

Simple Mental Health





Hey,
how's it going?
You doing ok?





**Do you know the signs
to look for in yourself
in case you might be
struggling with your
mental health?**





**Give EAP
a call,
it can't hurt**



Put Mental Health
Literacy

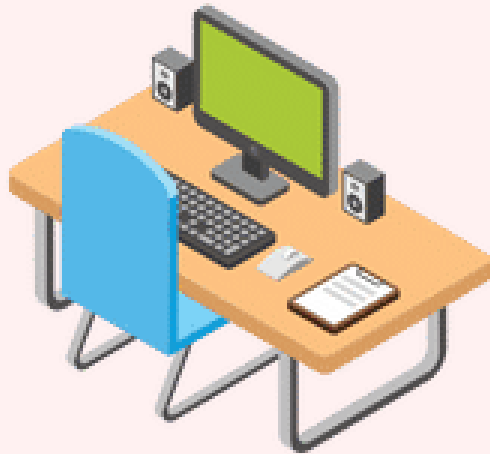




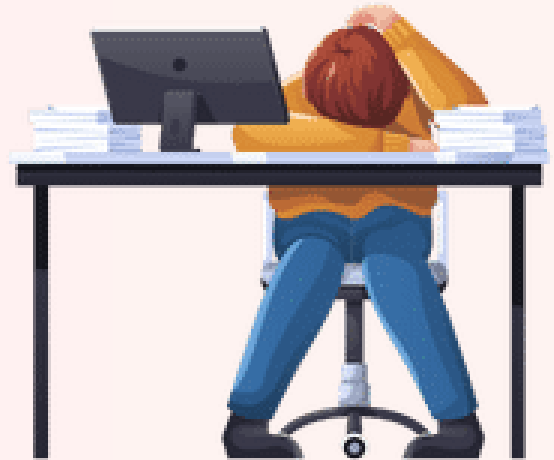
27%



Absenteeism



Presenteeism





WORKPLACE | NOVEMBER 3, 2022 | UPDATED DECEMBER 13, 2022

The Economic Cost of Poor Employee Mental Health

BY DAN WITTERS AND SANGEETA AGRAWAL

Impact of Worker Mental Health on Unplanned Missed Workdays Annually

Overall, would you say your mental health is excellent, very good, good, fair or poor?
In the last month, how many workdays have you missed due to poor mental health?**

■ % Excellent ■ % Very good ■ % Good ■ % Fair ■ % Poor

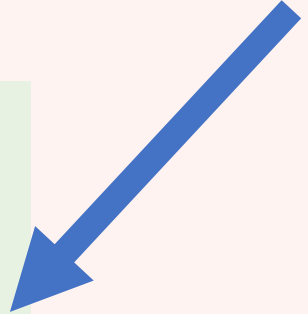


*Controlling for age, gender, household income, education, race, ethnicity, marital status and region

**Extrapolated to a 12-month period

GALLUP PANEL, AUG. 23-SEPT. 7, 2022

GALLUP





**50% of millennials
and
75% of Gen Z-ers
have left a job due to
mental health reasons**

Source: Mind Share Partners



American Psychological Association report on mental wellbeing at work



81% of workers

report that they'll be looking for workplaces
that support mental health in the future



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The 2024 NAMI Workplace Mental Health Poll



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35% of Workers Say Their Jobs Have a Negative Effect on their Mental Health, New SHRM Mental Health Research Notes



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[PRESS RELEASE](#)

35% of Workers Say Their Jobs Have a Negative Effect on their Mental Health, New SHRM Mental Health Research Notes



- ☐ 35% say their jobs have a negative effect on their mental health.
- ☐ Nearly half feel used up, emotionally drained, or burned out from their work.
- ☐ 37% so overwhelmed it made it hard to do their job.
- ☐ 33% noticed their productivity suffer because of their mental health
- ☐ More than half feel pressured to prioritize organizational well-being over their personal well-being.
- ☐ More than 50% don't feel comfortable asking about or using their mental health benefits.



