 - EAP
 - Local Mental Health resources
 - Local Hospital
 - Community Resources
- Recognize changes in behavior and those behaviors may becoming a pattern



How to Help A Person Who Is Depressed

- Listen in a way that shows you care and empathize
- Avoid minimizing the person's pain
- Be supportive
- Take suicidal discussions seriously
- Take time to improve your understanding of Mental, Emotional, Brain Health
- Bring your concern to the attention of his/her supervisor or manager



Strategies for Coping with Workplace Change

- Take charge/ “control”
- Talk
- Maintain a realistic outlook
- Mindset/Resilience/Perspective
- Improve communication
- Use and develop coping skills, take advantage of resources available through your organization
- Exercise
- Maintain a schedule/routine
- Relax your body
- Calm your mind
- Use distraction

Create a Stigma-Free Workplace

To support associates with mental illnesses:

- **Educate** associates about the signs and symptoms of mental health disorders.
- **Encourage** associates to talk about stress, workload, family commitments and other issues.
- **Communicate** that mental illnesses are real, common and treatable.
- **Discourage** stigmatizing language, including hurtful labels such as “crazy,” “loony” or “nuts.”
- **Invest** in mental health benefits.
- **Help** associates transition back to work after they take leave.
- **Consult** with your employee assistance program.

Everyone wants to be treated with dignity and respect. Understanding that they are not alone and that we can help and WILL help.

See more at:

<http://www.shrm.org/publications/hrmagazine/editorialcontent/2014/1014/pages/1014-mental-health.aspx>

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If you are concerned about the recent behavior changes it is appropriate to have a private conversation with the person.

Again, depending on your relationship with this person, you might say:

I'm worried; you seem anxious/desperate/detached recently.

There seems to be something weighing you down; I'm willing to talk about it with you.

You haven't been yourself lately; do you want to talk about it?

Is there anything wrong that talking with a professional might help?

Recommendations

Check out the apps

- Mindfulness
- Resiliency
- Relaxation
- Meditation



Take time off

- Vacation
- Long Weekends
- Mid-week



Reach out for support

- Peers
- Family
- Faith
- EAP



Stay connected

- Peers
- Friends
- Family



Exercise



Changes



Situation

Can't Always Control
Or Change



Thinking

Can Always Control



Solution

If You Change
Your Thinking
It Often Creates
A Solution

Important

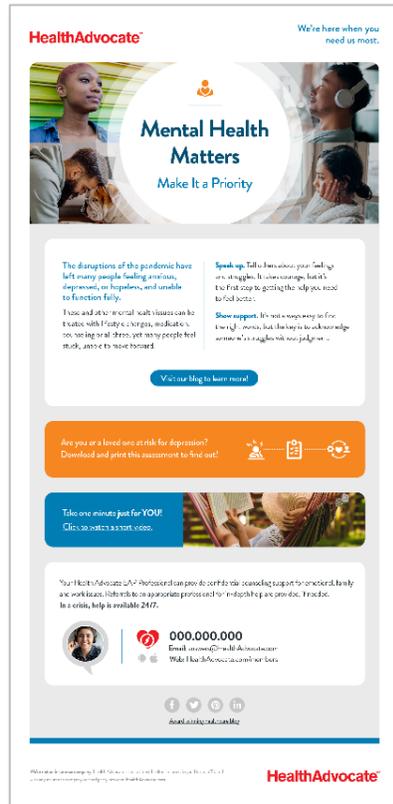
Not Important

Can Control

Can't Control



Mental Health Awareness Campaign Materials



Email

(will link to blog article, mental health assessment and short video)



Monitor Screen

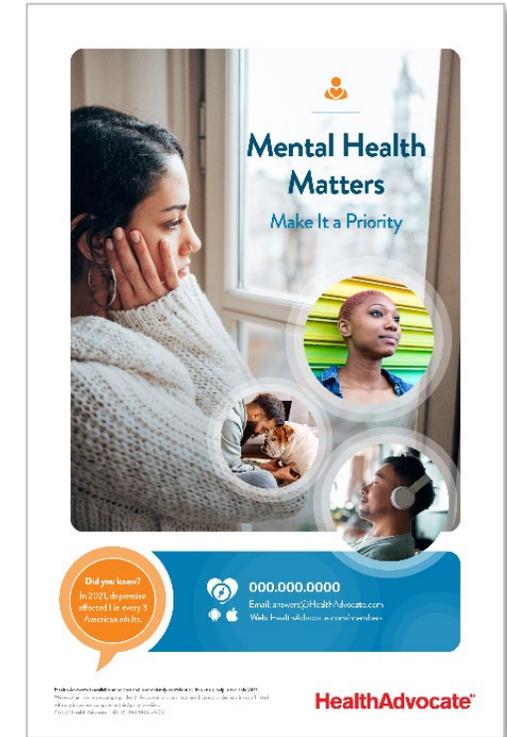


Intranet Banner Ad

(will link to blog article)



Flyer



Poster

Blog Article Link

<https://blog.healthadvocate.com/2022/03/mental-health-matters-make-it-a-priority/>

(scroll through the blog and at the end you will also find the links for the video and assessment again as well)

Q&A

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