



# 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

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# 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.

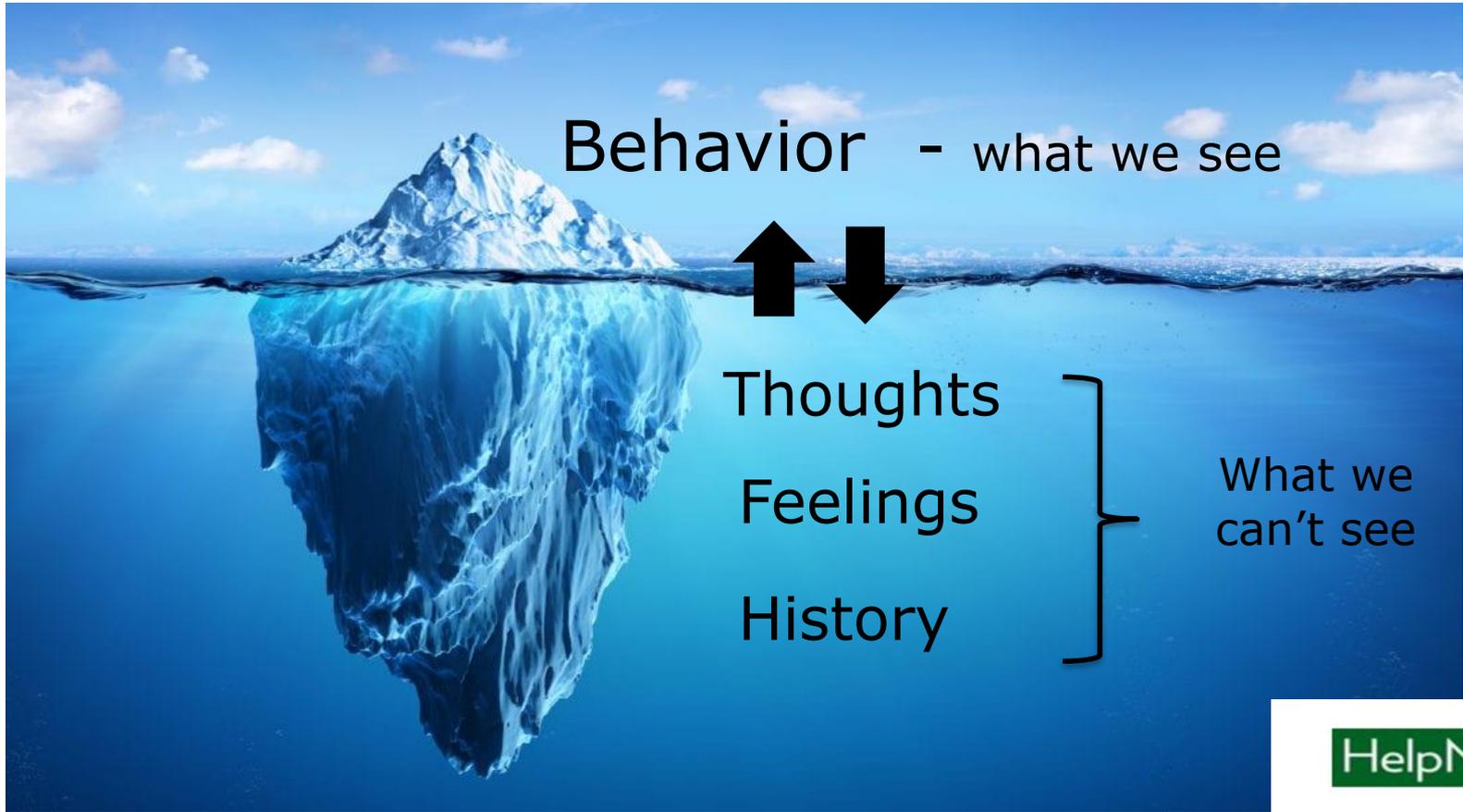
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Talking about suicide does not cause suicide. Talking about suicide let's people know they are not alone.