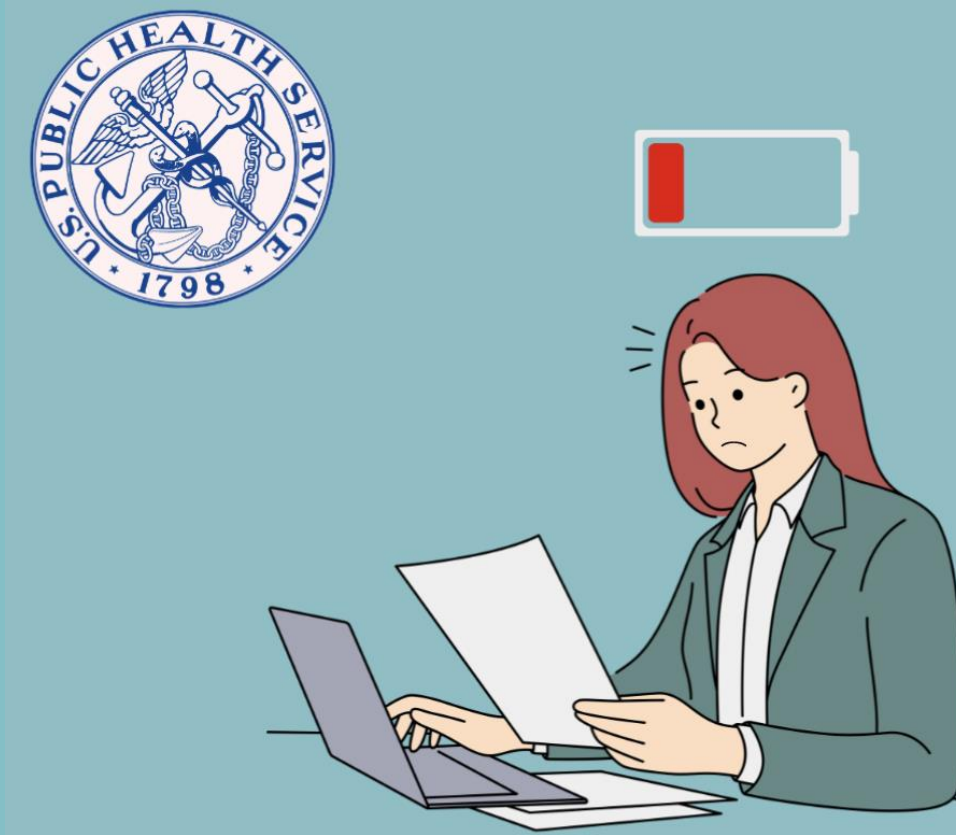


Loneliness poses health risks as deadly as smoking, U.S. surgeon general says

Health Updated on May 2, 2023 4:24 PM EDT — Published on May 2, 2023 11:00 AM EDT

WASHINGTON (AP) — Widespread loneliness in the U.S. poses health risks as deadly as **smoking up to 15 cigarettes daily**, costing the health industry billions of dollars annually, the U.S. surgeon general said Tuesday in declaring the latest public health epidemic.











LGBTQ+ Adults2x the likelihood

Multi-racial Americans.....75% higher prevalence

Black Americans...28% less treatment

Veterans....15x PTSD

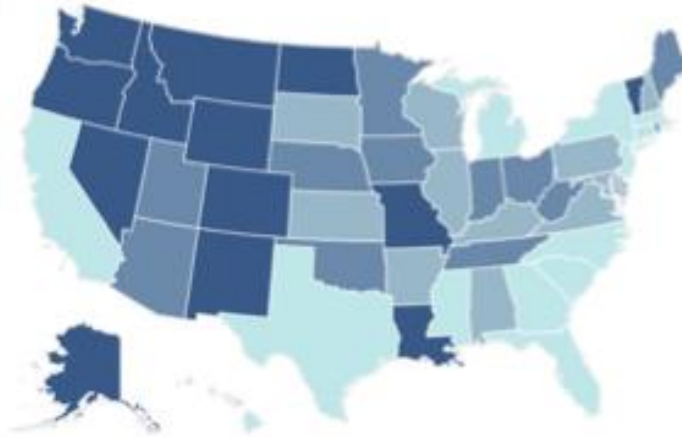
Woman....2x the rate of depression

White Men....70% of suicides



Prevalence of Mental Illness

Rank	State
1	Connecticut
2	New Jersey
3	Georgia
4	South Carolina
5	Texas
6	Mississippi
7	Hawaii
8	New York
9	Massachusetts
10	North Carolina
11	Florida
12	Michigan
13	California
14	Illinois
15	Maryland
16	Virginia
17	Delaware
18	Pennsylvania
19	Kansas
20	New Hampshire
21	Alabama
22	District of Columbia
23	Wisconsin
24	Arkansas



Ranked 1-13

Ranked 39-51

25	South Dakota
26	Kentucky
27	Maine
28	Utah
29	Tennessee
30	Ohio
31	Indiana
32	Nebraska
33	West Virginia
34	Minnesota
35	Arizona
36	Rhode Island
37	Iowa
38	Oklahoma
39	Louisiana
40	North Dakota
41	Vermont
42	Wyoming
43	Missouri
44	New Mexico
45	Nevada
46	Alaska
47	Idaho
48	Montana
49	Washington
50	Colorado
51	Oregon





"Mental Health Recovery"

