



Moving Beyond Leaving our Problems At the Door: Mental Health in the Workplace

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Objectives

- Define mental health and describe the ways in which it impacts our lives.
- Describe how unaddressed mental health challenges can impact us at work.
- Identify ways to better manage our mental health and to support others in managing their mental health at work

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TAKE THIS MOMENT.
RELAX YOUR SHOULDERS.
RELAX YOUR JAW.
INHALE SLOW.
EXHALE SLOWER.
SOFTEN YOUR GAZE.
NOW BE. JUST BE.

**mental
health
is
health**

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What is Mental Health

- Mental health includes our emotional, psychological, and social well-being.
- It affects how we think, feel, and act.
- It also helps determine how we handle stress, relate to others, and make choices.
- It directly impacts our physical well-being.

Source: [mentalhealth.gov](https://www.mentalhealth.gov)

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RESEARCH ARTICLE | POPULATION HEALTH

[HEALTH AFFAIRS](#) > [VOL. 40, NO. 3](#): NURSING HOMES, COVID-19 & MORE

Deaths Of Despair: Adults At High Risk For Death By Suicide, Poisoning, Or Chronic Liver Disease In The US

[Mark Olfson](#), [Candace Cosgrove](#), [Sean F. Altekruze](#), [Melanie M. Wall](#), and [Carlos Blanco](#)

[AFFILIATIONS](#) ∨

One in Five



Source: National Alliance on Mental Illness

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Stigma drives silence

Most people struggle with symptoms for years before they seek help.



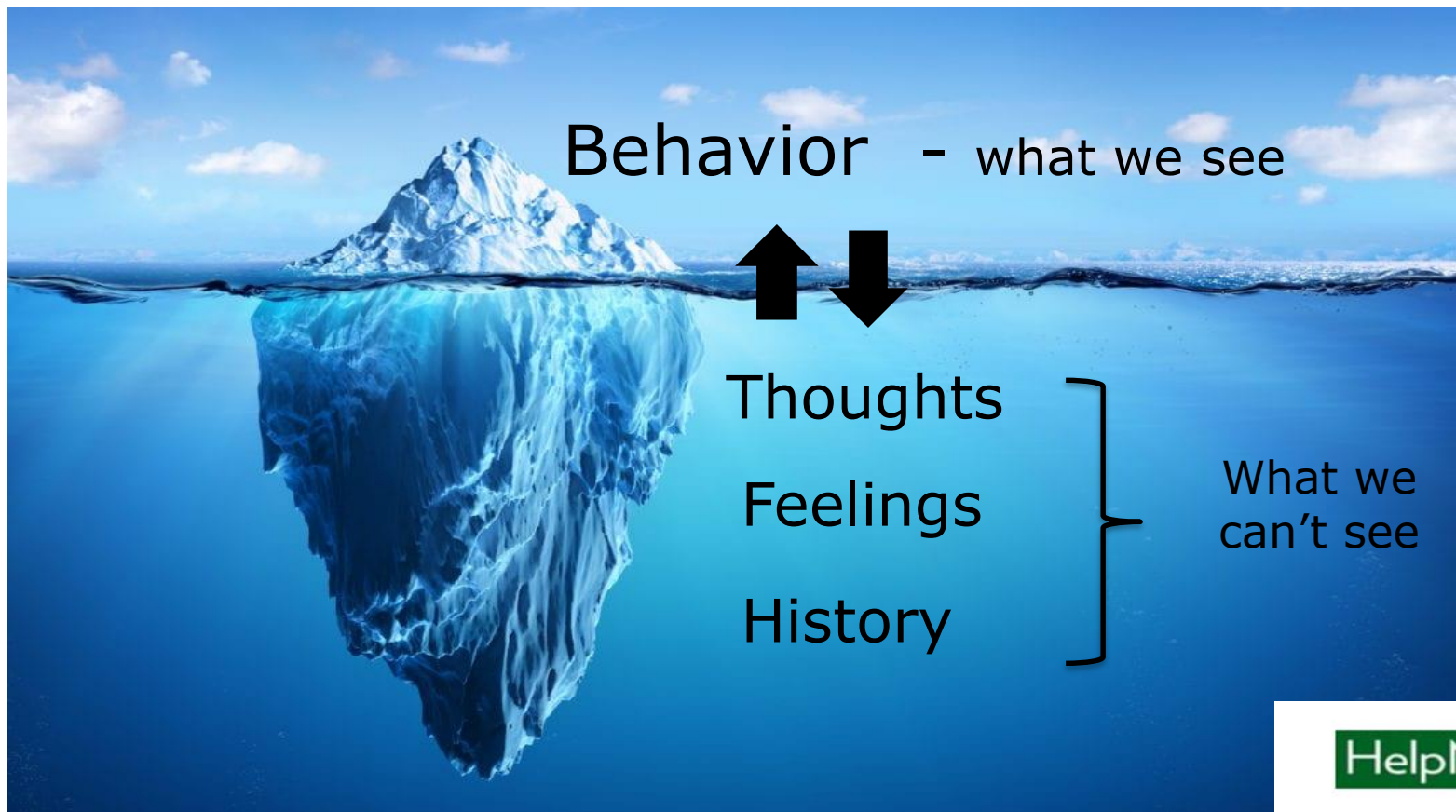
Source: National Alliance on Mental Illness.

