

Mental Health: A Preventative Approach

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WORKPLACE MENTAL HEALTH

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Today's discussion

- Who we are
- Why care about mental health?
- Prevention and Intervention
- Prevention and Intervention in the Workplace
- What you can do:
 - The OARS
 - Resources
- Q&A

Who are we?



About Me

- Property owner, renter, single family homeowner
- Boss, employee
- Entrepreneur, author, start-up instigator, program creator, student, lobbyist
- Daughter, sister, stepmother, dog mom
- Co-parent, friend, neighbor
- Mental health field for 10+ year



About Mental Health America

Lived experience and a community-based approach drives us to:

- Prevent illness, promote wellness
- Meet people where they are
- Close the equity gap
- Prioritize the social determinants of health
- Address systemic issues



Workplace Wellness at MHA

- Worker-informed research,
- Evidence-based practices and policies
- Stigma-busting, preventative approach
- A rigorous, best-in-class award, [Bell Seal for Workplace Mental Health](https://www.mhanational.org/workplace)) for mentally healthy workplaces



269

Bell Seal certified employers

100

percent recommend the program to others

4,270,000

workers impacted

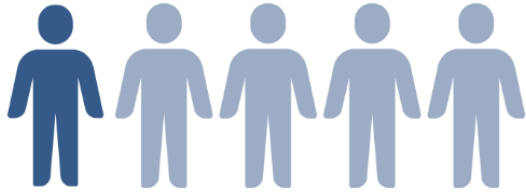
[mhanational.org/workplace](https://www.mhanational.org/workplace)

Highlights Since 2018

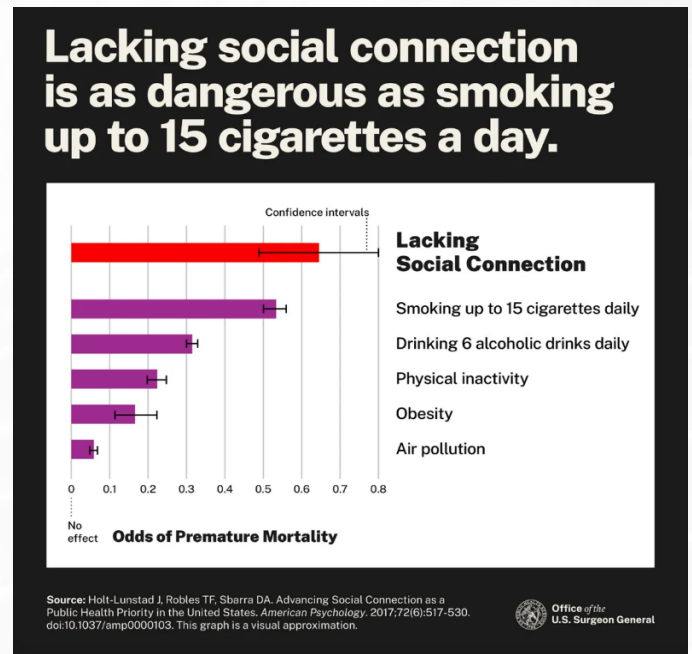
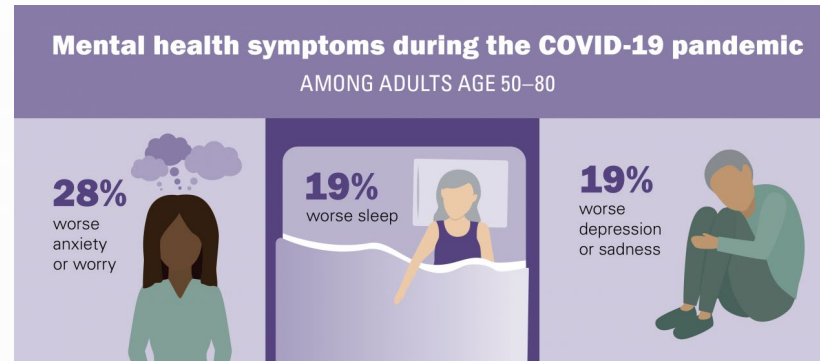
- Tens of thousands of worker surveys analyzed
- 6 [Mind the Workplace](#) research reports published
- 83% renewal rate of Bell Seal certified companies
- Online reach has grown exponentially; example: 39K people reviewing MHA's 2023 Mind the Workplace research
- In 2023, launched new [Workplace Wellness Center](#) based on hundreds of workplace well-being practices reviewed from national and international employers, with a combined workforce of over 3 million workers
- 100% of Bell Sealers would recommend to other employers that they pursue certification

