

**Mental Health
FOR THE WORKPLACE**



LEVEL UP CONSULTANTS
ELEVATING YOUR COMPANY CULTURE

CAUTION

**MENTAL HEALTH
AWARENESS
IN PROGRESS**

*Side effects may include
increased happiness &
productivity.*



**LEVEL UP
CONSULTANTS**

Mandy McIntyre, Founder/Principal
Mental Health First Aid Instructor



**EMPLOYEE SAFETY COMES
BEFORE PROFIT AT ANYTIME**





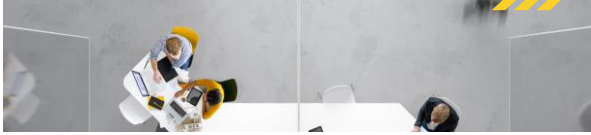
**WHAT TO EXPECT
FROM THIS SESSION:**

- Mental health overview
- How to identify those at risk (because you do have them)
- 3 steps to reduce the risk of tragedy



WHAT NOT TO EXPECT FROM THIS SESSION:

- To obtain all the answers in one session
- An absence of technical difficulties.
- Feeling like you wasted your time by attending :)



TODAY'S GOAL:

To raise awareness around mental health, reduce the stigma and save lives!





MENTAL HEALTH OVERVIEW



WHAT IS MENTAL HEALTH?



Mental health includes our emotional, psychological and social well-being.



-US Department of Health & Human Services



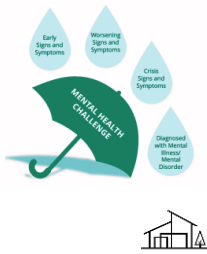
WHAT IS A MENTAL HEALTH "CHALLENGE"? ▲



WHAT IS A MENTAL HEALTH "CHALLENGE"?

IDENTIFYING THOSE AT RISK:

- There is a major change in a person's thinking, feeling, or behavior.
- This change interferes with their daily life.
- The interference does not go away quickly and lasts longer than typical emotions or reactions.



SIGNS & SYMPTOMS



Appearance

- Tired-looking
- Disheveled
- Cuts or bruises



Behavior

- Tardiness
- Aggression
- Job performance



Feelings

- Sadness
- Fear
- Disconnected



Thoughts

- Can't focus
- Indecisiveness
- Constant worry



WHEN DO SIGNS & SYMPTOMS BECOME A CHALLENGE?



FREQUENCY

Signs & symptoms present most of the day or many times per day



DURATION

Signs & symptoms have been present for a certain amount of time



IMPACT

Signs & symptoms effect work performance, relationships, or participation in usual activities



WHAT IS MENTAL HEALTH AWARENESS?



-Mental Health America



The ongoing effort to reduce the stigma around mental illness and mental health conditions by sharing our personal experiences, and actively promoting support, education, and resources.



What do you think the average length of time is for someone with initial signs & symptoms of a mental health challenge to when they get professional treatment?





1 in 5

American adults will have a diagnosable mental health condition in any given year



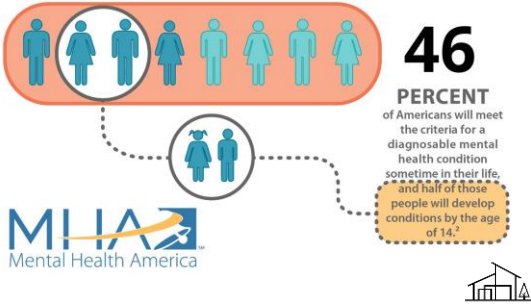
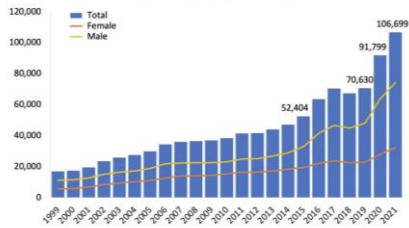


Figure 1. National Drug-Involved Overdose Deaths*, Number Among All Ages, by Gender, 1999-2021



*Includes deaths with underlying causes of unintentional drug poisoning (D60-D62), suicide drug poisoning (D63-D64), homicide drug poisoning (D65), or drug poisoning of undetermined intent (D66-D68), as coded in the International Classification of Diseases, 10th Revision. Source: Centers for Disease Control and Prevention, National Center for Health Statistics, Multiple Cause of Death 1999-2021 on CDC WONDER Online Database, released 1/20/22.

Youth suicide rates rose 62% from 2007 to 2021.

