

Mental Health Awareness

League of Oregon Cities

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call: 800-433-2320 text: 503-850-7721 email: info@canopywell.com



Overview

- **Mental Health in the US**
 - **What is a Mental Health Disorder**
 - **The Impact of Mental Health**
 - **Mental Health Signs & Symptoms**
 - **Suicide**
 - **Substance Abuse**
 - **Mental Health Treatment**
 - **Activity: *Is This Helpful?***
 - **Strategies for Supporting Others**
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- **Strategies for Improving Mental Health at Work:**
 - **What can I do as an Employee?**
 - **What can we do as an Organization?**
 - **Supporting Mental Health in My Workplace**
 - **Supporting Employees**
 - **Self Care**
 - **Leaderships Role**
 - **Talking to an Employee about MH concerns**
 - **Resources**

Mental Health in the United States



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Mental Health in the United States

- **1 in 5 U.S. Adults live with a mental illness (AMI) - 52.9 Million**
 - 24.3 million received mental health services (2020)
- **1 in 20 U.S. Adults lives with a severe mental illness (SMI) – 14.2 Million**
 - 9.1 million received mental health services (2020)
- **3 Most Common Mental Illnesses in the United States:**
 1. Substance Use
 2. Anxiety
 3. Depression



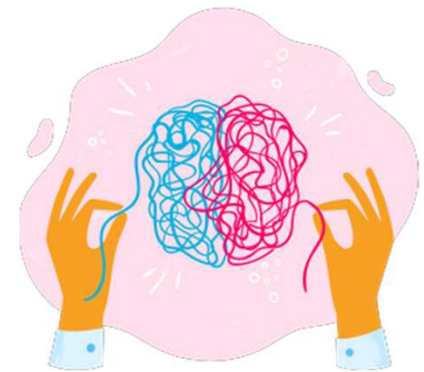
Mental Health in the United States

- **50% of those with a mental health diagnosis will begin experiencing symptoms by age 14.**
- **75% of those with a mental health diagnosis will begin experiencing symptoms by age 24.**
- **56% of adults living with mental illness do not receive any treatment.**
- **For almost all mental health disorders, people delay getting treatment.**

What is a Mental Health Disorder?

- According to the American Psychiatry Association a Mental Health Disorder (Mental Illness) is:
 - “Significant changes in thinking, emotion and/or behavior that leads to distress and/or problems functioning in social, work or family activities.”
- Essentially, changes that cause difficulty in daily functioning.

“Mental Health Disorder” vs. “Mental Illness?” Throughout this training, we will use those terms interchangeably. The terms may be perceived as different, but they are defined as the same.



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The Impact of a Mental Health Disorder

UNtreated or **UN**acknowledged mental illness has greater potential to lead to...

- **Unhappiness and decreased enjoyment of life**
- **Relationship difficulties/conflicts**
- **Problems with tobacco, alcohol and other drugs**
- **Missed work or school, or other problems related to work or school**
- **Legal and financial problems**
- **Poverty and homelessness**
- **Self-harm and harm to others, including suicide or homicide**
- **Medical problems**
- **Early or premature death**
- **Others?**

Mental Health Signs & Symptoms

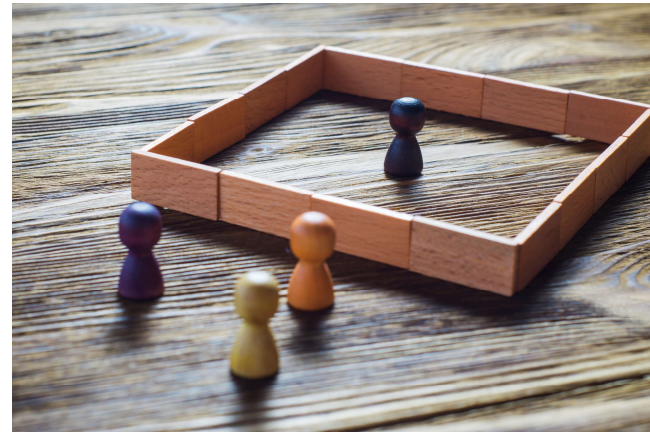


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Mental Health Distress at Work

- Irritation/ Impatience
- Rushed communication
- Forgetfulness
- Imposter Syndrome
- Defensive, particularly with feedback
- Poorer working relationships with coworkers and clients
- Decrease in performance or productivity
- Absenteeism or tardiness
- Complaint of ongoing physical issues (headaches, stomach pain, muscle soreness)
- Feeling excessively tired
- Abruptly poor hygiene or change in appearance



Mental Health Distress at Work Cont'd

- Avoidance of necessary work tasks (public speaking, giving presentations, attending meetings, deadlines)
- Disengaged from work- disinterested, detached or indifferent
- Unexplainable crying, highly emotional
- Loss of motivation or energy for typically standard job duties
- Feelings of boredom, complacency or loss of meaning at work
- Difficulty concentrating and retaining new information
- Withdrawing from colleagues- not engaging in meetings, discussions, events etc