Why care about mental health?



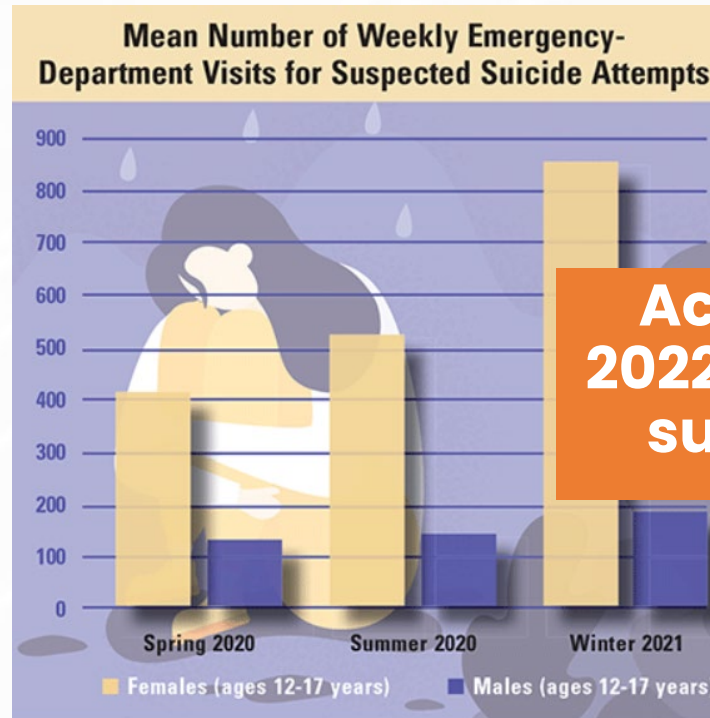


Nearly **1 in 5 American adults** will have a diagnosable mental health condition in any given year.



“prolonged and intermittent exposure [to unaffordable housing] were associated with lower mental health”*

*Baker, E., Lester, L., Mason, K. *et al.* Mental health and prolonged exposure to unaffordable housing: a longitudinal analysis. *Soc Psychiatry Psychiatr Epidemiol* 55, 715-721 (2020)



According to the CDC, in 2022 the U.S. saw its highest suicide rate in 80 years.

Prevention and Intervention



Social Determinants of Health



What is foundational to staying on the path to recovery?

4 PILLARS OF LASTING RECOVERY



HOME



HEALTH



PURPOSE



COMMUNITY

Visit SAMHSA: <https://www.samhsa.gov/find-help/recovery#>

Mental Wellness is One Piece of the Puzzle



Stages of Mental Health Conditions

Stage 1:
Mild Symptoms
and Warning
Signs

At Stage 1, a person begins to show symptoms of a mental health condition, but is still able to maintain the ability to function at home, work or school—although perhaps not as easily as before they started to show symptoms. Often there is a sense that something is “not right.”

Stage 2:
Symptoms Increase
in Frequency and
Severity and Interfere
with Life Activities and
Roles

At Stage 2, it usually becomes obvious that something is wrong. A person’s symptoms may become stronger and last longer or new symptoms may start appearing on top of existing ones, creating something of a snowball effect. Performance at work or school will become more difficult, and a person may have trouble keeping up with family duties, social obligations or personal responsibilities.

