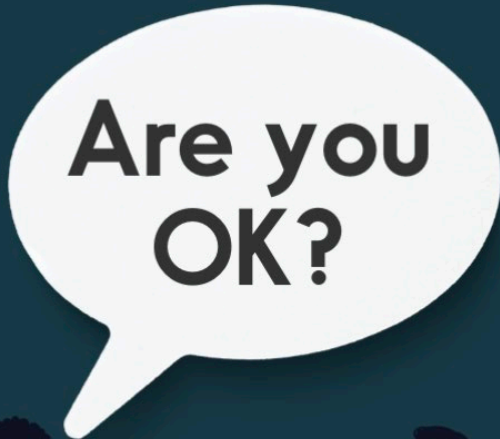






How are you
feeling?





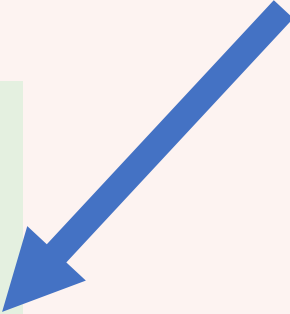
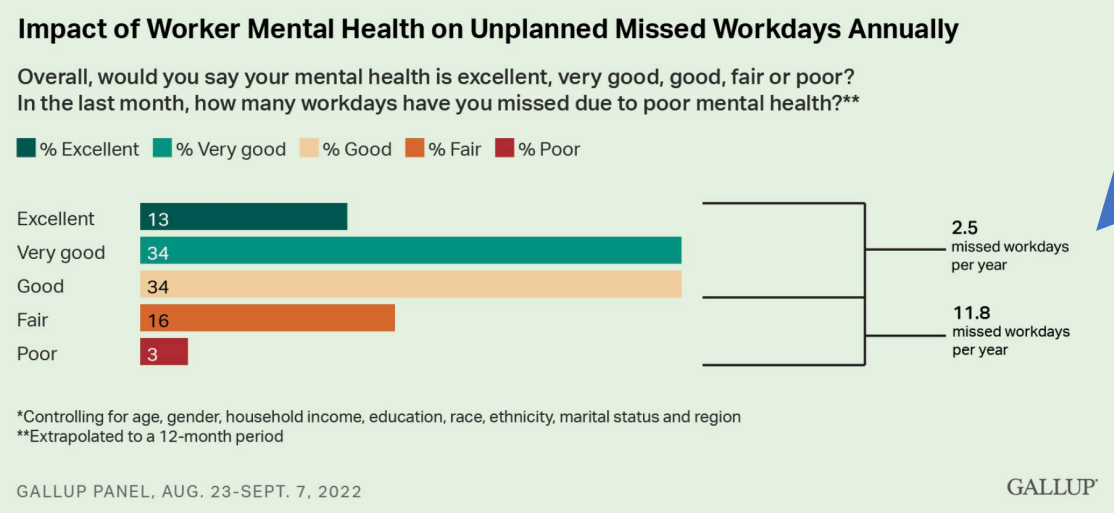
Do you know the signs to look for in yourself in case
might be struggling with your mental wellbeing?
Give EAP a call. They can be so helpful. It can't hurt.



**Every \$1 spent on
mental health services
returns \$4 in
improved productivity
and reduced healthcare
costs.**

Studies performed by
The Rand Corporation and the Lancet Medical Journal







**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



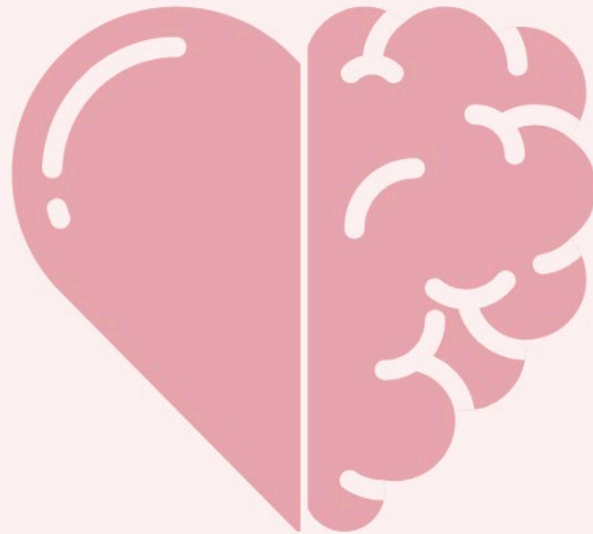
Throughput
Process Improvement Turn Around Time productivity
TEAM DYNAMIC
Employee Recruiting Attendance Policy Overrides
Contract Accuracy Audit Errors **CUSTOMER SERVICE**
UNIT COST Accounts Receivable
Issues Management Employee Engagement
Production Errors Revenue **EMPLOYEE RETENTION** Product Lifecycle Management
Expense Management Presenteeism
QUALITY CONTROL Employee Recruiting