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Talking about
suicide does not
cause suicide.
Talking about
suicide let's
people know
they are not
alone.

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Behavior - what we see



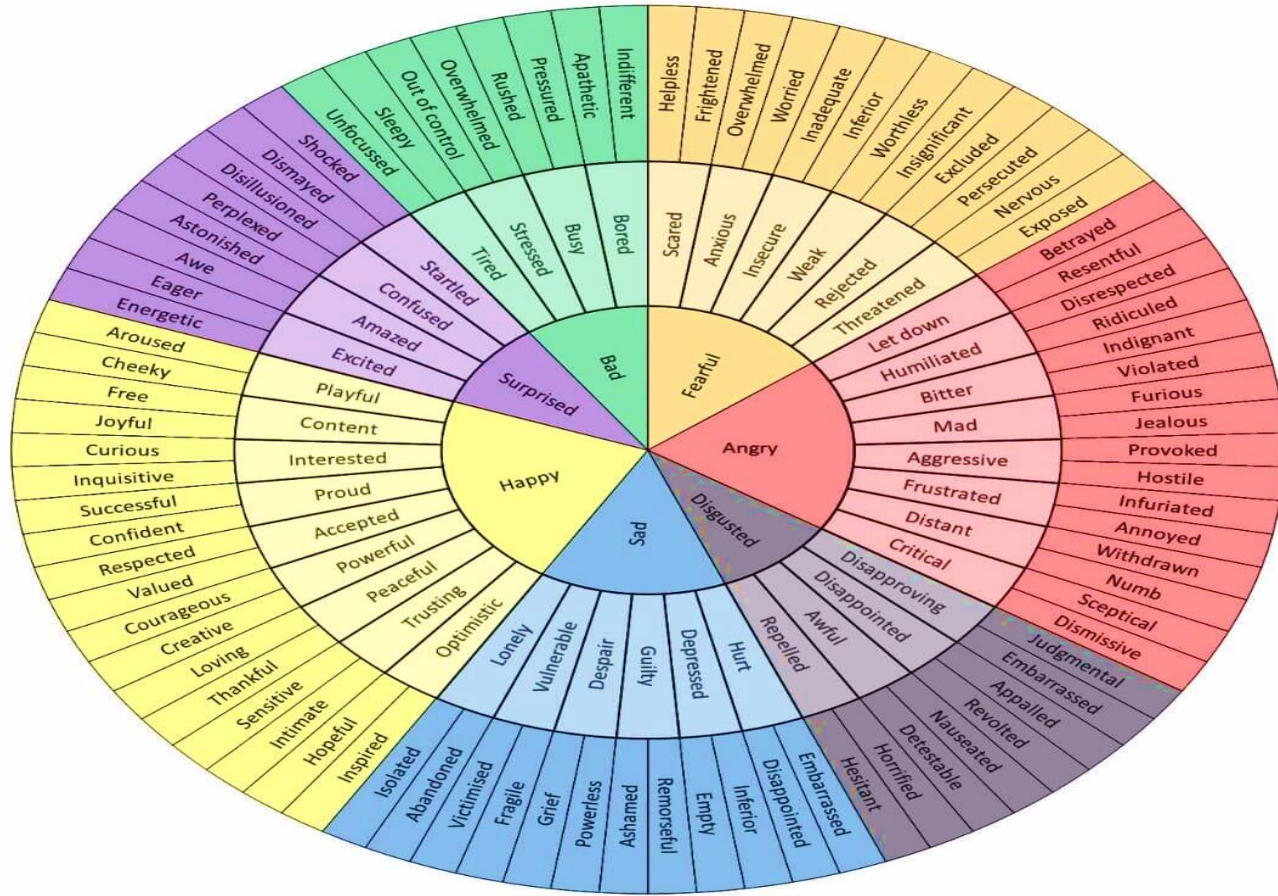
Thoughts

