

# Wellness on the Run Webinar

## The mental health action plan

*Strategies for addressing employee behavioral health concerns.*

*April 18, 2018*



# Welcome

## Today's presentation will begin shortly.

- In order to hear the audio for this presentation, please turn up your speakers.
- If you'd like to ask a question, please use the **Q&A area** of the console.
- A PDF of the presentation and other relevant resources are available under the **Resource Widget** at the bottom of the screen.
- To resize the presentation, just drag the lower right corner of the slide area.
- If you need help during the event, please click on the **Question Mark Widget** at the bottom of the screen.

# A thought to get us started

**Work is at the very core of contemporary life for most people, providing financial security, personal identity, and an opportunity to make a meaningful contribution to community life.**

**Source: NAMI**

# But work can also provide<sup>1</sup>...

Work/Life  
conflicts

Bureaucratic  
constraints

Relationship  
problems with  
superiors



Relationship  
problems with  
colleagues

Job insecurity

Performance  
pressures

# Why workplace mental health matters

70%

of adults will have a mental health issue in their lifetime.<sup>1</sup>

Lost earnings per year in the United States due to serious mental illness:<sup>2</sup>

\$193.2 billion

1 million

workers miss work every day due to workplace stress.<sup>3</sup>

1 in 5

adults experience mental health episodes each year.<sup>4</sup>

1 National Institute of Mental Health

2 Insel, T.R. Assessing the Economic Costs of Serious Mental Illness. Am J Psychiatry. 2008 Jun;165(6):663-5. 3 Key substance use and mental health indicators in the United States: Results from the 2015 National Survey on Drug Use and Health. Rockville, MD: Center for Behavioral Health Statistics and Quality. Substance Abuse and Mental Health Services Administration. 2016.

4 National Institute of Mental Health

# Defining stress

## Stress

/stres/

noun

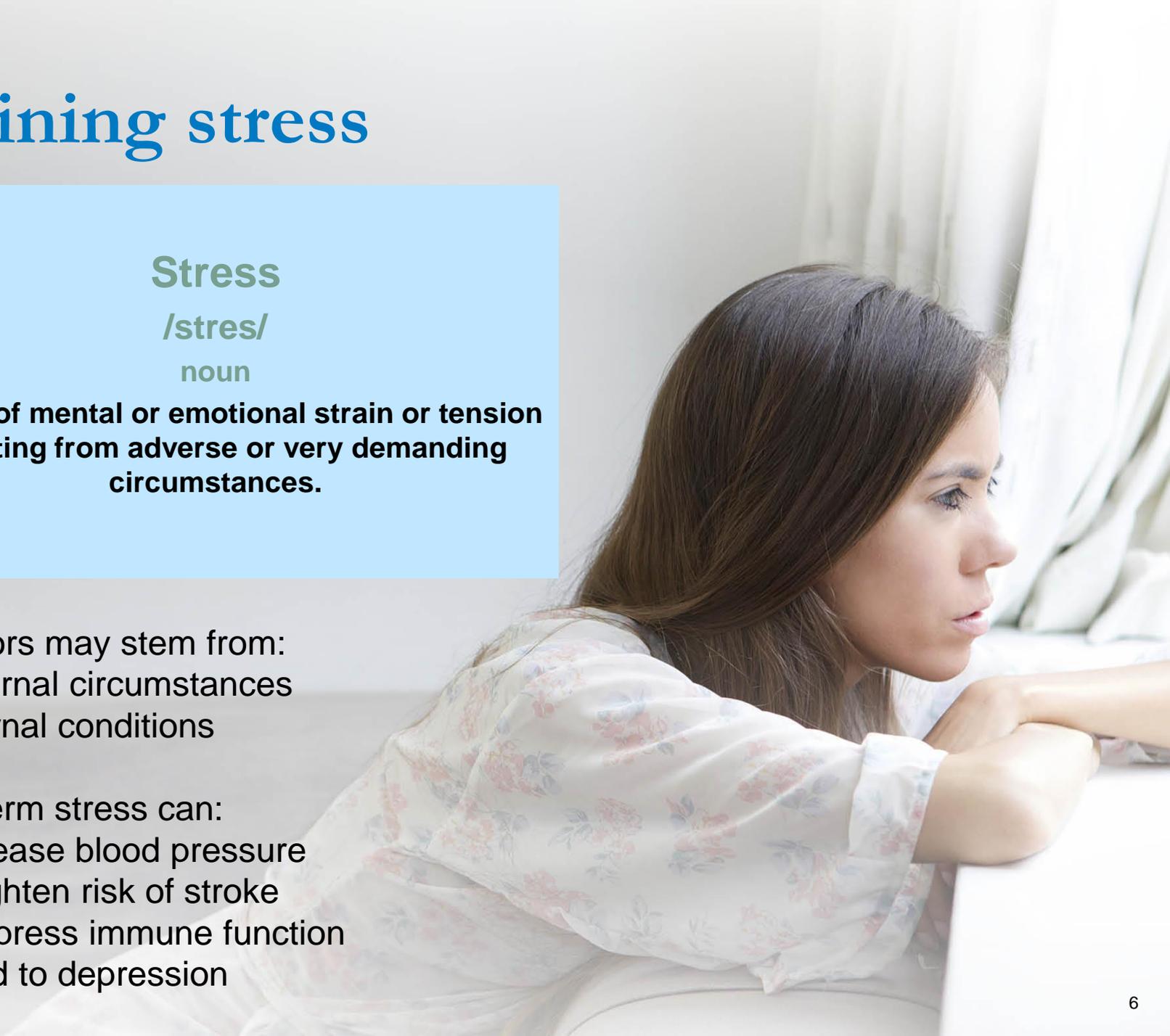
**A state of mental or emotional strain or tension resulting from adverse or very demanding circumstances.**

