

BLURRED LINES

How EHS has started to turn into an extension of HR

Goals of Today's Session

This presentation aims to provide some basic information, solutions, and resources for those struggling or those who you may know struggling with mental wellness.

1. Understand why EHS is being turned to by more employees
2. Understand the differences in how adversity is perceived and processed
3. How to approach these situations when they arise
4. What resources are available to you and the person in crisis

Disclaimer

- I am **not** a doctor or psychiatrist.
- Information within this presentation has been gathered from government and private organizations focused on mental health and wellness.

A few questions before we get going

Does anyone here have a person they work with that they would consider a friend?

What causes you stress?

Shout them out!

What do you do to relieve stress?

AGAIN, shout them out!

What can cause mental health to decline

- Routine stress related to the pressures of school, work, family, and other daily responsibilities.
- Stress brought about by a sudden negative change, such as losing a job, divorce, or illness.
- Traumatic stress experienced during an event such as a major accident, war, assault, or natural disaster where people may be in danger of being seriously hurt or killed.
 - People who experience traumatic stress may have very distressing temporary emotional and physical symptoms, but most recover naturally soon after.

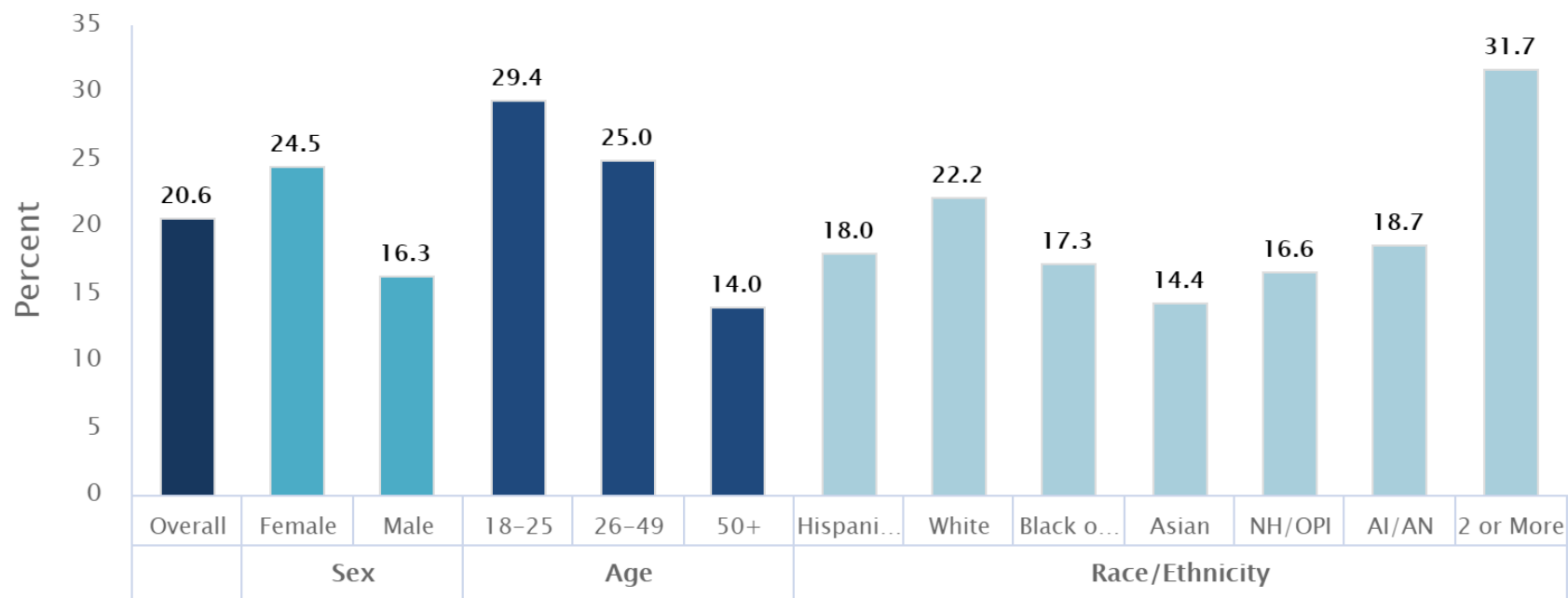
Mental Health Concerns Are More Common Than You Think!