General Mental Health Symptoms

- Changes in appetite
 - Changes in sleep
 - Social isolation and withdrawal
 - Hopelessness
 - Crying outburst
 - Increased use of substances/other unhealthy coping skills
 - Feelings of guilt or worthlessness
 - Neglecting responsibilities
- Low energy, lethargy
 - Difficulty relating to other people or situations
 - Excessive anger, hostility
 - Changes to sex drive
 - Decrease in general functioning
 - Illogical thinking/thought processes
 - Suicidal thoughts

A woman with dark hair, wearing a grey sweater, looking down with a distressed expression, her hand near her head. The background is blurred, suggesting an indoor setting.

Suicidal Ideation & Suicide

Suicide in the United States

- **Over 46,000 people in the United States die by suicide every year. (2020)**
 - **24,576 homicides (2020)**
- **Suicide is the 12th leading cause of death overall in the United States (2020)**
 - **Suicide is the 2nd leading cause of death – ages 10-14**
 - **Suicide is the 3rd leading cause of death – ages 15-24**
 - **Suicide is the 4th leading cause of death – ages 35-44**
- **Every day, approximately 130 Americans take their own life, and 3,200 more attempt to do so.**
- **Firearms are used in more suicides than homicides. (53% of completed suicides done so by firearms).**

Suicide Risk Factors

- **Gender**
- **Age**
- **Chronic physical illness**
- **Mental illness**
- **Use of alcohol or other substances**
- **Veterans**
- **Less social support**
- **Previous attempt**
- **Access to lethal means**
- **LGBTQ+**
- **Race**
- **Family or social history of suicide attempts/completions**

Suicide: Warning Signs

- **Threatening to hurt or kill oneself**
- **Seeking access to means (weapons, hoarding pills)**
- **Talking, writing, or posting on social media about death, dying, or suicide**
- **Feeling hopeless, worthless or a lack of purpose**
- **Acting recklessly or engaging in risky activities**
- **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**
- **Giving sentimental items away**
- **Talking about feeling trapped or being in unbearable pain**
- **Talking about being a burden to others**

A collection of substances including a glass of water, syringes, cigarettes, and pills on a dark wooden surface. The items are arranged on a dark, textured wooden surface. In the foreground, there is a clear glass filled with water. To the left of the glass is a small, clear plastic bag containing a white powdery substance. In the center, two white syringes with black markings and needles are standing upright. In front of the syringes, a stack of several cigarettes is neatly arranged. To the right of the cigarettes, a variety of pills and capsules are scattered across the surface, including some that are black and white, and others that are solid black or white. The background is dark and out of focus, showing what appears to be a bottle or container.

Substance Abuse Disorders

What is a Substance Use Disorder?

- **Approximately 60% of adult Americans have had an alcoholic beverage in the past year (2021).**
- **Approximately 49% of Americans will have consumed marijuana at some point in their life.**
- **Approximately 21.4%% of Americans (aged 12 and up) used illicit substances in the past year (2020)**

**NOT ALL OF THESE PEOPLE MEET THE CRITERIA
FOR A SUBSTANCE USE DISORDER!**

WHAT DOES:

- **Significant difficulties with health or causing disability.**
- **Failure to meet major responsibilities at work, school, or home.**
- **Dependence and withdrawal.**

Substance Use Disorders: Warning Signs

- **Feeling that you must use the substance regularly/having intense urges for the substance.**
 - **Over time, needing more of the substance to get the same effect.**
 - **Making certain that you maintain a supply of the substance.**
 - **Spending money on the substance, even though you can't afford it.**
- **Not meeting obligations and work responsibilities due to the substance**
 - **Unable to stop using the substance.**
 - **Experiencing withdrawal symptoms.**
 - **Others?**

Risk Factors for Substance Use Disorders

- **Tolerance and acceptability of substance in society**
- **Social factors or influence**
- **Availability of substance**
- **Genetic predisposition or family history**
- **Sensitivity to the substance**
- **Learning/exposure**
- **Trauma, neglect and abuse**



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Alcohol and Drug: Myth vs. Fact

MYTH

FACT

Myth or Fact?

Heroin and Methamphetamines are the most commonly abused illegal substances in the United States.

An estimated 60% of poor work performance can be tied back to drugs or alcohol.

People in the United States consume more alcohol per year than any other country.

13 is the average age that children begin to experiment with drugs and alcohol.

Alcohol consumption goes up by as much as 40% during a full moon.

Alcohol and Drug: Myth vs. Fact

MYTH

FACT

Myth or Fact?

Approximately 30% of world-famous rock stars have died because of extreme alcohol or drug use.

