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IU Employee Assistance Program

Mental Health Matters



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SECTION 1

Mental Health in the Workplace

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

Kate Middleton



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Poll Questions

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

- Yes
- No



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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



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Indiana is at 44% in the U.S.

- adults have higher prevalence of mental illness and lower rates of access to care





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.



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SECTION 2

Mental Health Versus Mental Wellness

Practicing mental wellness can decrease mental health issues



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We all have ups and downs

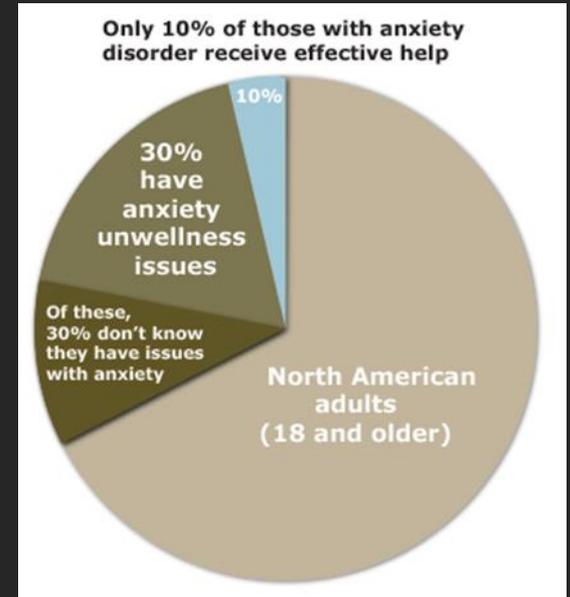


- Emotions
 - Life events
 - Behavior of others
 - Continual changes
-
- We cannot control life, but we can consider how we will respond



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



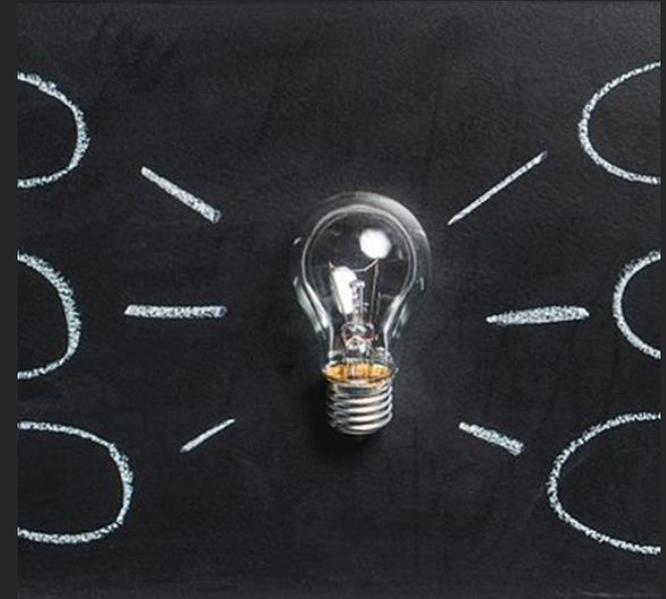


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Prevention Tips

- Manage stress continually
- Practice stress management
- Stay aware of feelings, thoughts
- Mental wellness does not stand alone





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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



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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



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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.



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SECTION 4

Mental Wellness on the Job

Take the job seriously but do not take yourself too seriously....

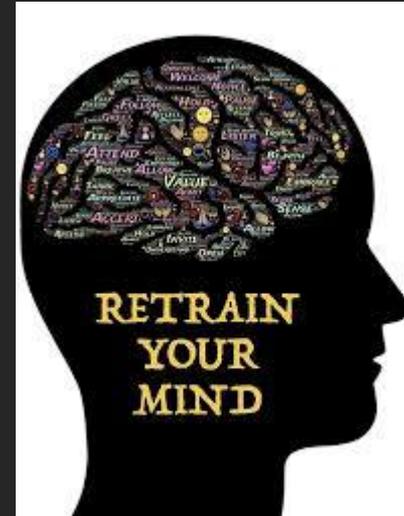


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Healthy Work Habits

- 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



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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





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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



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Healthy IU

- Campus programs and services
 - Campus programs and services
 - Nutrition
 - Physical Activity
- Health Screenings
- Work + Life



Other resources and screening tools

- National Institute of Health <https://www.rethinkingdrinking.niaaa.nih.gov/>
 - Check your drinking patterns
 - Find out what is a standard drink
- Mental Health America <https://mhanational.org/live-b4stage4>
 - Stress and mental health screens



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Thank you!

Presented by:

IU Employee Assistance Program
EAP Appointment line:

1-888-234-8327



Resources

1. "Healthy, Engaged Employees Are Your Business Advantage." *Virgin Pulse*. Virgin Pulse, n.d. Web. 17 Apr. 2017.
<https://www.virginpulse.com/resources/>
2. American Psychiatric Association- <https://www.psychiatry.org/patients-families/warning-signs-of-mental-illness>
3. The State of Mental Health in America 2019 <https://mhanational.org/get-involved/download-2019-state-mental-health-america-report>



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.



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