What We All Need to Understand About Mental Health
Objectives

- To understand common mental health concerns
- To understand the effects of mental health issues in the workplace
- To learn how to assist and respond
- Provide resources for managers and employees
Contributing Factors

Biological
- physical health
- disability
- genetic vulnerabilities
- drug effects
- temperament
- IQ

Mental Health
- peers
- family circumstances
- school
- family relationships
- trauma

Social
- self-esteem
- coping skills
- social skills

Maximizing Human & Organization Potential
The Impact

Thoughts

Perceptions

Actions

Mood

Maximizing Human & Organization Potential
What do we think about people who are mentally ill?

- These are violent people.
- These people are “weird” or “crazy.”
- People with these problems can’t work “normal” or “good” jobs.
- People have these problems because they are lazy or weak.
"One in four people, like me, have a mental health problem. Many more people have a problem with that.

I want to speak out, to fight the public stigma and to give a clearer picture of mental illness most people know little about.

Once the understanding is there, we can all stand up and not be ashamed of ourselves, then it makes the rest of the population realise we are just like them but with something extra."
Emotional Problems Affect Everyone

- It is best to view mental health problems on a continuum.
- Mental health issues affect the individual and their environment (e.g. work and family).
- People generally respond in ways that relieve the most distress.
Mental Illness Looks Like . . .

- 18.5% of all adults experience mental illness.
- 13% of the adult population has an anxiety disorder
- 2.6% of the adult population has bipolar disorder
- 6.7% of all adults have experienced one major depressive episodes in the past year.
Mental Health Issues in the Workplace

- Corporate executives believe mental health issues have a high indirect cost.
- Depression costs companies $52 billion and 400 million lost work days each year.
- Mental illness and substance abuse cost employers $80 to $100 billion each year.
Common Mental Health Problems

- Anxiety
- Stress
- Depression
- Bipolar
- Alcohol
- Bipolar Disorder
- Post Traumatic Stress Disorder
- Attention Deficit Disorder
- Drugs
### Observable Signs of Mental Health Issues

<table>
<thead>
<tr>
<th>Change in Normal Functioning:</th>
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<tbody>
<tr>
<td>Decrease in productivity</td>
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<tr>
<td>Excessive leave</td>
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<tr>
<td>Lack of motivation, missing deadlines</td>
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<tr>
<td>Difficulty when typical demands are placed</td>
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<tr>
<td>Impaired judgement</td>
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<tr>
<td>Mood changes</td>
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Maximizing Human & Organization Potential
Why Others May Avoid Addressing These Behaviors

- Not wanting to jeopardize the employee’s career
- Feeling it is a “personal issue”
- Having a personal relationship with the employee
- Fear of retaliation
- Not wanting to be the “bad person”
- Managers not wanting to work through the “red tape”
- Fear of employee’s response to the conversation
Effects of Avoidance

- Negative attitudes which can affect unit cohesion and productivity
- Managers giving more work to other employees
- Poor workplace morale
- Anger and resentment
- Workplace distractions
Employees Who Are Visibly Upset

- Speak calmly, slowly and confidently.
- Listen, engage & be supportive.
- Be prepared for a variety of reactions.
- Attempt to find a quiet, private location for employee.
- Ask other employees to give their co-worker privacy.
- Remind the employee that he or she is safe.
Employees Under the Influence of a Substance

- Know your policies and procedures.
- Determine need for medical assistance.
  - Contact 911 as necessary.
- If not a medical emergency, assist in finding transportation home.
- Be cognizant of employee’s ability to perform job duties.
- Document behaviors in specific and objective terms.
- If someone else brings reports to your attention, ask him/ her to document as well.
Employees Threatening Suicide

- Take all statements about suicide seriously.
- Notify a supervisor or HR
- Speak calmly, listen and engage.
- Notice if the statements are direct or passive.
- Questions to ask:
  - Do you have a plan?
  - What stops you?
  - Do you have a means to execute your plan?
- If a concern remains about the employee’s safety:
  - Contact 911 when necessary.
- Trust your instincts.
Mental Health Issues

- Elton John
- Sheryl Crow
- Jim Carey
- Harrison Ford
- Scott Aldrin
- John Daly
- Carrie Fisher
- Mel Gibson
Additional Resources

- National Alliance on Mental Illness (NAMI)
  www.nami.org
- National Institute of Mental Health (NIMH)
  www.nimh.nih.gov
- MentalHealth.gov
  www.mentalhealth.gov
- Harvard Health Publications
  www.health.harvard.edu
- Job Accommodation Network
  www.askjan.org
- Mental Health America
  www.nmha.org
- National Suicide Prevention Lifeline
  800-273-TALK (8255)
How to Contact ESPÝR

You may contact ESPÝR at:

(844) 428-3241
or
Request services securely at our web site:

www.espyr.com

Enter your company id/password well-being