Possible, Probable, and Expected





Stigma

alone prevents 80% of
employees from seeking
out mental health support



Isolation Cycle

myths

"Depression isn't real."

stigma

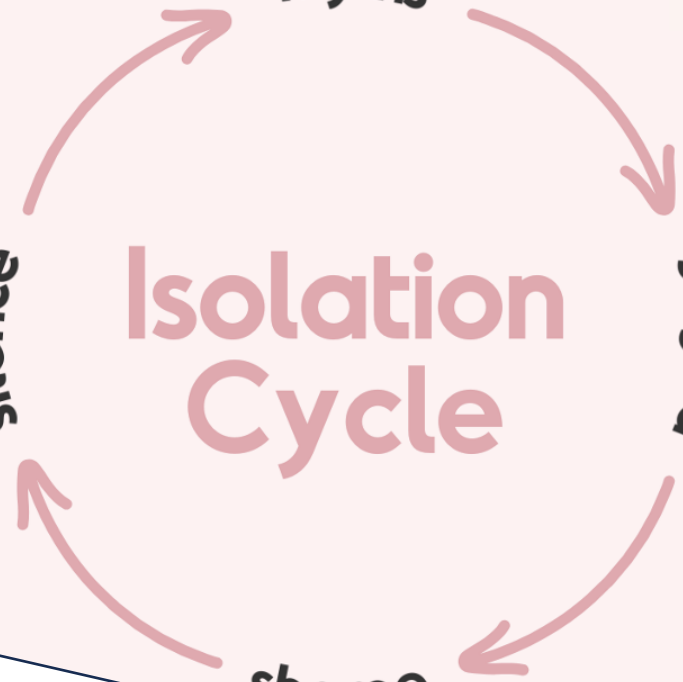
"People with depression are just weak, they don't have enough resilience."

shame

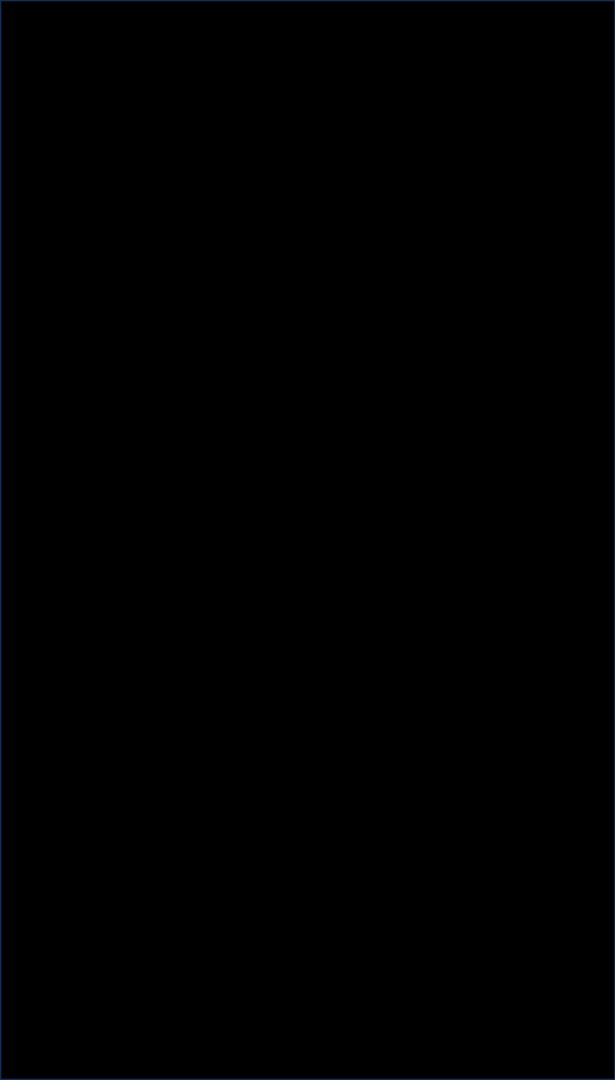
"I'm not telling ANYONE about this!"

silence

"I feel depressed, so I must be a weak person."









Productivity



Attendance



Retention



Employee
Satisfaction



Healthcare
Costs



Overall Team
Performance





Possible Signs and Symptoms of a Mental Health Challenge



Physical signs & symptoms (eg: fatigue, Frequent illness, and challenges sleeping)

Mental signs and symptoms (eg: decreased concentration, forgetfulness, and decision-making difficulties)

Emotional signs and symptoms (eg: mood swing, anxiety and panic, depression, fight or flight)

Behavioral signs (eg: changes in behavior, social withdrawal, decline in work performance, increased absenteeism, increased substance use)

Unhelpful Approaches to Engage in the Conversation

Oh man, what were you thinking?!?!?!?

Is it possible that you could be overreacting to the situation?