- In 2017 17.3 million adults (18 years old or older) in the US suffered from major depressive episodes.
 - Two or more consecutive weeks of depression
- In 2018 suicide was the 10th leading cause of death in the US with over 48,000 lives claimed
 - 123 per day; approximately 1 every 12 minutes
 - 20 veterans per day
- In 2019 and estimated 51.5 million adults were estimated to suffer from mental illness
 - This represents about 20.6% of US Adults!

Who does this effect?- Mental Illness

Past Year Prevalence of Any Mental Illness Among U.S. Adults (2019)

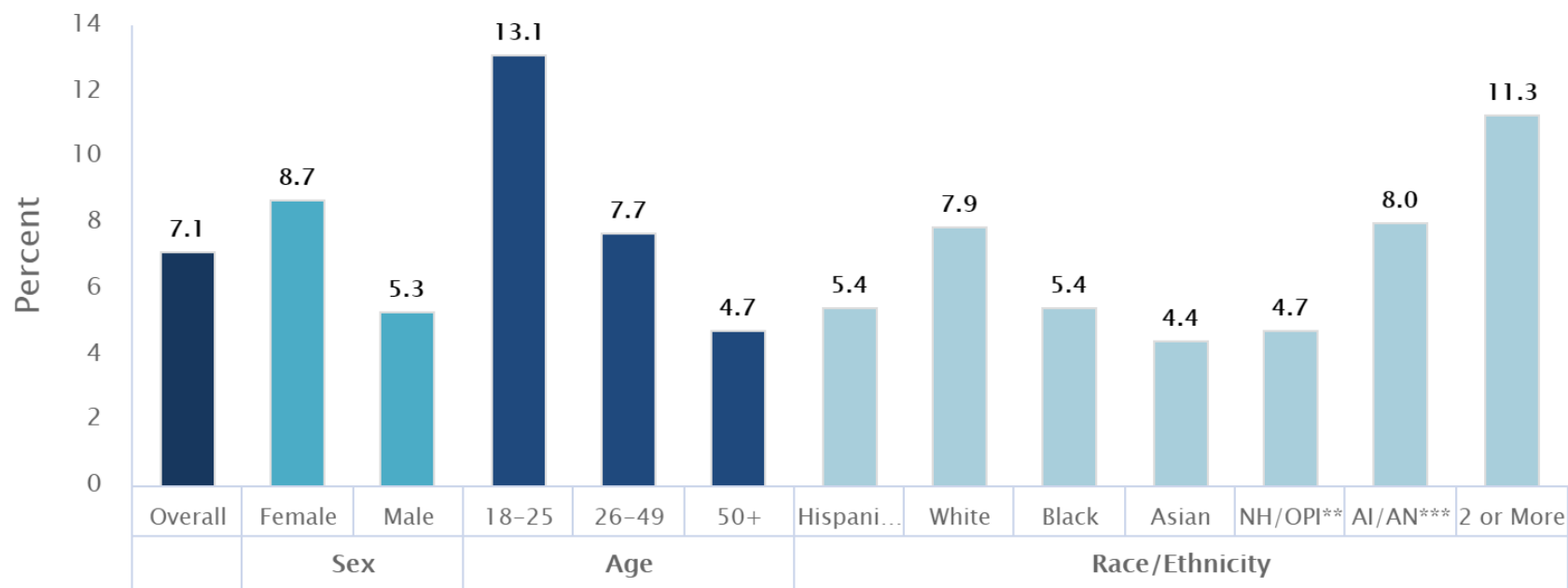
Data Courtesy of SAMHSA



Who does this effect?- Depression

Past Year Prevalence of Major Depressive Episode Among U.S. Adults (2017)

