

Supporting Employees'
Mental Health in
Today's World

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Agenda and Discussion Points



01 Acknowledging 2020

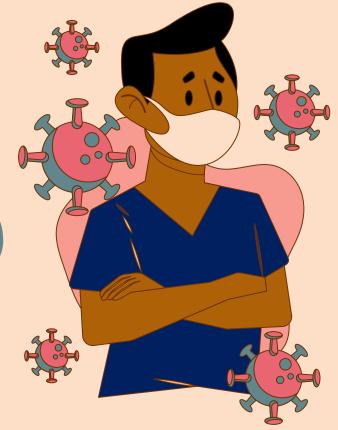
Pandemic's impact on mental health

O3 Strategies & concrete tools

Warning signs & how to intervene

05 Resources and support

O1
Acknowledging 2020
(and 2021 so far)



Oof, What a Year

Covid-19

Fear, grief, social isolation, and loss

Remote Learning...While Working...While Parenting

Exhaustion, burnout, overwhelm



Economic Downturn & Financial Strain

Record unemployment, millions of lost jobs, businesses squeezed, hunger, eviction

Civil Unrest & Political Division

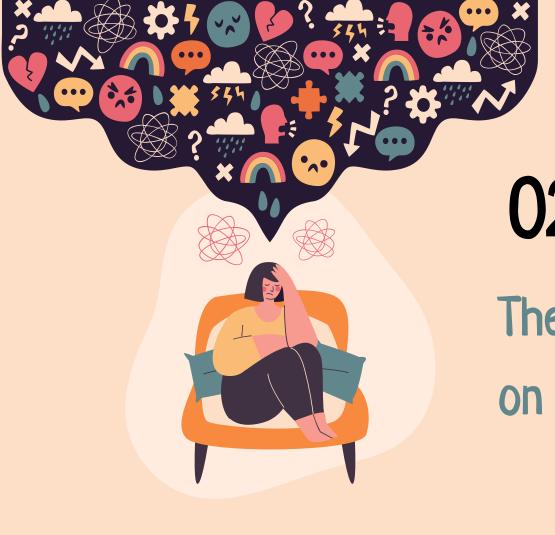
Racial reckoning, presidential election, violent insurrection

Discussion Break



What emotions have you felt over the past year?

What has your staff and/or colleagues shared with you about their mental health?



02

The Pandemic's Impact on Mental Health

The Pandemic Onion

Blurred boundaries Zoom fatigue Constant risk assessment Vaccine 'Hunger Games' Toxic positivity Myriad types of grief

Mental Health at Work



Decrease in productivity, performance, and job satisfaction



Increase in absenteeism



41.5% in U.S (roughtly 1/10 in 2019)

30%



38.5% in Illinois

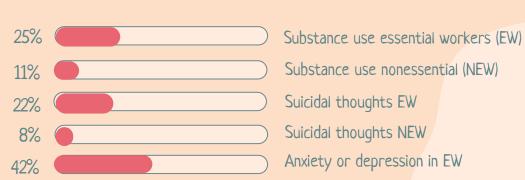


23% in suicide in DuPage County

Anxiety or depression in NEW



Loss of 200 million workdays/year at a cost of \$44 billion annually



Source: Kaiser Family Foundation

Discussion Break

How has the pandemic impacted mental health in your workplace — whether remote or on-site?





O3
Strategies &
Concrete Tools



Offering the Support Your Employees Need

Use your resources -lean on the EAP

Set the tone & destigmatize mental health

Communicate more than you think you should



Model healthy behaviors

Be as flexible and generous as is realistic

Create an employee resource group (ERG)

Discussion Break

How have you supported employee mental health during the pandemic?

What has worked? What hasn't?

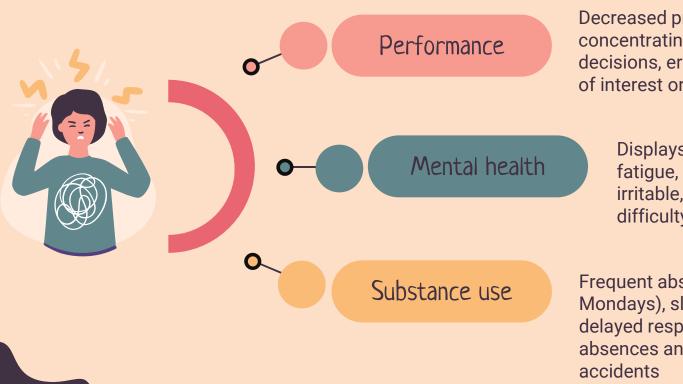




04

Warning Signs and How to Intervene

Warning Signs



Decreased productivity, difficulty concentrating or making decisions, errors/mistakes, lack of interest or participation