Stressors may stem from:

- External circumstances
- Internal conditions

Long term stress can:

- Increase blood pressure
- Heighten risk of stroke
- Suppress immune function
- Lead to depression



# The impact of depression

Depression costs U.S. companies:<sup>1</sup>

- ~5 extra **missed work days** yearly.
- 11.5 days of **lower productivity** for each affected employee every 3 months.
- A total of **\$17 to \$44 billion** in lost workplace productivity

Studies show that across all health conditions, depression has the biggest overall impact on an individual's work performance.<sup>2</sup>

The World Health Organization projects that depression will be the second leading cause of disability throughout the world by 2020.<sup>3</sup>

Do you know the signs?



Sadness



Changes in your appetite or weight



Difficulty sleeping or oversleeping



Feelings of hopelessness, pessimism, guilt and worthlessness



Fatigue or low energy



Poor concentration



Loss of interest in activities



Irritability

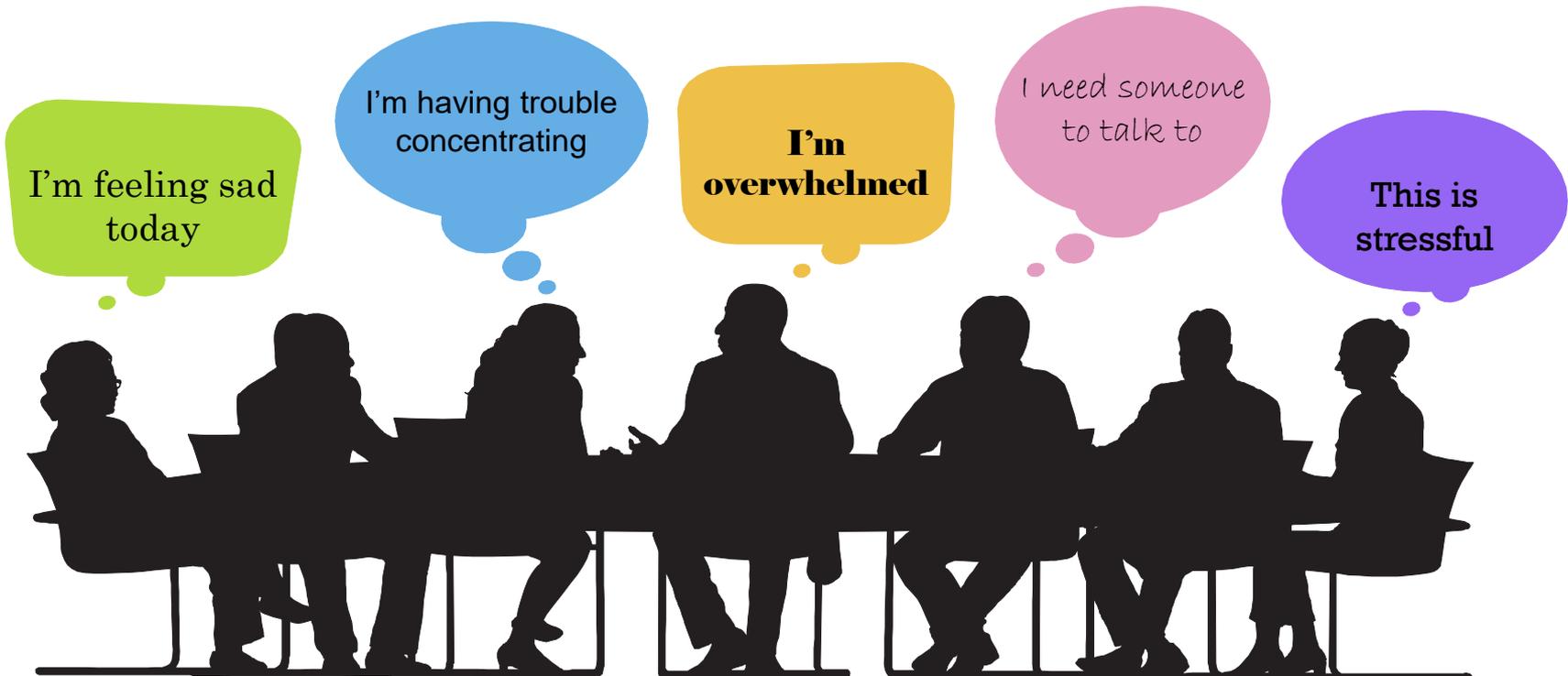
1 Centers for Disease Control and Prevention website: *Depression Evaluation Measures* (April 2016).