Source: CDC



**2023 had the highest rates of suicide
in America than any other year on record.**

Source: CDC



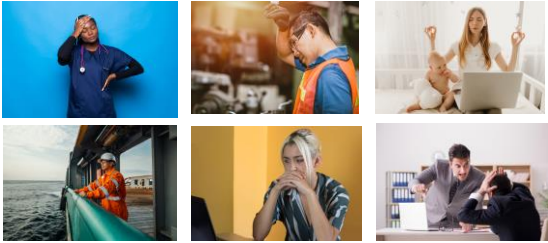
**THE PERFECT STORM:
NATIONAL MENTAL HEALTH CRISIS**



**MENTAL HEALTH IN THE
WORKPLACE**



OUR WORK ENVIRONMENTS PLAY A SIGNIFICANT ROLE IN OUR LIVES.



WORKPLACE STRESS

9 IN 10

EMPLOYEES REPORT THAT THEIR WORKPLACE STRESS AFFECTS THEIR MENTAL HEALTH.

3 IN 5

EMPLOYEES ARE NOT RECEIVING ADEQUATE SUPPORT FROM SUPERVISORS TO HELP MANAGE STRESS.

EMPLOYEE BURNOUT

4 IN 5

EMPLOYEES FEEL EMOTIONALLY DRAINED FROM THEIR WORK, AN EARLY SIGN OF BURNOUT.

56%
40%

OF EMPLOYEES SPEND TIME LOOKING FOR A NEW POSITION, COMPARED TO OF EMPLOYEES IN 2018.


Source: Mental Health America
2021 MIND THE WORKPLACE REPORT




Workplace Mental Health Risk Factors

 Company culture (job satisfaction, work/life harmony)

 Poor supervision and management

 Stigma and fear

 High pressure work environments

 Physical workspace & ergonomics

 Access to healthcare



Can mental illness be OSHA recordable?



Mental illness CAN be recordable, if: 

“Mental illness will not be considered work-related unless the employee voluntarily provides the employer with an opinion from a physician or other licensed health care professional with appropriate training and experience (psychiatrist, psychologist, psychiatric nurse practitioner, etc.) stating that the employee has a mental illness that is work-related.”

Source:
1904.5 - Determination of work-relatedness.
1904.5(b)(2)(i)



Busting Myths That Keep Workers Silent About Workplace Stress

OSHA OFFICE OF GOVERNOR & EMPLOYEE PROTECTION

Talk to your supervisor or human resources representative about the stresses you may be feeling. Is something holding you back? Are you worried about being judged? No, we've got the record straight.

MYTHS	FACTS
Stress or mental health struggles are a sign of weakness.	We have great support for your willingness to speak openly about your experience. We want to see a sign of your strength.
Raising concerns about workplace stress is frowned upon.	We want to hear from you. We need to learn more about your experience so we can identify areas for improving the support we provide our workers.
This is not the time to "take a break" if you are overwhelmed about your personal safety at work. Instead, you should participate in stress management training that management is doing the best it can.	We want you to speak up. Your health and safety is our number one priority. We want you to be our "open and alert" and alert us to problems that need attention. Speaking about mental health concerns, workplace stress, and safety issues is a sign of your strength.
You need to keep your personal life separate from work. If you cannot find a way to balance your work and personal responsibilities, that's a problem we can find solutions with you.	We will work with you to incorporate all work flexibility as we can to help you juggle work and your competing responsibilities.

Protect your rights to a safe workplace. You have the right to report an OSHA violation without fear of retaliation. See www.osha-slc.gov for more information.

OSHA OFFICE OF GOVERNOR & EMPLOYEE PROTECTION • 1600 S. 14TH AVENUE, SUITE 100 • DENVER, CO 80202



What can employers do to help?



WORKPLACES CAN BE ENGINES OF MENTAL HEALTH AND WELLBEING



3 STEPS TO TAKE TO REDUCE THE RISK OF TRAGEDY: MENTAL HEALTH ACTION PLAN



RAISE AWARENESS: Be proactive and make mental health a safety and wellness initiative *before* tragedy strikes.



COMMUNICATE: Navigate difficult conversations to reduce the stigma.



EDUCATION & RESOURCES: Get the proper training and support.





RAISE AWARENESS:

Be proactive and make mental health a safety and wellness initiative *before* tragedy strikes.





AWARENESS

Toolbox Talks -
the easiest thing you can do



TOOLBOX TALK
REDUCING THE STIGMA AROUND MENTAL ILLNESS

When you're struggling with your mental health, you might feel yourself wanting to be left alone. Instead of reaching out for help, you might try to keep things to yourself. This is a common reaction, but it's contributing to the high number of construction workers who are taking a leave.

