IU Employee Assistance Program

Mental Health Matters
SECTION 1

Mental Health in the Workplace

… “change the way we talk to each other about our mental health”

Kate Middleton
Poll Questions

Have you ever visited your doctor to discuss a concern related to stress, depression, anxiety, feeling down or emotionally upset?

• Yes

• No
Why it matters

Work and life stressors are high for most everyone

• Stress-related ailments cost $300 billion/year nationally
• 3 out of 4 doctor’s visits are for stress-related ailments
• 18.07% of adults have a mental health condition
• 1 in 5, or 9 million adults with mental health issues report having an unmet need
Indiana is at 44% in the U.S.

• adults have higher prevalence of mental illness and lower rates of access to care
Who is prone to mental health issues?

- Everyone
- Especially, those who are not practicing mental wellness
Poll Question

What percentage of your time do you think you practice mental wellness?

• 100%
• 75%
• 50%
• 25%
• I have no idea. Tell me more.
SECTION 2

Mental Health Versus Mental Wellness

Practicing mental wellness can decrease mental health issues
We all have ups and downs

- Emotions
- Life events
- Behavior of others
- Continual changes

- We cannot control life, but we can consider how we will respond
Varied Degrees of Mental Health Issues

- Grief is present in everyone’s life
- Anxiety exists in many
- Depression is common – 25% or more
  - Major, situational, seasonal, post partum
  - Suicide is on the rise
Prevention Tips

• Manage stress continually
• Practice stress management
• Stay aware of feelings, thoughts
• Mental wellness does not stand alone
When You Have Mental Wellness

- You treat others well
- You like who you are
- You’re flexible
- You hold gratitude for your loved ones
- You’re in touch with your emotions
- You have meaning in your life
- You value times more than possessions

- Dr. Shannon Kolakowski
SECTION 3

The Path to Mental Illness
What Contributes to Mental Illness?

• Unmanaged stress
• Lack of self-care
• Chemical imbalance
• Brain issues
• Substance use
Psychological Factors

- Severe psychological trauma suffered as a child, such as emotional, physical, or sexual abuse
- An important early loss, such as the loss of a parent
- Neglect
- Poor ability to relate to others
Social issues impact Mental Illness

- Death or divorce
- A dysfunctional family life
- Feelings of inadequacy, low self-esteem, anxiety, anger, or loneliness
- Changing jobs or schools
- Social or cultural expectations
- Substance abuse by the person or the person’s parents
Mental Illness

- A medical condition that disrupts a person’s thinking, feeling, and mood
- Decreases the ability to relate to others
- Impacts daily functioning
- Creates a diminished capacity for coping with the ordinary demands of life
Mental Illness

- Often family history
- Begins gradually
- Can be chronic
- Treatment can help
What to look for

- Withdrawal
- Drop in functioning
- Difficulty thinking
- Increased sensitivity
- Apathy

- Illogical thinking
- Nervousness
- Unusual behavior
- Sleep or appetite changes
- Mood changes

American Psychiatric Association - https://www.psychiatry.org/patients-families/warning-signs-of-mental-illness
Wellness Behaviors

- Healthy habits
- Surround yourself with options
- Avoid too much negativity
- Avoid type A and Type B niches
Increasing Mental Wellness

- Gratitude
- Positivity
- Letting go
- Balance
- Stress Less Thinking
Support Systems

- Who supports you when you are upset, having a bad day or struggling with change?
- Do you have more than one person who supports you?
- Supports may come from coworkers, immediate family, extended family, friendships from school, church, organizations, sports teams, or anywhere you spend your time.
- Often a variety of supports assist us with different needs.
- Building a system of supports helps us have a go to person, and not put our eggs all in one basket as the old saying goes.
Mental Wellness on the Job

Take the job seriously but do not take yourself too seriously....
Healthy Work Habits

- Avoid thinking errors: black/white thinking, assumptions, etc.
- Understand the power of self-talk
- Practice mindfulness
- Breathe
- Take a break
- Allow time off and detach
Adjust Your Actions

• Build resilience through self-care and personal wellness
• Set boundaries, but have flexibility – with people and commitments
• Have a life outside of work
• Manage emotions
• Be creative through journaling or other expressive art
• Develop a supportive friendship at work
Ways to contribute to team mental wellness

- Treat others as you wish to be treated
- Consider the other’s perspective
- Work toward clear communication, not indirect
- Civility and respect is best practice
- Ask for help from others and offer help to others
- Focus on strengths and positive behaviors of self and others
Ways to contribute to team mental wellness

• Avoid gossiping and taking in gossip
• Consider how to agree to disagree and move on
• Recognized the strengths and contributions of others – tell them!
• Focus on gratitude
• Be genuine
• Take care of yourself so you can be present to others
Ways to contribute to team mental wellness

• Look for ways to have some fun, share laughter
• Decide to engage in the team and the work
• Be trustworthy and develop trust of team members
• Recognize when you need time off
• Talk to your leader about what may be helpful to you and the team
Use your resources

- IU Health EAP
  - FREE face to face counseling sessions – no problem is too small!
  - 6 sessions per year for you and eligible household members
  - A variety of appointments days and evenings
  - Resource and referral information
  - Crisis phone services at night and weekends
  - Phone consultations for employees and manager
  - Video Visits and phone counseling for those meeting criteria
Healthy IU

- Campus programs and services
  - Campus programs and services
    - Nutrition
    - Physical Activity
- Health Screenings
- Work + Life
Other resources and screening tools

  • Check your drinking patterns
  • Find out what is a standard drink

• Mental Health America [https://mhanational.org/live-b4stage4](https://mhanational.org/live-b4stage4)
  • Stress and mental health screens
Thank you!

Presented by:

IU Employee Assistance Program
EAP Appointment line:

1-888-234-8327
Resources


Poll Question

Work + Life is testing Zoom's registration platform that allow participants to register to attend a webinar, immediately add the webinar appointment to your calendar and the option to cancel your registration. Please rate your registration experience.

• Extremely Satisfied
• Satisfied
• Neutral
• Dissatisfied
• Extremely Dissatisfied

Email anlreese@iu.edu with any questions or concerns.