

Supporting Employees' Mental Health in Today's World

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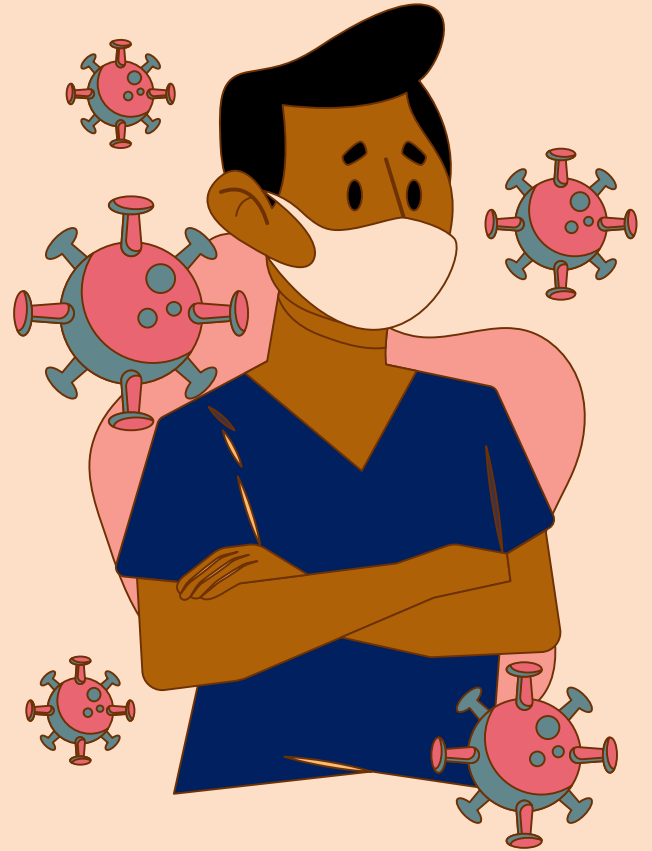
Agenda and Discussion Points



- 01 Acknowledging 2020
- 02 Pandemic's impact on mental health
- 03 Strategies & concrete tools
- 04 Warning signs & how to intervene
- 05 Resources and support

01

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?

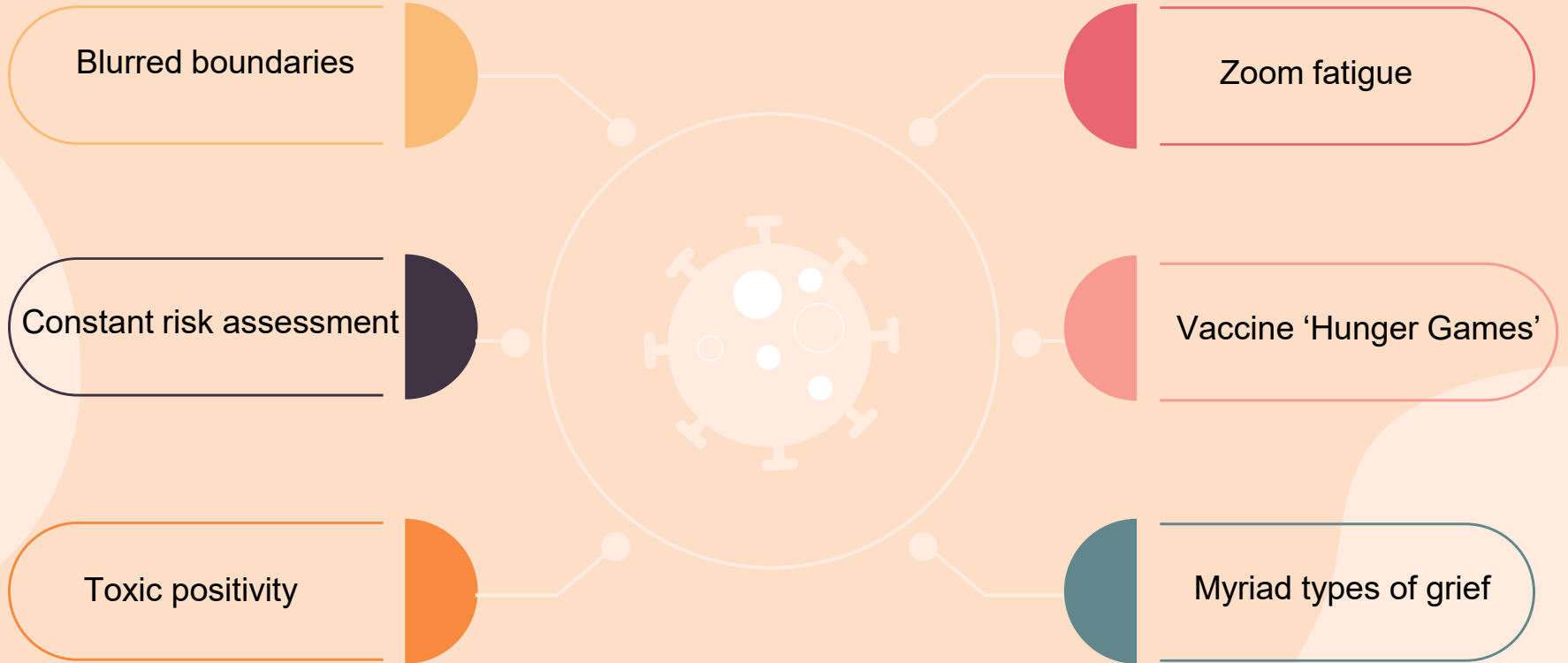
What has your staff and/or colleagues shared with you about their mental health?