Feelings

History

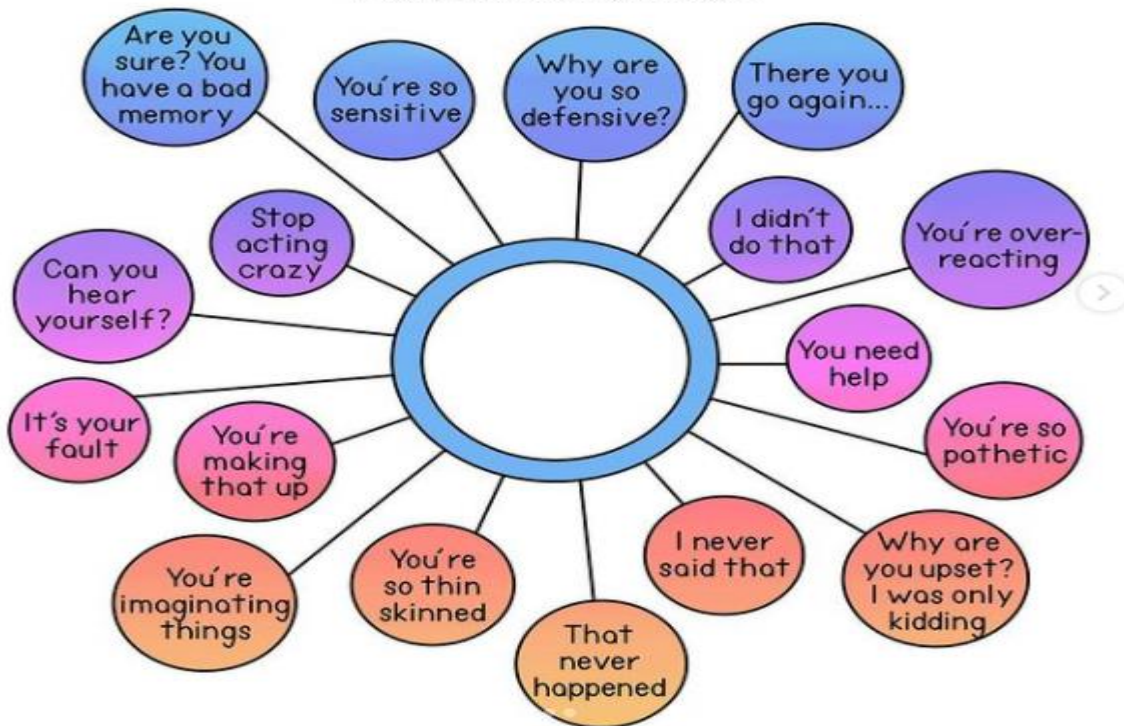
What we
can't see

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Gaslighting sounds like

@what.is.mental.illness



We all have our own
mental health
“reference range” so
do not to compare
your experience to
another.