KEY TAKEAWAYS

- One in five adults in the United States are living with a mental illness.
- Among U.S. adults, more than 17.5 million people have serious mental illness.
- Construction workers are more likely to be in a position to get help and support than most other workers.

WHY IT MATTERS

• If you find yourself struggling, know this: We are not alone. Your employer should have a plan in place, and it's important that you understand it. There are many ways to get help, and your employer should be able to provide the support you need. It's important to get a plan for the better, so you can get back to work.

HOW TO START

• **Recognize** your own signs of struggling. Ask to your doctor about treatment options that might work for you. Get therapy and medication and get on a medication.

• **Communicate** with your employer about your struggles. Talking about your struggles with your employer can help you get the support you need. You can also talk to your union representative for more information.

• **Get help** from your employer. Your employer should have a plan in place to help you get the support you need. You can also talk to your union representative for more information.

Resources and Support • For more information, visit www.mentalhealth.gov or call 1-800-950-6264. For more information, visit www.mentalhealth.gov or call 1-800-950-6264.

Get help or chat 24/7 for the National Suicide Prevention Hotline. Find resources at www.national suicide prevention hotline.org





AWARENESS

Lunch & Learns:

- Promote insurance and EAP benefits
- Invite a guest speaker or mental health care professional
- Naloxone information





AWARENESS

Wellness Programs & Workshops:
(a holistic approach to overall wellbeing)

- Yoga
- Financial planning
- Nutrition
- Sleep
- Stress management



MANAGING STRESS & MENTAL HEALTH:

**Work / Life Harmony
& Self-Care**





AWARENESS

- Company culture assessments
- Anonymous employee feedback surveys
- Leadership reviews







COMMUNICATE:
 Navigate difficult conversations to reduce the stigma.





COMMUNICATE

- Don't be afraid to bring up issues related to stress, depression, anxiety, or suicide





COMMUNICATE

- Don't be afraid to bring up issues related to stress, depression, anxiety, or suicide
- If you see something - *SAY SOMETHING*





COMMUNICATE

- Don't be afraid to bring up issues related to stress, depression, anxiety, or suicide
- If you see something - *SAY SOMETHING*
- Practice active listening





COMMUNICATE

- Don't be afraid to bring up issues related to stress, depression, anxiety, or suicide
- If you see something - *SAY SOMETHING*
- Practice active listening
- Normalize talking about mental health - share a lived experience or find your "champion"





THE BIGGEST MYTH WITH SUICIDE





THE BIGGEST MYTH WITH SUICIDE



MYTH:
Asking a person about suicide will encourage the person to attempt suicide.





THE BIGGEST MYTH WITH SUICIDE

FACT:
Asking a person directly will serve as a deterrent.



[DO NOT BE AFRAID TO ASK THE QUESTION.](#)





EDUCATION & RESOURCES:

Get the proper training and resources.





EDUCATION, TRAINING & RESOURCES

Suicide & Crisis Lifeline
 If you or someone you know is in crisis, call or text the lifeline below:

988 NATIONAL SUICIDE PREVENTION LIFELINE

988 LINEA DE AYUDA PARA LA SUICIDIO Y CRISIS

Call, text or chat
988
 for the NATIONAL SUICIDE PREVENTION LIFELINE.

988 Suicide & Crisis Lifeline
www.samhsa.gov/find-help/988



Mental Health America
www.mhnational.org



Take a Mental Health Test

Get a quick assessment of your mental health. Take a test now.

Learn more about mental health tests.

Need to talk to someone? (Warmlines)

Get help from a trained professional. Call or text now.

Learn more about warmlines.



UPDATE YOUR SAFETY BOARDS & SAFETY PLANS WITH MENTAL HEALTH RESOURCES



- Use QR codes for easy access
- Have in English and Spanish
- Put in your work orders
- Keep updated!



MENTAL HEALTH FIRST AID





MENTAL HEALTH FIRST AID: WHAT YOU WILL LEARN

- Noticing signs and symptoms of substance use and mental health challenges.
- Communication tactics for navigating conversations about mental health, suicide and substance use concerns.
- Knowing that recovery is possible - and how to support it.
- Tackling mental health stigma.
- How to connect a person with help.
- How to interact with a person in crisis.
- How to de-escalate a crisis or challenge situation.

IDENTIFY UNDERSTAND RESPOND

Learn how to safely and confidently navigate a mental health challenge and why it's critical.