Data Courtesy of SAMHSA

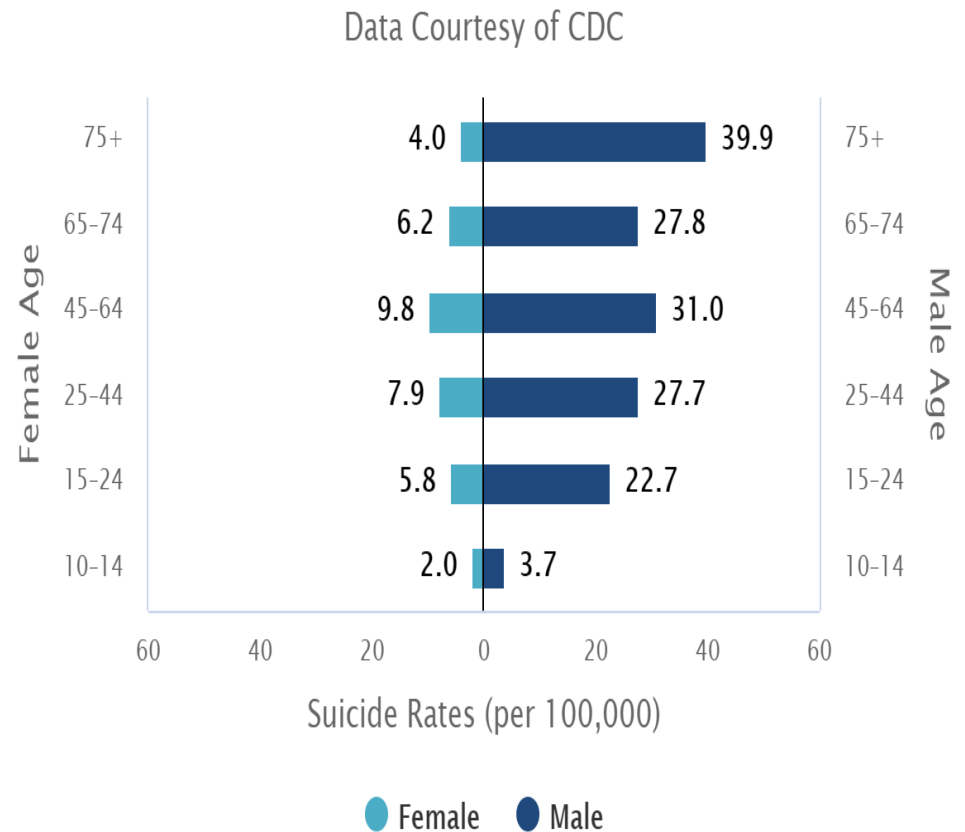


Who does this effect?- Suicide

Leading Cause of Death in the United States (2018) Data Courtesy of CDC							
Rank	Select Age Groups						
	10-14	15-24	25-34	35-44	45-54	55-64	All Ages
1	Unintentional Injury 692	Unintentional Injury 12,044	Unintentional Injury 24,614	Unintentional Injury 22,667	Malignant Neoplasms 37,301	Malignant Neoplasms 113,947	Heart Disease 655,381
2	Suicide 596	Suicide 6,211	Suicide 8,020	Malignant Neoplasms 10,640	Heart Disease 32,220	Heart Disease 81,042	Malignant Neoplasms 599,274
3	Malignant Neoplasms 450	Homicide 4,607	Homicide 5,234	Heart Disease 10,532	Unintentional Injury 23,056	Unintentional Injury 23,693	Unintentional Injury 167,127
4	Congenital Abnormalities 172	Malignant Neoplasms 1,371	Malignant Neoplasms 3,684	Suicide 7,521	Suicide 8,345	CLRD 18,804	CLRD 159,486
5	Homicide 168	Heart Disease 905	Heart Disease 3,561	Homicide 3,304	Liver Disease 8,157	Diabetes Mellitus 14,941	Cerebrovascular 147,810
6	Heart Disease 101	Congenital Anomalies 354	Liver Disease 1,008	Liver Disease 3,108	Diabetes Mellitus 6,414	Liver Disease 13,945	Alzheimer's Disease 122,019
7	CLRD 64	Diabetes Mellitus 246	Diabetes Mellitus 837	Diabetes Mellitus 2,282	Cerebrovascular 5,128	Cerebrovascular 12,789	Diabetes Mellitus 84,946
8	Cerebrovascular 54	Influenza & Pneumonia 200	Cerebrovascular 567	Cerebrovascular 1,704	CLRD 3,807	Suicide 8,540	Influenza & Pneumonia 59,120
9	Influenza & Pneumonia 51	CLRD 165	HIV 482	Influenza & Pneumonia 956	Septicemia 2,380	Septicemia 5,956	Nephritis 51,386
10	Benign Neoplasms 30	Complicated Pregnancy 151	Influenza & Pneumonia 457	Septicemia 829	Influenza & Pneumonia 2,339	Influenza & Pneumonia 5,858	Suicide 48,344