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Behavior - what we see

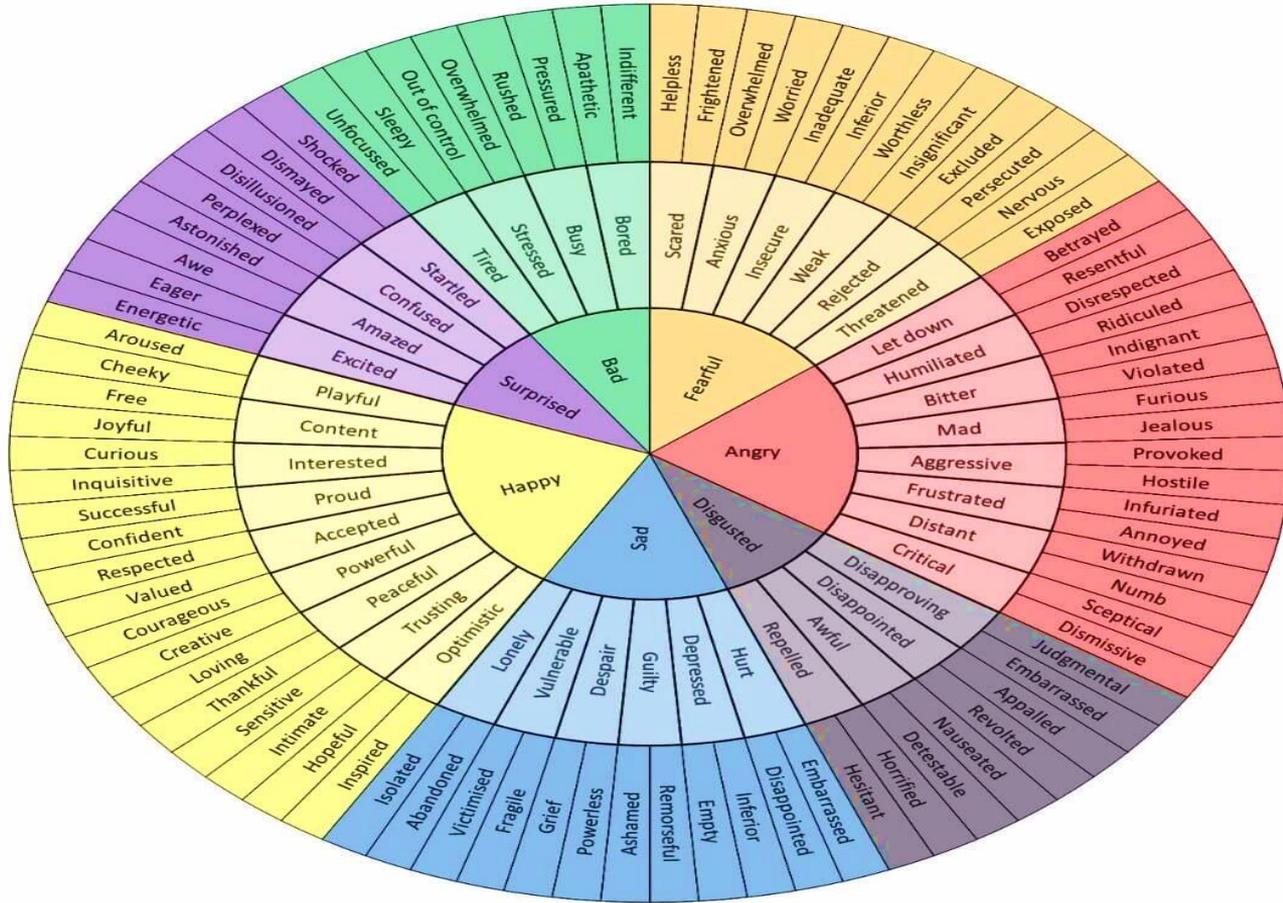


Thoughts  
Feelings  
History



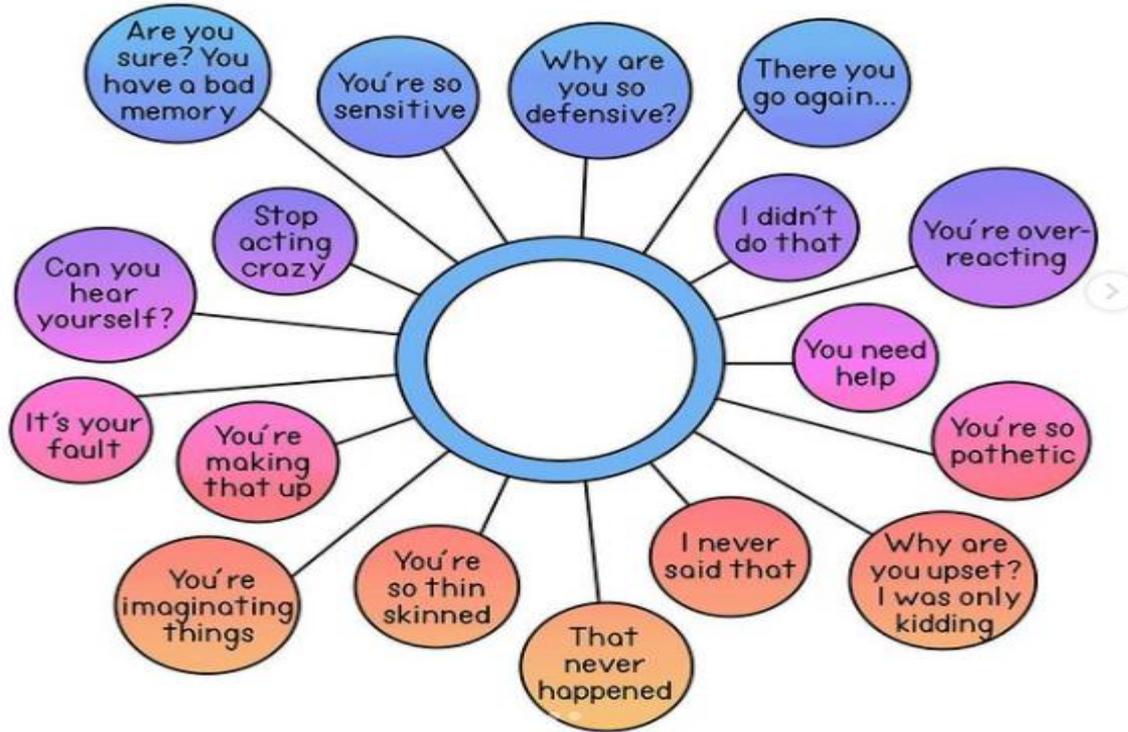
What we  
can't see

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# Gaslighting sounds like

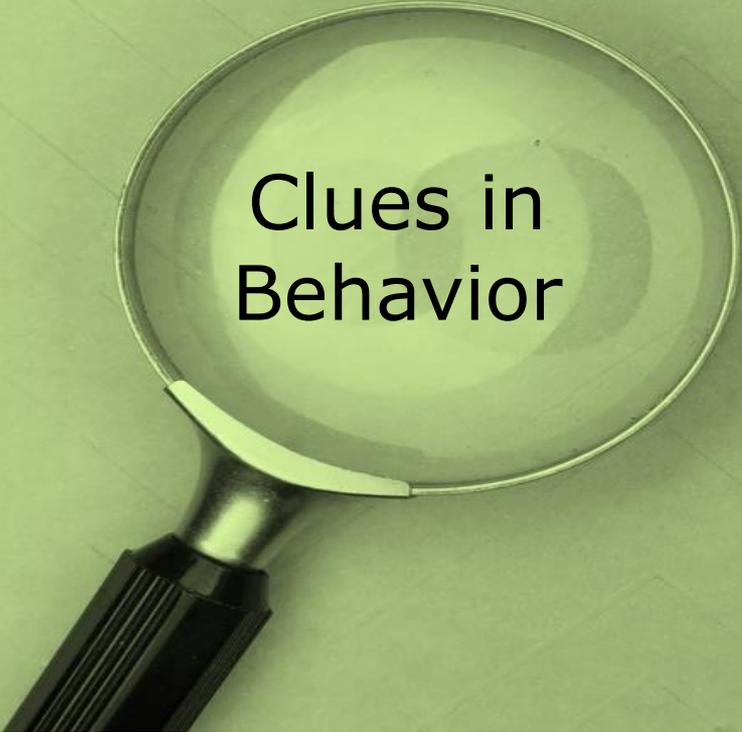
