

There's No Health Without Mental Health

With Mettie Spiess, CWP

Step 1: Empower Your VOICE

Personal Support Strategies:

Team/Family Support Strategies:

General Notes:

Support Resources for You, Your Family, & Your Peers

National Alliance on Mental Illness: NAMI.org

Substance Abuse Support: SAMHSA.Gov, AA.org, Al-Anon.org

National Suicide Crisis Lifeline: (800) 273-TALK (8255)

Text Crisis Line: Text HOME to 741741

Suicide Loss Survivors: suicidepreventionlifeline.org/help-yourself/loss-survivors/

Step 2: VALUE Personal & Team Mental Health

Personal Support Strategies:

Team/Family Support Strategies:

FILL YOUR TANK:

#1. _____

#5. _____

#2. _____

#6. _____

#3. _____

#7. _____

#4. _____

#8. _____

Step 3: Support VIGILANCE

Warning Signs of Team/ Family Members Who Need Support

Behavior Changes

- Risky behaviors
- Impulsiveness
- Isolating
- Substance abuse
- Giving away prized possessions
- Panic attacks or chronic anxiety
- Seeming withdrawn or depressed for more than two weeks
- Sleep deprivation

Situational Clues

- Loss of a major relationship (i.e. break-up, divorce)
- Death of a friend or family member, especially if by suicide
- Legal issues/loss of freedom
- Financial stress
- Survivor of assault
- Unemployment

Verbal Clues

“I just want out.”

“They will be sorry when I am gone.”

“I’ll never be good enough. I should end it.”

“You guys would be better off without me.”

“You mean a lot to me and I want to say goodbye.”

Talking about death or suicide in person or on social media

How to Respond to Warning Signs

Question- “I’ve noticed you haven’t been yourself. Are you ok?” OR “Are you considering suicide?”(if the situation warrants you to be concerned about their safety)

Acknowledge Their Struggle- “I know you are struggling.” OR “I am so sorry you are in this pain.”

Reassure Your Support- “We will get through this.” OR “How can I help support you?”

Persuade the Person to Get Help- “Are you open to calling EAP/ talking to your doctor/ etc.?” “You are such an important part of this team; I want to see you get better!”

Refer to Resource- “This is the...(hand them the available support resource).”

NOTE: Reach out to your HR Department if you have any questions or concerns. If there is imminent danger, call 911.

STRESS VS. BURNOUT

STRESS

Is a reaction to a situation and isn't about the actual situation. We usually feel stressed when we think that the demands of a situation are larger than our resources to deal it.

Source: "Stress", Canadian Mental Health Association, 2018

BURNOUT

A syndrome resulting from chronic workplace stress that has not been successfully managed and is characterized by three dimensions:

- *Feelings of energy depletion or exhaustion
- *Increased mental distance from one's job, or feelings of negativism or cynicism related to one's job
- *Reduced professional efficacy.

Source: World Health Organization

STRESS SYMPTOMS	BURNOUT SYMPTOMS	THE DIFFERENCE
<ul style="list-style-type: none"> • Fatigue • Muscular tension • Headaches • Heart palpitations • Sleeping difficulties • Stomach issues • Skin issues • Irritability • Feeling anxious • Aggression • Mood swings • Frustration • Impatience • Reduced ability to concentrate • Diminished initiative • Isolation • Pessimism 	<p>Can experience regular stress symptoms paired with the following:</p> <ul style="list-style-type: none"> • Disengagement • Blunted emotions • Creating unusual errors or higher amount of errors • Unfinished work • Self-doubt • More time working with less accomplished • Developed poor physical health signs and symptoms 	<p><i>Stressed employees can still see the light at the end of the tunnel. It might be a stressful project or period, but they still feel they will make it through.</i></p> <p><i>If stressed employees lack the resources and positive coping strategies to recover, and stressed periods last for a long period, they are at a risk for burnout.</i></p> <p><i>Burnout can be overwhelming and debilitating for individuals impacting their mental health and wellbeing, as well as negatively impacting the quality of their work.</i></p>

SELF-CARE + POSITIVE COPING + RESILIENCE

SELF-CARE

Providing adequate attention to one's own physical and psychological wellness.

Source: American Psychological Association, originally cited in Beauchamp & Childress, 2001

POSITIVE COPING

Coping is the human behavioral process for dealing with stressors.

Positive or healthy coping refers to using mechanisms that result in less stress, increased well-being, and effective handling of one's problems.

Source: PositivePsychology.com

RESILIENCE

The process of adapting well in the face of adversity, trauma, tragedy, threats, or significant sources of stress.

In other words, it is the ability to recover from setbacks, adapt well to change, and keep going in the face of adversity.

Source: American Psychological Association

Examples of Positive Coping and Self-Care

Positive Coping for Work	Positive Coping for Home	Self-Care for Work	Self-Care for Home
Meditation	Exercise	Taking a breath of fresh air	Regular hygiene skills
Stretching	Fun physical activities	Listening to music	Monitoring sleep schedule
Progressive muscle relaxation	Yard work/gardening	Practicing self-compassion	Go on a vacation
Listening to music	Puzzles or game	Gratitude exercises	Practice your religion or spirituality
Reading on breaks	Socializing with friends	Mindfulness	Allow self to feel emotions
Brisk walk	Sitting outside and relaxing	Healthy eating	Join a support group
Socializing with co-workers	Going to the movies	Aromatherapy	Spend time with family
Breathing techniques	Engaging in a fun hobby	Feeling the sun on your face	Keep space clean
Journaling	Journaling	Taking a break when needed	Write lists
Goal setting	Yoga	Asking for help	Go to the spa
Writing affirmations	Volunteer	Join work support groups	Get regular health check ups
Internal wellness programs	Financial management	Use positive self-talk	Express your feelings
Creating a Daily Plan		Keep space organized	Disengage from work
Utilizing EAP		Write lists	

Source: PositivePsychology.com