02

The Pandemic's Impact on Mental Health

The Pandemic Onion

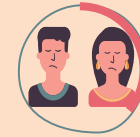


Mental Health at Work

Decrease in productivity, performance, and job satisfaction



41.5% in US
(roughly 1/10 in 2019)



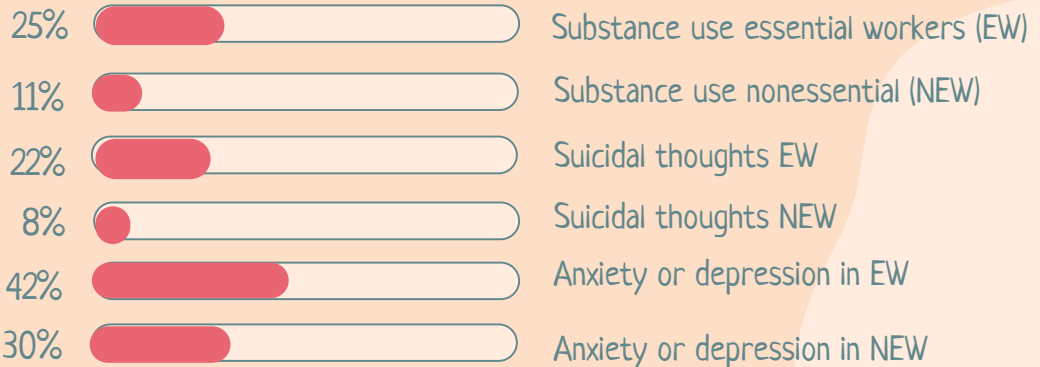
38.5% in Illinois



23%[↑] in suicide in DuPage County

Increase in absenteeism

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



Discussion Break

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



03

Strategies & Concrete Tools



Offering the Support Your Employees Need

Use your resources -lean on the EAP

Model healthy behaviors

Set the tone & destigmatize mental health

Be as flexible and generous as is realistic

Communicate more than you think you should

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



Performance

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

Mental health

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

Substance use

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

How to Intervene



Awareness

01



Observe, consult,
document (OCD)