You have such an amazing life. I'm so proud of all that you do. Think of all the things that you have to be grateful for.

Helpful Approaches to Engage in the Conversation



Hey, what's up? You haven't seemed yourself lately.

I'm so sorry. It must have taken so much courage to share that with me. What can I do to help?

Have you considered trying something like yoga or meditation to see if it helps you feel better?

Simple Mental Health First Aid Kit



Mental Health & Addiction Benefits:

- [CIGNA PPO Mental Health Benefits](#)
- [Kaiser Permanente HMO Mental Health Benefits](#)

Therapy Network:

- [CIGNA PPO Mental Health Provider Network Link](#)
- [Kaiser Permanente HMO Mental Health Provider Network link](#)

Support Groups:

- [Find a NAMI Family Support Group Near You](#)
- [Alcoholics Anonymous](#)
- [Gamblers Anonymous](#)
- [Narcotics Anonymous](#)

Suicide & Crisis Lifeline:

- *Dial or Text 988*

EAP Benefits:

- [6 EAP sessions](#)

EAP Phone #:

- 800-874-1234

EAP on-line:

- www.eaporg.com

Helpful Phrases:

- How are you feeling? I've noticed that you seem a little _____. Is everything OK?
- Hey, _____. You haven't seemed like yourself lately. Are you doing ok?
- Would you like to talk about it?
- You know, we have a great benefit program for mental health services at _____. Can I show you how to access it on their website?
- Have you had thoughts of suicide?

Crisis

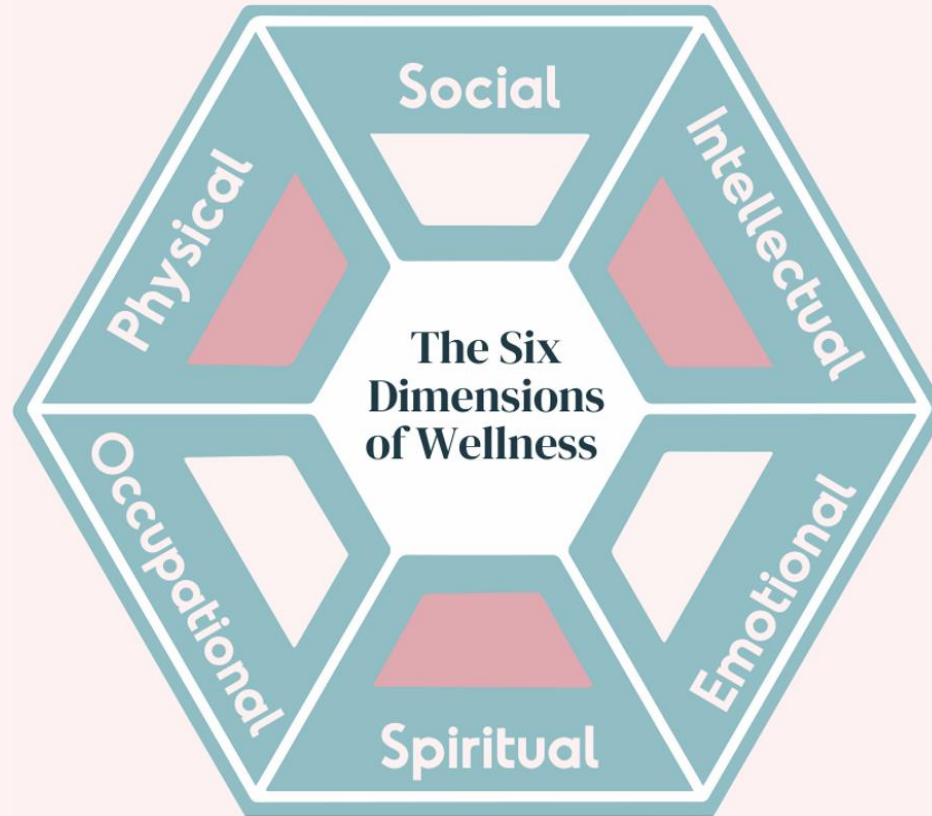


https://www.youtube.com/watch?v=RIjZmwMXr_w&t=9s



988

- ☐ Crisis is self defined.
- ☐ If you think you should call, then you should.
- ☐ They help the person calling too.
- ☐ “A number anyone can call when they’re having the worst day of their life”





Daily

✓ Yoga

✓ be moving

✓ Swing a club

✓ Talk w/ kids

✓ "Be Walton"

✓ "Watch ~~me~~ my thought's"

✓ Get your SHIT DONE!!!

✓ Call friends

866-239-3993

www.winterparkresort.com







**Mental Health
FIRST AID**

from NATIONAL COUNCIL FOR
MENTAL WELLBEING



nami

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