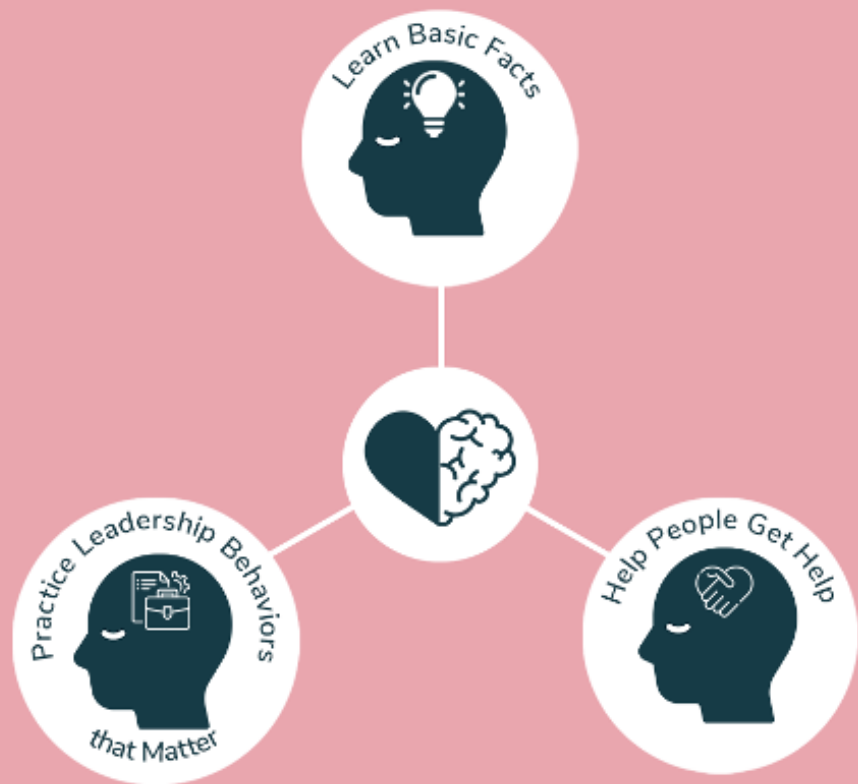




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Mental Health Literate Leadership







Learn Basic Facts













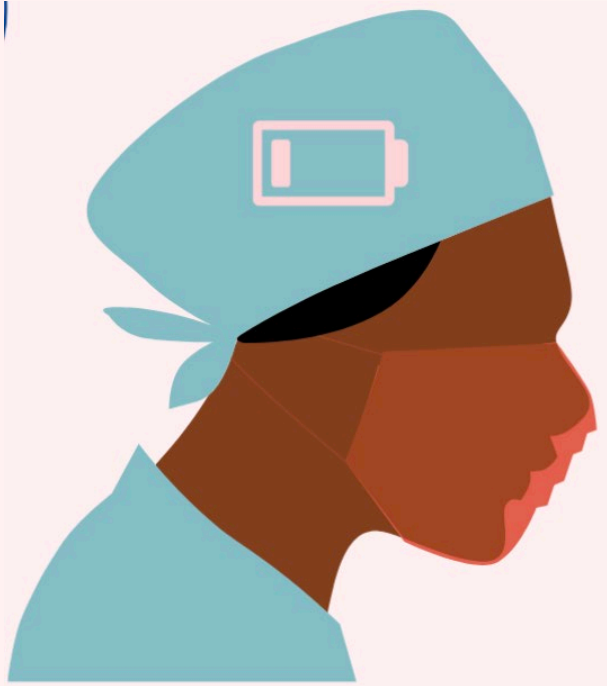
Loneliness poses health risks as deadly as smoking, U.S. surgeon general says

[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.