Displays of anger or blame, fatigue, grandiose ideas, irritable, lack of engagement, difficulty working with others

Frequent absenteeism (especially Mondays), slurred speech or delayed responses, unexplained absences and tardiness, safety accidents

How to Intervene





Observe, consult, document (OCD)

Offer support, be clear this is not discipline/punishment

EAP, community MH resources, FMLA, STD



05

Resources and Support

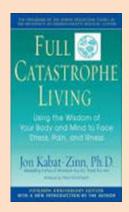
Mindfulness Resources

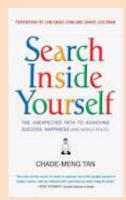


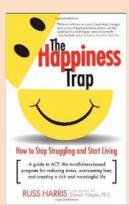


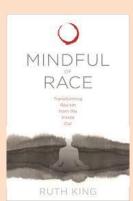








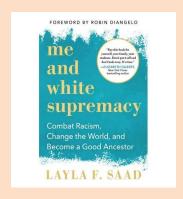


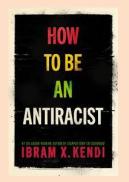


Self Assessment: How Mindful Are You?

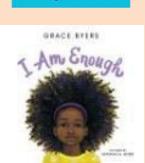
https://hbr.org/2017/03/assessment-how-mindful-are-you

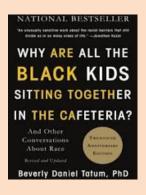
Resources on Race and Racism

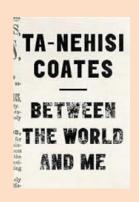


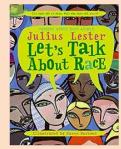














List of resources from USA Today: https://tinyurl.com/y74qrbmv

Community Resources for Mental Health Support

DuPage County Community Resource Information System (CRIS)

https://dupagecris.org/

Metropolitan Family Services DuPage and Family Shelter Service of Metropolitan Family Services DuPage 630-784-4800 24/7 Domestic Violence Hotline 630-469-5650

https://www.metrofamily.org/community_center/dupage/

- National Alliance on Mental Illness--NAMI DuPage Support, advocacy and education around MH 630-752-0066 https://namidupage.org/
- Collection of state and national resources on Mental Health, Substance Abuse and problem gambling: https://www.dhs.state.il.us/page.aspx?item=123539#:~:text=lf%20you%20or%20one%20of,at%20866%2D359%2D7953.

DuPage County Health Department

(630)682-7400 for Community Mental Health Clinics Crisis Services

Individuals experiencing a crisis can contact Crisis Services at 630-627-1700, 24 hours a day, 7 days a week, 365 days per year.

https://www.dupagehealth.org/172/Behavioral-Health

 Catholic Charities, Diocese of Joliet-Emergency Services-Homeless Prevention

(630) 495-8008

Rental Assistance, housing assistance and assistance with other supports and basic needs

https://catholiccharitiesjoliet.org/services/community-services/

People's Resource Center

(630) 682-5402

Food Pantry, emergency rent and mortgage assistance and other supports around basic needs https://www.peoplesrc.org/services/

Community Resources for Mental Health Support

DuPage Health Coalition

Partnership of health partners including hospitals, doctors and leaders of community organizations. The Coalition strives to make healthcare more efficient and effective, making it easier for lower income families to receive high quality healthcare.

630-510-8720

https://accessdupage.org/accessdupage/mission-and-vision/

Linden Oaks Behavioral Health

https://www.eehealth.org/services/behavioral-health/

 HealthyChildren.org from the American Academy of Pediatrics

https://www.healthychildren.org

Linden Oaks Behavioral Health

https://www.eehealth.org/services/behavioral-health/

Additional Resources for Mental Health Support

How to find a therapist

- Ask your PCP for a referral
- Contact your insurance carrier
- Open Path Collective (affordable sliding scale)
- Psychology Today
- BetterHelp (tele-health)
- Talkspace (tele-health)

Additional resources for those w/out HR or EAP

- Mental Health First Aid training
- SHRM.org
- HBR.org
- LinkedIn Learning
- MindsharePartners.org
- IDHS offer MH webinars for free <u>https://www.dhs.state.il.us/page.aspx?it</u> em=123631
- Daily Guided Meditation with Deepak Chopra (free on YouTube)
- Yoga with Adrienne (free on You Tube)

Crowdsourced Ideas for Wellness at Work Initiatives & Resources from Choose DuPage Members

- Mental Health First Aid training for staff or leadership
 - Offered by Edward-Elmhurst
 - 630-646-5158 or mhfa@eehealth.org
- Culture Committee
- Exercise Day
- Calm/Headspace App
- HealthyChildren.org



Thank you!

Questions? Feedback? Contact me at:

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