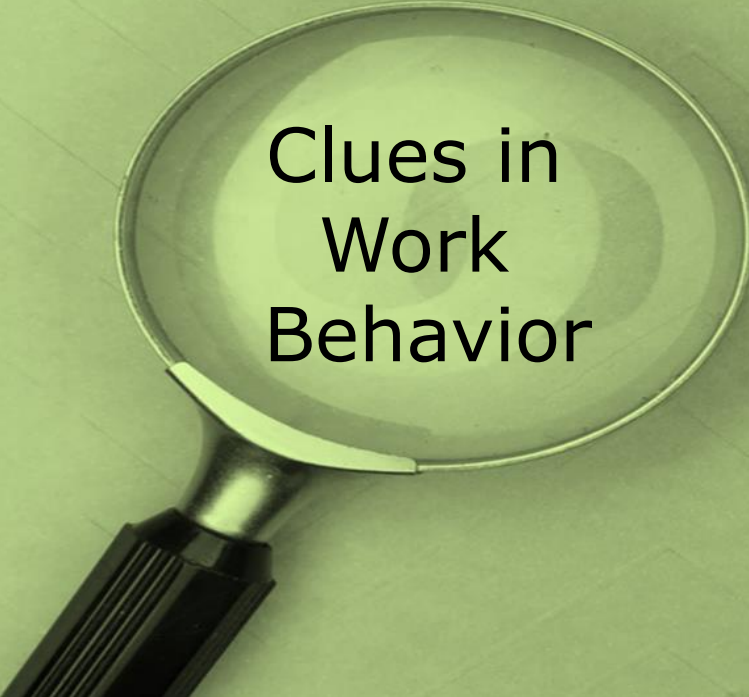
| Complete Blood Count | | |
|----------------------|------|-------------|
| RBC | 3.8 | $10^{12}/L$ |
| HGB | 4.47 | $10^6/L$ |
| HCT | 14.5 | gm% |
| MCV | 42.0 | % |
| MCH | 94.1 | fl |
| MCHC | 32.5 | pg |
| RDW | 34.5 | % |
| PLT | 14.6 | % |
| PLT Smear | 217 | $10^3/ul$ |
| NE% | 63.1 | % |
| LY% | 17.0 | % |
| MO% | 12.7 | % |
| EO% | 3.1 | % |
| BA% | | |
| Other | | |
| Normochromic | | |
| Normocytic | | |

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Clues in Behavior

- Increased irritability
- Changes in sleep patterns
- Increased anxiety/fear
- Changes in eating patterns
- Increased sadness/anger
- Changes in social connections
- Increased substance use



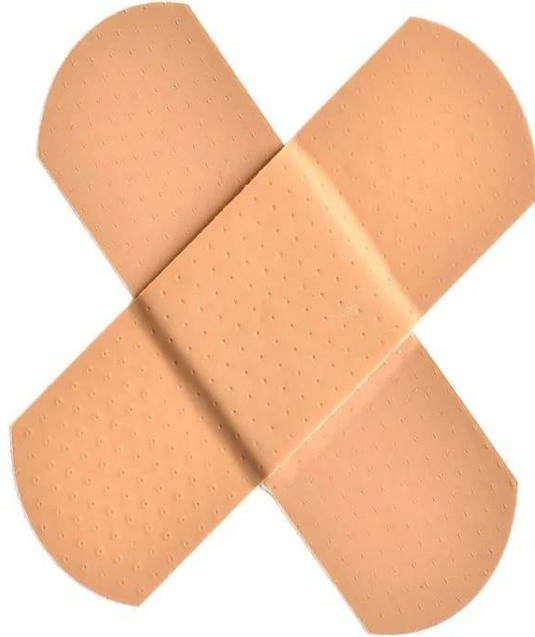
Clues in Work Behavior

- Increased absenteeism/tardiness
- Decreased focus and productivity
- Withdrawn from typical social behavior
- Increased defensiveness
- Decreased lack of self-care
- Increase in outburst or changes in personality



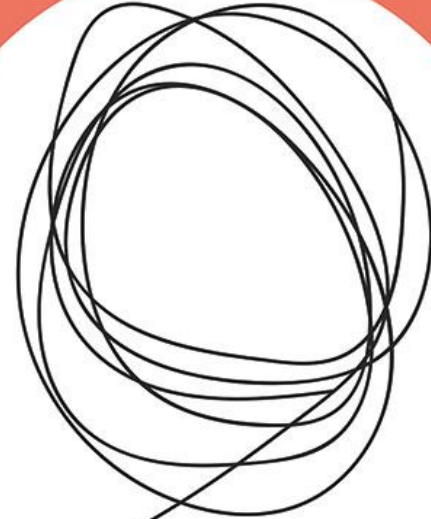
Scripting

- How are things going? I've noticed that you are not as _____ as usual and I want to check in.
- What can I do to support you right now?
- What do you need to feel supported?
- What does success in this role look like for you?



Acknowledge that
something is going on
with you

I see you and how you
feel matters to me



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Treatment Options

- Psychotherapy
- Medication
- Social/Peer Support
- Spiritual Support
- Patience and self-compassion
- Dietary Support
- Exercise/movement

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What is your **favorite** version of yourself?
Who are you with? What are you doing?
Where are you?
Be very specific.



Thoughts? Ideas? Questions?



Contact us

- 24 hours a day
- 365 a year.

You can reach us by phone:

- (800) 969-6162 nationwide
- (800) 523-0591 in the Kalamazoo, Michigan area.

Email:

cokerc@bronsonhg.org



Thank you!

bronsonhealth.com