CLRD: Chronic Lower Respiratory Disease

Suicide Rates by Age (per 100,000; 2018)



Early Warning Signs

- Eating too much or not eating
- Pulling away from people or loss of joy
- Low or no energy
- Feeling
- Unexp
- Feeling
- Using substances more than usual
- Fighting
- Severe mood swings causing relationship issues



These are all outward expressions we can see

Early Warning Signs

- Unable to shake memories of a traumatic event
- Hearing voices or seeing things that are not true
- Thought of self-harm or suicide
- Unable to complete daily activities

These are more internal expressions and are more difficult to recognize

Steps to help with mental health

- **Talk:** They're not alone. They are talking to you about what is troubling them as a trusted person/professional.
 - Know that they may feel that they are bothering them with your personal "burdens."
 - It's important to keep this in mind while they are talking to you.
- **Keep Active:** Find an exercise that can be done regularly. This can boost self-esteem, improve concentration and sleeping patterns.
 - It also helps keep your brain and other vital organs healthy.

Steps to help with mental health

- **Eat well:** Food is nutrients and key to helping with brain function.
 - Diets good for physical health are good for mental health.
 - Good in results in good out.
- **Limit Drinking:** Alcohol can change a person's mood but if the drinking is done in hopes of coping it often compounds the problem.
 - What effects does alcohol have on a person? Stimulant?

Steps to help with mental health

- **Keep in Touch:** Give someone you haven't talked to in a while a call.
 - Social interaction, even if not face to face, is good for a person's mental state.
- **Ask for Help:** Often times when stress increases brain functions may become clouded.
 - Friends and family may be able to help you get over these tough times. **BUT THEY CAN ONLY HELP IF THEY ARE AWARE OF THEM!!!**

Steps to help with mental health

- **Take a break:** Sometimes a five minute pause to break up your pace can help.
 - If a location is the stressor sometimes a change of scenery is nice. Take five and go for a walk if there is a need to cool down.
- **Do something you're good at:** Doing something enjoyable.
 - If an activity is enjoyable then it's likely that they're good at it.
 - This can help boost your mood and self esteem.

Actions for Helping Someone

1. **Ask: “Are you feeling depressed or suicidal?”**
 - i. Asking at risk individuals has not been found to increase suicides or suicidal thoughts.
2. **Keep them safe:**
 - i. Try to find out if they have a plan; then see if there is a way you and them can work to get the lethal item away from them.
3. **Be there:**
 - i. According to the National Library of Medicine discussing these thoughts may actually reduce suicidal thoughts.
4. **Help them connect:**
 - i. There are free resources they can use such as:
 - a. The National Suicide Prevention Lifeline- 1-800-273-TALK (8255)
 - b. Crisis Text Line- 741741
 - ii. Connect with a family member of theirs or a mental health professional
5. **Stay Connected:**
 - i. Studies show that suicide deaths are reduced when someone follows up with the at-risk person after a crisis or leaving professional care

Information pulled via the National Institute of Mental Health webpage

This is not an easy discussion to have

- None of the intervention steps are going to be easy to take. These are difficult questions to ask.
- Remember this tough discussion you are having but by working with this person could help save an at-risk person's life.
- Know they don't have to go at it alone; get others who care involved.

Terms to avoid in these situations

Terms to avoid during these discussions:

- “I know what you mean. I got my electric bill and....”
 - Relating a common problem to someone’s crisis moment may make them feel worse off because it normalizes and minimizes what they perceive as important.
- “Have you tried yoga or meditation?”
 - Avoid suggesting options freely; ask instead if they have any hobbies or activities that seem to help them.
- “Why aren’t you seeing a therapist/on medication?”
 - Sort of rough on the ears isn’t it? Ask if they’ve considered getting help or need some resources.
- “There are a lot of people worse off than you.”
 - Sometimes these issues stem from self comparison.

Terms to avoid in these situations

Terms to avoid during these discussions:

- “Are you ok?” or “What’s wrong with you today?”
 - Often times results in people feeling they must reply, “I’m fine.”
- “You wouldn’t feel this way if...”
 - The human mind is complex and mental health issues may cause a person to wear themselves out trying to figure out the source.
- “There are a lot of people worse off than you.”
 - Sometimes these issues stem from self comparison.