Constructive Discussion

02



Offer support, be clear
this is not
discipline/punishment

Referral

03



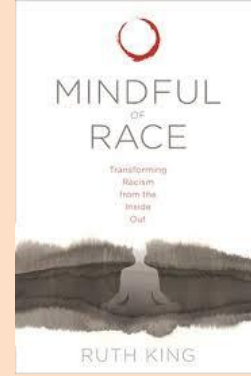
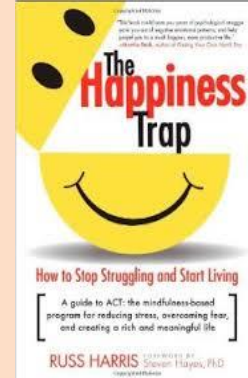
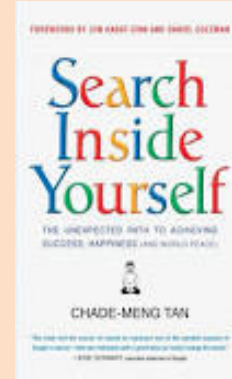
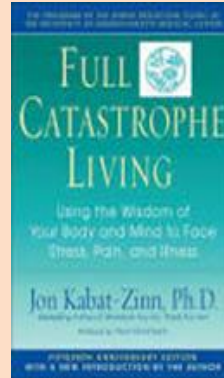
EAP, community MH
resources, FMLA, STD



05

Resources and Support

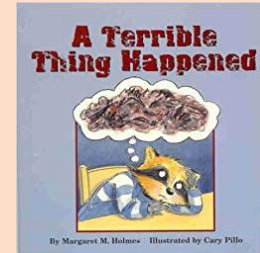
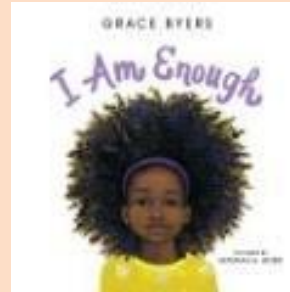
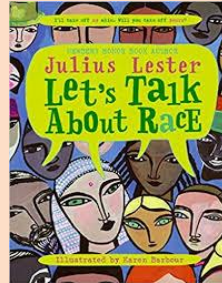
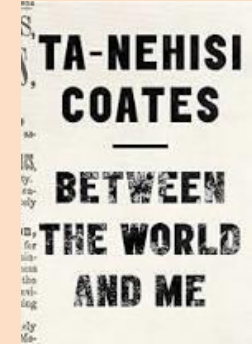
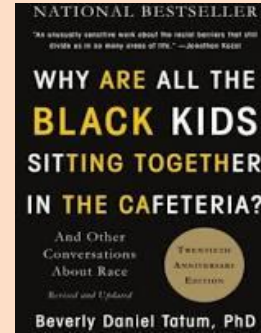
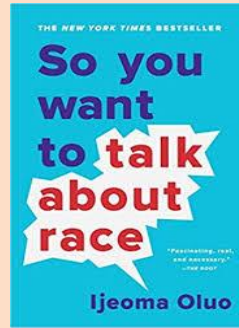
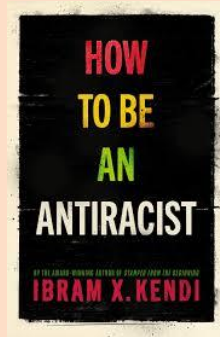
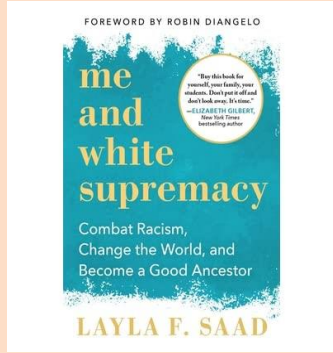
Mindfulness Resources



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=If%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](tel:630-510-8720)

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

- **HealthyChildren.org from the American Academy of Pediatrics**

<https://www.healthychildren.org>

- **Linden Oaks Behavioral Health**

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

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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
<https://www.dhs.state.il.us/page.aspx?item=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](https://www.healthychildren.org)



Thank you!

Questions? Feedback? Contact me at:

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