Stage 3:
Symptoms Worsen with
Relapsing and Recurring
Episodes Accompanied
by Serious Disruption in
Life Activities and Roles

At Stage 3, symptoms have continued to increase in severity, and many symptoms are often taking place at the same time. A person may feel as though they are losing control of their life and the ability to fill their roles at home, work or school.

Stage 4:
Symptoms are
Persistent and Severe
and Have Jeopardized
One’s Life

By Stage 4, the combination of extreme, prolonged and persistent symptoms and impairment often results in development of other health conditions and has the potential to turn into a crisis event like unemployment, hospitalization, homelessness or even incarceration. In the worst cases, untreated mental illnesses can lead to loss of life an average of 25 years early.

B4Stage4 Philosophy

When is it more than just a bad day?



Changes in sleep patterns or energy levels



Not being able to function at school



Feeling sad, empty, hopeless or worthless



Loss of interest or withdrawal from others



Moody or anxious

Take a Mental Health Test

DEPRESSION TEST

ANXIETY TEST

PTSD TEST

BIPOLAR TEST

PSYCHOSIS TEST

ADDICTION TEST

EATING DISORDER TEST

PARENT TEST

YOUTH TEST

SEE ALL TESTS

<https://screening.mhanational.org/>

Prevention and Intervention in the Workplace



Org-Wide Strategies Improve Worker Health

Mental Health America Research:

Achieving positive outcomes requires investment **from all levels** of an organization. The most important strategies to improve mental health outcomes are: **company investment, managerial support, and worker empowerment.***

...My location is causing me psychological stress [and] to have anxiety and panic attacks on the way and during work. I asked for a transfer to be removed from the location, and I was denied and had to stay there. I feel I am being forced to quit. They didn't address my mental [health concerns] or advise of resources from the company.

- African American female survey respondent

*MHA 2022 "Mind the Workplace" survey results

269 Companies Awarded / 949 Engaged



ally



Citizens[®] Honeywell

Johnson & Johnson

L.L.Bean



Nationwide[®]
is on your side

HOT TOPIC[®] INC.

HOT TOPIC | BOX LUNCH | Her Universe

Walgreens






Prevention = Safety & Support

Psychological Safety

“a belief that **one will not be punished or humiliated for speaking up** with ideas, questions, concerns, or mistakes, and that **the team is safe** for interpersonal risk-taking”

-Amy Edmondson



“In data gathered from more than 11,000 employees across 17 industries in the U.S., **over 50%** of respondents working in organizations with healthy work environments reported that their company invests in developing **people managers**, versus **less than 3%** of respondents in unhealthy work environments.”*

*MHA 2023 [“Mind the Workplace”](#) survey results

What can you do?



OARS* for Listening Model



Open-ended Questions

Affirmations

Reflective Listening

Summarize

**OARS was developed in the 1980s by William R. Miller and Stephen Rollnick to help individuals in recovery from substance use, as a part of Motivational Interviewing approach*

Steps You Can Take

Learn the OARS and practice!

Visit MHA's [extensive resource guide](#)

Visit MHA's [Workplace Wellness Resource Center](#)

Share the link to take a free, anonymous [screening](#)

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Local Resources



SEPT. 8TH IS NATIONAL 988 DAY.

988 offers a way forward, the beginning of getting help and someone who gets you. Call 988 if you or someone you love is experiencing a mental health crisis.

988 SUICIDE & CRISIS LIFELINE



MENTAL HEALTH AMERICA CONFERENCE



DISRUPT > REFORM > *Transform*

Sept. 17, 2024
Policy Institute

Sept. 18, 2024
Affiliate Day

Sept. 19-21, 2024
Main Conference

Capital Hilton | Washington, D.C.


Register here: [Disrupt, Reform, Transform](#)





Join us
on
10/10!




Contact Us



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