@what.is.mental.illness



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

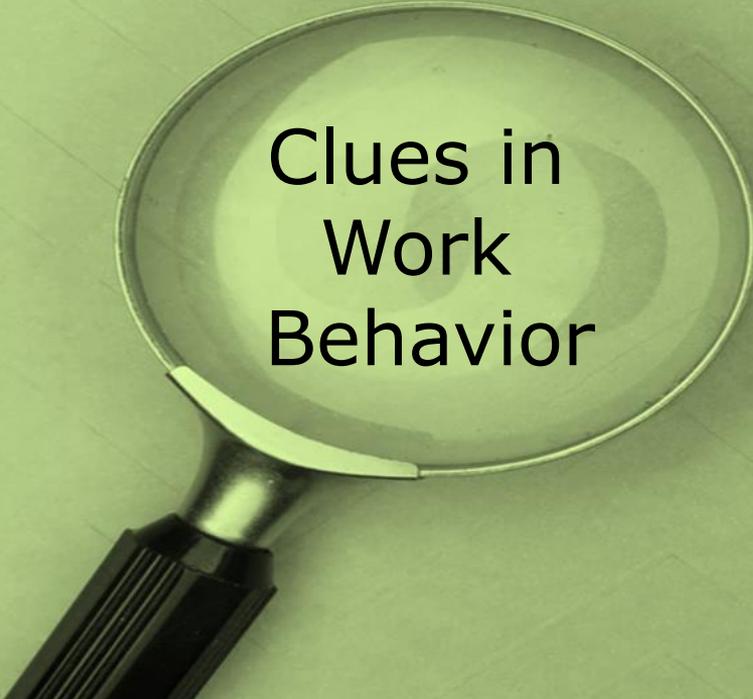
Test	Value	Unit
RBC	3.8	$10^3/\mu\text{l}$
HGB	4.47	$10^6/\mu\text{l}$
HCT	14.5	gm%
MCV	42.0	%
MCH	94.1	fl
MCHC	32.5	pg
RDW	34.5	%
PLT	14.6	%
PLT Smear	217	$10^3/\mu\text{l}$
NE%	Adequate	
LY%	63.1	%
MO%	17.0	%
EO%	12.7	%
BA%	3.1	%
Other		
Normochromic		
Normocyt		

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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



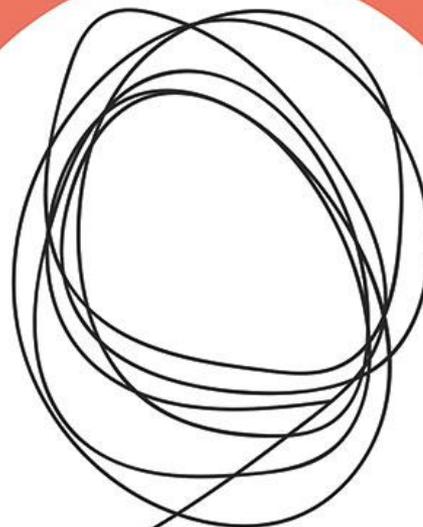
# Scripting

- 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](mailto:cokerc@bronsonhg.org)



**Thank you!**

**[bronsonhealth.com](https://bronsonhealth.com)**