A mixed drink containing a carbonated beverage is absorbed into the body more quickly than a shot of alcohol.

Drinking alcohol raises your body temperature (“beer coat”)

Many currently illegal drugs, such as cocaine and heroin were at one time (and sometimes still are!) medical treatments and at-home-remedies.



Mental Health Support & Treatment

Activity: Is This Helpful?

1. **“Do you want to talk about it? I'm here if you need me.”**
2. **“What's wrong with you? You've been acting really weird lately.”**
3. **“I know exactly what you're going through, my sister dealt with the same thing 3 years ago.”**
4. **“Hey! Let's go for a walk on our lunch break, ok?”**
5. **“ You are here to work; you need to let everything else go.”**
6. **“It's difficult for me to understand how you are feeling but I can see how much it is upsetting you.”**
7. **“I am concerned for you. Have you talked to anyone about how you're feeling?”**
8. **“How long have you been feeling like this?”**
9. **“Suck it up buttercup, life isn't easy”**
10. **“I have to go right now, but I want to talk about this with you more. Can I call you later?”**
11. **“Get it together.”**
12. **“Just don't be anxious, life is good!”**

How to Support Others

You don't have to fix it!

Be open and supportive of the individual.

- Do NOT be critical, judgmental, argumentative or condescending.

Provide active, non-judgmental listening, Hold space.

- Do NOT make demands or ultimatums.

Identify specific behaviors which you have noticed or observed that are concerning.

Gauge risk of suicide or harm when appropriate.

How to Support Others

Ask about how the individual is taking care of their basic needs.

Encourage the individual to engage in self care and hobbies that are positive, healthy and helpful.

- These are different for everyone!

Provide information or practical support as appropriate and applicable.

Encourage the individual to reach out for professional support if symptoms are persistent, unmanageable or overwhelming

Types of Mental Health Treatment

Psychotherapy (Individual, Couples, Family Counseling)

Medication

Psychoeducation

Hospital Inpatient or Residential Care

Support Groups/ Self Help Groups

Specialty Therapy Treatments (ECT, EMDR, TMS, DBS, VNS)



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Mental Health Professionals: Who Can Help?

- **Doctors (Primary Care Provider or Emergency Care)**
- **Psychiatrists**
- **Psychiatric Nurse Practitioners**
- **Psychologists**
- **Clinical Social Workers**
- **Professional Mental Health Counselors (LPC, LMFT, LMHC)**
- **Certified Peer Support Specialists**
- **Certified Drug and Alcohol Counselors (CADC)**

The image features three silhouettes of people in a yoga tree pose (Vrikshasana) against a sunset background. The sun is low on the horizon, creating a warm, golden glow. The people are standing on a dark, rocky surface. The text 'Mental Health in the Workplace' is overlaid on a light blue rounded rectangle in the lower-left quadrant.

Mental Health in the Workplace



The Impact of Mental Health on a Workplace

- Job performance and productivity
- Absenteeism
- Employee turnover
- Internal and employee conflict
- Hostile or unsafe work environment
- Additional medical or disability costs
- Mental health problems in the US workforce costs an estimated **\$280 Billion** per year

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What can I do as an Individual?

- **Reduce stigma- talk about your experiences with mental health! (when appropriate)**
- **Know your warning signs for mental distress and reach out for help.**
- **Understand your agency's policies on mental health issues and the Americans with Disabilities Act (ADA).**
- **Encourage your agency to offer mental health and stress management education, programs and events.**
- **Attend employer-sponsored programs and events.**
- **Be open and compassionate to your colleagues' experiences.**
- **Role-model positive, healthy, and safe stress management techniques and work/life boundaries.**

What can we do as a Company?

- **Make mental health tools readily available to all employees.**
- **Provide all staff with training to help recognize and assist an employee with a mental health problem.**
- **Host seminars/trainings/workshops on mental health, stress management, mindfulness and other related topics.**
- **Encourage employees to utilize employee benefits such as EAP.**
- **Create and maintain a dedicated quiet space in the office for relaxation, stress management and decompression.**
- **Allow employees the opportunity to participate in decisions that impact them directly.**

Taking Care of YOU is Taking Care of Others

- **When we are overwhelmed, burnt-out, stressed, anxious and fatigued it is not possible to be fully present with others.**
- **Prioritize your needs, not just the basic ones!**
- **Self-care is proactive not just reactive.**
- **Boundaries are a key part of positive mental health, its ok if YOU aren't the person to help right now- ask for help from others!**
- **Develop and maintain a strong support network.**
- **Reach out for professional help when YOU need extra support!**

A large field of white umbrellas, with one prominent blue umbrella in the center, symbolizing support and mental health.