2 Kessler, RC, PhD, et. al. The Psychiatric Clinics of North America: *The Costs of Depression* (March 2012): [ncbi.nlm.nih.gov/pmc/articles/PMC3292769/](https://pubmed.ncbi.nlm.nih.gov/27692769/).

3 *JOURNAL OF HEALTH & PRODUCTIVITY*, a publication of the Institute for Health and Productivity Management, Volume 6, No. 2 (November 2012): ihpm.org.

# Workplace signs: could an employee be struggling with stress, anxiety, depression or another mental health condition?

Struggling to concentrate	Social interaction declines
Showing up late to work	Negative attitude



# Workplace mental health spectrum of strategies



Proactive



Maintenance



Responsive





# Proactive strategies

- Reduce the stigma
- Create rapport
- Develop trust

## GOALS:

- Get to know each other as people, not just as job descriptions.
- Create a culture of well-being.

# Proactive strategies: Reducing the stigma

✓ Actively promote all available wellness services – flyers, emails, videos, trainings, websites, etc.

✓ Develop campaigns to encourage co-workers to talk to each other when they see someone might be struggling.

✓ Encourage leaders to bring up the importance of mental health and wellness in their team meetings.



# Maintenance strategies

- 
- A woman in a grey blazer is presenting to an audience. She is holding a white folder or tablet. The audience members in the foreground have their hands raised, indicating an interactive session.
- Model behavior
  - Training
  - Focus on relationships
  - Stress management
  - Conflict Management

## GOALS:

- Offer growth and development resources.
- Maintain relationships.
- Encourage participation in developing solutions.

# Responsive strategies

- Crucial conversations
- Resource referral
- Intervention

## GOAL:

- Be aware of, understand and access resources when needed.



# Crucial conversations

Expect the unexpected, but keep these tips in mind:

- ❑ The goal IS NOT to solve their personal problems but IS to connect the individual to the appropriate resource.
- ❑ Start by slowing down and acknowledging what they're going through.
- ❑ Be quiet and ask questions.
- ❑ IF you must offer advice/suggestions make sure you are getting their permission.
- ❑ Show empathy while still discussing their situation, even if the conversation turns to how it will impact the workplace.
- ❑ Know when to pick up the phone.
- ❑ Follow-up is important. Don't let the first conversation be the last.



# Final thoughts

Remember, it takes courage to speak up about mental health issues. You can empower employees to seek the help they need:

- Reduce the stigma – create a culture of support, acceptance and understanding
- Promote and encourage use of resources



# Resources to share

## Employee Assistance Program (EAP)\*

### Resources to make a difference personally and professionally

- 24/7 counseling services
- Financial & Legal Consultations
- Identity Protection & Recovery
- Wellness seminars
- Critical incident response services
- Personalized website

## LiveHealth Online\*\*

### A 50-state solution offering counseling via computer, tablet or smartphone

- LHO Psychology
- LHO Psychiatry

## myStrength\*\*\*

### Digital tools and resources to help manage stress, anxiety, depression and other emotional well-being concerns

- Complete a wellness assessment
- Utilize the mood tracker
- Engage with eLearning modules
- Track progress

*\*Buy-up program*

*\*\*Requires activation of LiveHealth Online*

*\*\*\* Included in Enhanced EAP*

# Resources you can use

## Time Well Spent

- Health Kits – including “Emotional Health Kit”
- Employer webinar archive
- Tips and tools to build and implement wellness plans
- Member education and resources
- [www.timewellspenthome.com](http://www.timewellspenthome.com)

## Employee Assistance Program (EAP)\*:

- Leadership and employee training and seminar opportunities
- Brochures, flyers, posters
- On-demand resources

## National Mental Health Websites

- MentalHealth.gov
- National Institute of Mental Health – <https://www.nimh.nih.gov>

# Don't Forget To Register

Register for the remaining 2018 Employer Webinars, or catch up on demand at: <http://www.timewellspenthome.com/webinar/>

## Topics:

<u>Employer Events</u>	Event Date
Opioids in the workplace: prevention strategies, resources and support.	5/16/18
Time to tone up your wellness program and get results.	6/20/18
Creating a workplace in motion: steps to reducing back and joint pain.	7/18/18
Positive thinking, positive health. Tips to combat workplace stress and negativity.	8/15/18

# 2018 DocTalk Series

**Your employees can get health tips with our free DocTalk webinars!**

DocTalk webinars are available to all members and their dependents.

<b>June 12, 2018</b> 12:00 pm & 3:00 pm EDT	<b>Topic: Musculoskeletal Wellbeing and Treatment</b> Presenter: Dr. Tony Linares
<b>August 14, 2018</b> 12:00 pm & 3:00 pm EDT	<b>Topic: Diet, Nutrition and Weight Loss</b> Presenter: Dr. Richard M. Lachiver

Employees can register at [webinars.on24.com/doctalk/register2018](http://webinars.on24.com/doctalk/register2018).

# Questions