WHAT YOU RECEIVE AFTER COMPLETING MENTAL HEALTH FIRST AID TRAINING:

- ✓ 7 year certification from the National Council for Mental Wellbeing
- ✓ An enhanced company culture and safer work environment
- ✓ Mental Health Toolbox Talks
- ✓ Industry recognition for progressive safety measures
- ✓ Hardhat sticker, mental health manual & resources
- ✓ Private LinkedIn Group for ongoing support

SAFETY FIRST





DON'T GAMBLE WITH THE MENTAL HEALTH OF YOUR TEAM

When you think about jobsite hazards, physical risks are probably at the top of the list. An unprotected fall, an unmarked restricted zone... but what about the dangers you can't see?



ACE Mental Health Program Outline:

Session 1: ADVOCATE
Advocating Awareness & Knowing the Facts
Break down barriers by cultivating an atmosphere where mental health is openly discussed, and stigmas are dismantled.

Session 2: COMMUNICATE
Communication & Active Listening
Develop effective communication skills to encourage dialogue, empathy, and support among team members.

Session 3: EDUCATE
Educating Your Team (and Yourself)
Equip individuals with the knowledge and resources necessary to support their team, promote self-care, stress management, and provide meaningful assistance.

Note: Construction Centric Track Available!



ROI: Mental Health Initiatives

Safety & Job Performance

- Reduces risk of physical injury where errors can result in significant harm or even death
- Improves job performance by reducing stress and anxiety
- Reduces substance and alcohol use
- Saves lives!

Source: Centers for Disease Control & Prevention (CDC)

Profitability & Productivity

- Every \$1 spent in promoting mental health has \$3 - \$5 return.
- 23 billion is spent annually in the U.S. on work productivity loss due to depression alone
- Mental illness is forecasted to contribute to \$16 trillion in lost output by 2030.

Source: Society for Human Resource Management (SHRM)

Recruitment & Retention

- 76% of people believe companies should be doing more to support the mental health of their workforce
- 85% of people say their mental health issues at work negatively affect their home life (and vice versa)

Source: Society for Human Resource Management (SHRM)



GOAL RECAP:

To raise awareness around mental health, reduce the stigma and save lives!



REASON FOR OUR GOAL:

- National mental health crisis
- Record high suicide and overdose deaths
- The landscape of our work environments has changed post-pandemic
- Because your team deserves it and your company will benefit from mental health initiatives



**HOW WE REACH OUR GOAL:
3 STEP MENTAL HEALTH ACTION PLAN**



RAISE AWARENESS: Be proactive and make mental health a safety and wellness initiative *before* tragedy strikes.



COMMUNICATE: Navigate difficult conversations to reduce the stigma.



EDUCATION & RESOURCES: Get the proper training and support.



THANK YOU!

 www.levelup-mentalhealth.com

 mmcintyre@levelup-consultants.com

 +216-409-8537





Level Up is a consulting service based on leadership and company culture to attract, engage and retain employees for a happier & healthier workforce.

Programs & Services:

- Communication workshops
- Company culture assessments
- Confidence & accountability coaching
- Custom speaking engagements
- DEI programs & training
- EOS fractional integrator
- Leadership development
- Mental health workshops & training
- Stress management workshops & training
- Wellness programs
- Women's empowerment & gender equity
- Workplace ergonomics
- Workplace harassment prevention



Bio: Mandy McIntyre
Founder/Principal
Mental Health First Aid Instructor



Mandy McIntyre is the visionary behind Level Up Consultants. Prior to venturing into entrepreneurship, she amassed a decade of experience in the roofing industry, holding the position of Vice President at a Cleveland-based roofing contractor. Mandy's roots in construction run deep, having grown up in a family that owned and operated a small general contracting business.

Dedicated to fostering diversity, equity, and inclusion, Mandy currently serves nationally as the Chair of the DEI Committee on the Board of Directors for National Women in Roofing and locally as the Chair for the Cleveland Council. Her commitment to mental health advocacy is evident in her role on the Construction Suicide Prevention Steering Committee. Here, she collaborates with OSHA and other industry supporters to raise awareness about mental health in the construction sector.

Mandy wears multiple hats as a registered Mental Health First Aid instructor certified by the National Council for Mental Wellbeing. Additionally, she is a Yoga Alliance-certified yoga and meditation instructor, blending holistic approaches to well-being. Mandy's pursuit of knowledge is reflected in her completion of Cornell University's DEI program and Harvard University's Leadership Principles program, showcasing her dedication to personal and professional growth.