What Mental Wellbeing Impacts



Productivity



Attendance



Retention



Employee
Satisfaction



Healthcare
Costs



Overall Team
Performance





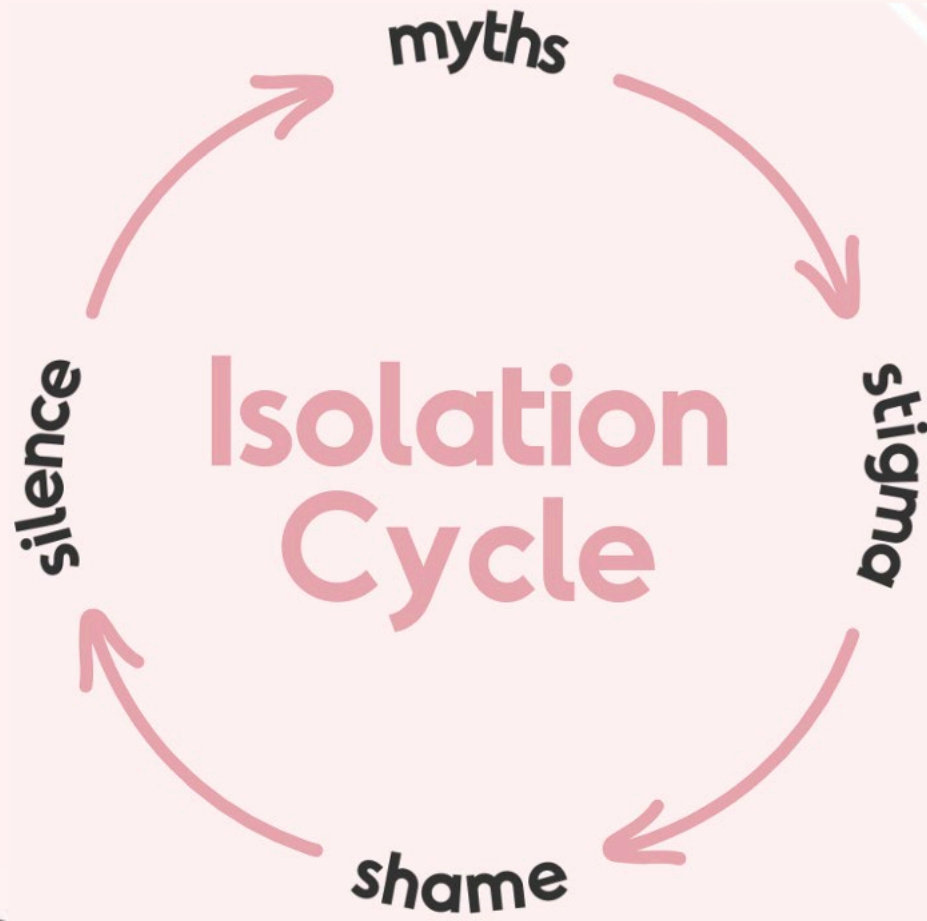
?

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



Stigma

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





Learn Basic Facts







Help People Get Help





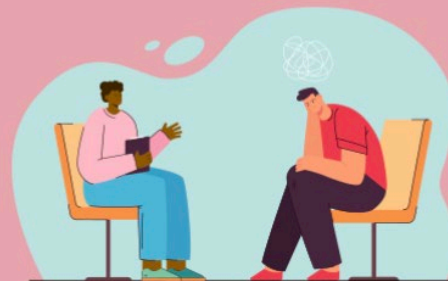
Help People Get Help



Notice



Guide



Engage



Notice

Signs and Symptoms of a Mental Health Challenge



Possible Symptoms of a Mental Health Challenge





 **Engage**



WHERE?

Core Principles for WHERE :

- Private
- Safe
- Neutral power dynamic

Examples:

- Go for a walk
- Coffee Shop.
- Over Lunch
- NOT YOUR OFFICE



WHEN?



Core Principles for WHEN :

- Enough time to have a full conversation.
- When there's time for reflection after.

Important Considerations:

- Think about the person's upcoming day or days.
- When might there be some downtime?
- When might there be fewer deadlines and/or less stress?
- NOT RIGHT BEFORE THEY SEE A PATIENT



FIRST WORDS?



- How's it going?
- How are you?

- How are you feeling? I've noticed that you seem a little _____. Is everything OK?