Supporting Mental Health in My Workplace

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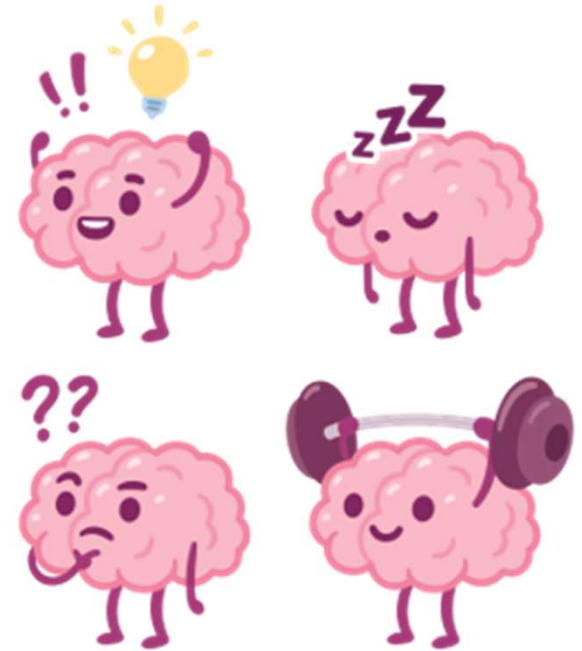


Types of Self Care

Internal and external recovery time:

- Internal: brief moments during the workday that take your mind away from the stressful task.
- External: coping skills outside of work hours that take your mind off the stress and allow you to recharge.

“Rest and recovery is not the same thing, stopping does not equal recovering.” Shawn Achor



External Tips for Staying Emotionally Healthy

- **Manage stress.**
 - Learn relaxation methods to cope with stress. These could include deep breathing, meditation, and exercise.
- **Take care of your physical health.**
 - Exercise regularly, eat healthy meals, and get enough sleep. Don't abuse drugs or alcohol. Keep your physical health from affecting your emotional health.
- **Connect with others.**
 - Make a lunch date, join a group, and say hi to strangers. We need positive connections with other people.
- **Play! - Strive for balance.**
 - Find a healthy balance between work and play, and between activity and rest. Prioritize time for things you enjoy.

Supporting employees

- Hold regular meetings.
- Be accessible, within limits.
- Emphasize positives.
- Recognize and acknowledge their work.
- Clarify expectations and job requirements.
- Find out what motivates your employees.
- Encourage stress relievers.
- Train them effectively.
- Model the behaviors you seek.



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Leadership: How to have the Conversation

- **Have this conversation in a private setting with only the necessary individuals involved.**
- **Voice your concern for the employee's wellbeing.**
- **Identify specific characteristics, behaviors or changes that have occurred that either you or others have observed.**
- **Remind the employee that you are here to support, not to punish or reprimand.**
- **Be an open and compassionate ear for the employee.**
- **Remember, you don't have to FIX anything!**
- **Come prepared to the conversation with resources/information for the employee.**

Leadership: How to have the Conversation Cont'd

- If able, provide whatever employer benefits applicable.
- Offer continued support as needed and wanted (follow-ups, check-ins).
- **Do not:**
 - guilt trip, threaten, condescend, minimize, berate, argue or mock the individual.
 - make promises you cannot keep or demands that are unreasonable.
 - share private and personal information disclosed unless appropriate.

****** If you feel uncomfortable or unable to have this conversation with an employee, don't force the conversation, ask for help from others.**

Leadership: How You Make an Impact

- **Autonomy:** Provide as much autonomy and power to your employees, particularly about their own roles, as possible.
- **Flexibility:** Allowing for flexibility in work allows your employees to have control over areas of their lives and to prioritize accordingly as life changes.
- **Trust:** developing a strong, trusting working relationship is not overrated. Take time to build your relationships with your employees so they are comfortable should they ever need support.
- **Openness:** Your ability to listen, hold space, be vulnerable and truly hear your employees will allow for a safe, open and compassionate work environment.



**Mental Health &
Substance Use Resources**

Resources

- **Your EAP is always available for immediate crisis support as well as short and long-term mental health counseling referrals.**
- **National Suicide Prevention Lifeline**
 - **1-800-273-TALK (8255)**
- **SAMHSA Treatment Referral Helpline**
 - **1-877-SAMHSA7 (1-877-726-4727)**
- **Crisis Text Line: Text CONNECT to 741741. Specialized crisis counselors are just a text message away on this free, confidential 24-hour support line.**

National Resources

- <https://workplacementalhealth.org/>
 - Center for Workplace Mental Health
- <https://www.mindsharepartners.org/>
 - Mind Share Partners- Nonprofit Workplace and Mental Health Culture
- <https://www.nami.org/>
 - National Alliance on Mental Illness
- <https://www.samhsa.gov/>
 - Substance Abuse and Mental Health Services Administration

Have any Questions?

If you have any questions or if you would like additional information, please contact Canopy.



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Thank You



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