Terms that can help

Terms to try and use during these discussions

- “Do you want to talk about it?”
- “That sounds difficult. How are you coping?”
- “Want to take a walk?”
- “I’m sorry you’re going through this. I’m here if you need me.”
- “Do you want my perspective or do you just need me to listen?”

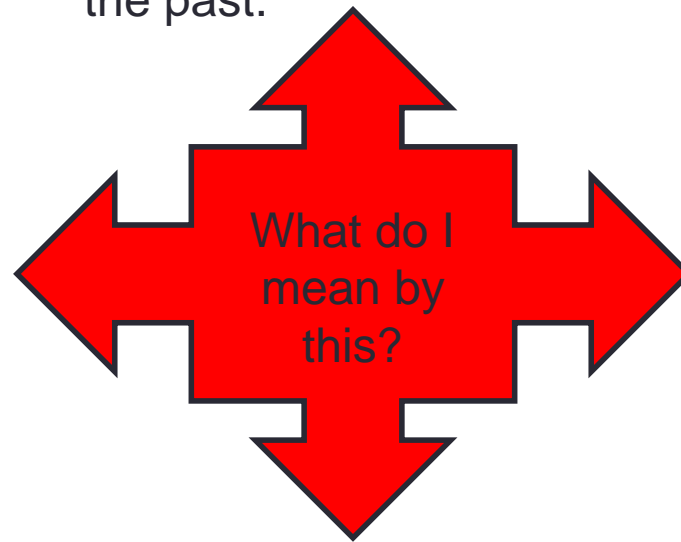
This is not an easy discussion to have

What is the difference between a fool and a wise person?

The fool will open their mouth without full understanding.

Where they have been in
the past.

Home life/upbringing



How their mind is
perceiving and
processing the
stressors

Why today is the
day they chose to
talk about this.

Back to the original question

Does anyone here have someone they work with that they would consider a friend?

- Imagine that this is the person coming to you with a crisis situation.

REMEMBER!!!!

I am **not** doctor or psychiatrist.... And neither are **you!**

What we are is a group of people who want the best for those we interact with:

- Need proof? Look around.

People cope differently with stress; this is why it's important to hear them out

- There is a reason they are talking with you

There are resources and they're free!

- National Suicide Prevention Lifeline
 - English- 1-800-273-TALK (8255)
 - Spanish- 1-888-628-9454
- Veterans Crisis Line
 - Call- 1-800-273-TALK (8255) then press 1
 - Text- 838255
- Crisis Text Line
 - Text “HELLO” to 741741

These lines are open 24/7 365!

Summary

- Mental health is a common concern in the United States.
- There are resources available.
- Having a tough discussion is more helpful than no discussion at all.
- Get others who care involved.
- There are steps that can be taken to help improve your own mental health. Make time for them and your own wellbeing.
- If you are having a mental health crisis don't be afraid to speak up with someone you trust.

These lines are open 24/7 365!

Webpages Used to Gather this Information

- <https://pubmed.ncbi.nlm.nih.gov/15811983/>
- <https://www.nimh.nih.gov/health/publications/5-action-steps-for-helping-someone-in-emotional-pain/index.shtml>
- <https://www.mentalhealth.org.uk/publications/how-to-mental-health>
- <https://www.mentalhealth.gov/basics/what-is-mental-health>
- https://www.mentalhealth.va.gov/docs/data-sheets/2019/2019_National_Veteran_Suicide_Prevention_Annual_Report_508.pdf

Informative Pages to Visit

- 5 Things You Should Know About Stress
 - <https://www.nimh.nih.gov/health/publications/stress/index.shtml>
- 5 Actions for Helping Someone in Emotional Pain
 - <https://www.nimh.nih.gov/health/publications/5-action-steps-for-helping-someone-in-emotional-pain/index.shtml>
- How to look after your mental health
 - <https://www.mentalhealth.org.uk/publications/how-to-mental-health>
- What is Mental Health?
 - <https://www.mentalhealth.gov/basics/what-is-mental-health>
- Coping with Traumatic Events
 - <https://www.nimh.nih.gov/health/topics/coping-with-traumatic-events/index.shtml>

Informative Pages to Visit

- Save.org
 - <https://save.org/about-suicide/suicide-facts/>