Core Principles for Engaging in the Conversation

- ✓ Listen non-judgmentally
- ✓ Be aware of non-verbal cues
- ✓ We don't have to have the answers
- ✓ Remove distractions
- ✓ Empathize
- ✓ Allow for silence
- ✓ Focus on curiosity not judgement



Unhelpful Approaches to Engage in the Conversation

Have you tried yoga or meditation?

There are lots of people who have it much worse than you.

I understand and know exactly what you are going through. That happened to me two years ago

Life can be hard. You just gotta pull yourself together and push through.

You just need to change your attitude.

You have such a great life... think about all the good things in your life.

Helpful Approaches to Engage in the Conversation



That sounds really difficult, how are you coping?

Have you spoken to anyone about this before?

How long have you been feeling like this?

What can I do to help?



Guide



Simple Mental Health First Aid Kit



Simple Mental Health First Aid Kit



Benefit Coverage: (add link):

-

EAP Coverage: (add link):

-

Network Therapists: (add Link):

-

Support Groups:

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

Suicide & Crisis Lifeline:

- Dial or Text 988

Engage Ideas:

- Choose an appropriate setting and time.
- Start with statements like, “How are you doing, I’ve noticed....”
- Identify and Practice the first words that will come out of your mouth.
- Listen non-judgmentally, focusing on curiosity not judgement
- Allow for silence.
- Focus on support over solutions.
- Might need to approach a few times.

Helpful Phrases:

- How are you feeling? I’ve noticed that you seem a little _____. Is everything OK?
- How long have you been feeling like this?
- What can I do to help?
- That sounds so hard. How are you coping?
- Oh wow that sounds like a lot. Is there anything I can do to support you here at work?
- I’m here for you.
- You’re such an important part of this team. Does anyone else know what’s going on?
- It makes sense that you’re in a challenging place right now, given everything that’s going on.

How do you support
colleagues experiencing
_____?





Follow Up Ideas

- Stop by their office (or ping if virtual) and say, "hey, I'm just following up to see how you're doing."
- Ask, "is there anything I can do to support you right now/this week/for this project?"
- Say, "It's totally cool that you don't want to chat right now. I'm here if anything changes. And I'm dropping our EAP/benefits info in an email to you. If it's ok, I'm going to check in next week again. I really care about you and you're an important part of our team."
- Offer, "is there anyone else on the team you'd like to reach out to? I'm happy to help you make that happen, if you'd like."



Core Principles for Guiding



- ✓ Encourage professional help & self care
- ✓ Offer support to help connect with services
- ✓ If you don't follow-up, it doesn't count





Practice Leadership Behaviors
that Matter





Possible Signs of a Mental Health Challenge



Possible Symptoms of a Mental Health Challenge

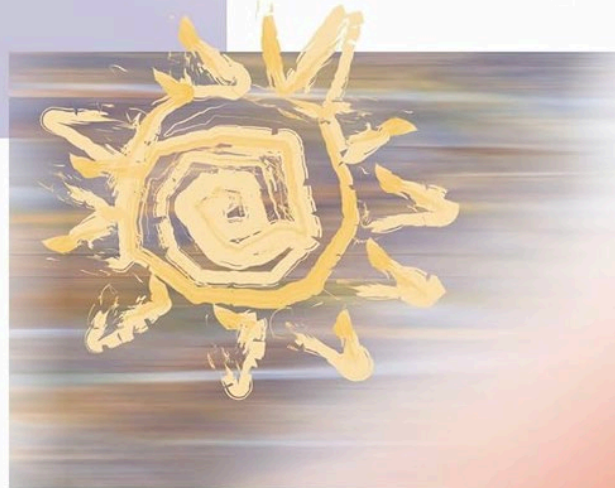






Appreciative Inquiry

A Positive Revolution in Change



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DAVID L. COOPERRIDER and DIANA WHITNEY



- Tell me about a time when you experienced a leader show humility.
 - What was the situation?
 - What did they do?
 - How did it make you feel?







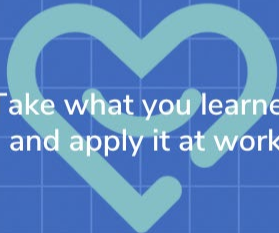
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1 Invest a day in a mental health literacy class



2 Take what you learned and apply it at work



3 Cascade the training to your teams





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