Crushing Stigma & Creating Mentally Healthy Workplaces

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StigmaFreeWorkplace.com

SELF STIGMA

The process in which a person with a mental health challenge becomes aware of social stigma, agrees with those stereotypes, and internalizes them by applying them to the self which can affect their motivation to recover and adhere to treatment.

(Corrigan, Larson, & Kuwabara, 2010; Corrigan, et al, 2016)

Strategy #1: Transform Stigmatized Mindsets to Supportive Mindsets

Strategy #2: Know What Fills Your Tank & Fill It

Strategy #3: Find Your Community (AKA Strengthen Your Protective Factors)

Strategy #4: Have Stigma-Free Support at Your Fingertips

Strategy #5: Proactively Prevent Burnout with Self-Awareness & Self-Compassion

Supportive Self-Care Mindset Questions

 What I need to stop doing in order to reduce my stress and protect my mind? (i.e. Stop feeding my fears, stop placing unrealistic expectations on myself and others, etc.) 						
2. How can I use my personal experience to support/empathize with someone else						
3. How am I fortunate?						
4. What outcomes and expectations that I can't control do I need to release to find peace?						
5. How can the COVID-19 experience be a new beginning for me?						
Fill Your Tank						
#1	#5					
	#6					
#3	#7					
#4	#8					

YOUR SELF-CARE PLAN

Proactively Prevent Burnout

MY STRES			U RATE YOUR FEE	LING & HANE	DFLING OF S	TRESS AT THIS TIME?
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	Positive	ely Coping	Some Warni	ng Signs	Extre	me. Need to Reset.
WARNING I KNOW SON		WRONG WHEN	I I FEEL THIS WAY			
•				•		
				•		
		, I FEEL BET TO REST & RE				
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PLACES T	O GO, PE	OPLE TO SE	E			
	•		TIVE IMPACT ON	MY MENTAL	HEALTH	
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NAME				PHONE		
PROFESS	IONALS I	CAN REACH	HOUT TO FOR	SUPPORT		
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STRESS VS. BURNOUT

Recognizing Warning Signs Within Yourself & Others

STRESS

A reaction to a situation that isn't about the actual situation. We usually feel stressed when we think that the demands of a situation are larger than our resources to deal with that situation.

Source: "Stress", Canadian Mental Health Association, 2018

Pessimism

BURNOUT

A syndrome resulting from chronic workplace stress that has not been successfully managed and is characterized by three dimensions:

- 1. Feeling of energy depletion or exhaustion
- Increased mental distance from one's job, or feelings of negativism or cynicism related to one's job
- 3. Reduced professional efficacy

Source: World Health Organization

COMMON STRESS SYMPTOMS COMMON BURNOUT SYMPTOMS THE DIFFERENCE **Fatigue** *May* experience Stressed individuals can still Muscular tension regular stress see the light at the end of the Headaches symptoms paired with tunnel. It might be a stressful Heart palpitations the following: project or period, but they feel they have the internal Sleeping difficulties and external resources to Stomach issues Disengagement make it through. Skin conditions Blunted emotions Irritability Creating unusual If stressful reactions last for errors or higher Feeling anxious an extended length of time amount of errors Aggression and individuals lack the Unfinished work resources and positive coping Mood swings Self-doubt skills to recover, they are at a Frustration risk for burnout. More time working **Impatience** with less accomplished Reduced ability to Burnout can significantly Developed poor concentrate impact health and the ability physical health signs Diminished initiative and symptoms to function at work and home. Isolation



BUILDING RESILIENCE

Taking Care of YOU: Self-care for Work & Home

SELF-CARE

Providing adequate attention to one's own physical and psychological wellness.

Source: American Psychological Association, originally cited in Beauchamp & Childress, 2001

POSITIVE COPING

Coping is the human behavioral process for dealing with stressors.

Positive or healthy coping refers to using mechanisms that result in less stress, increased wellbeing, and effective handling of one's problems.

Source: PositivePsychology.com

RESILIENCE

The process of adapting well in the face of adversity, trauma, tragedy, threats, or significant sources of stress.

In other words, it is the ability to recover from setbacks, adapt well to change, and keep going in the face of adversity.

Source: American
Psychological Association

EXAMPLES OF POSITIVE COPING & SELF-CARE

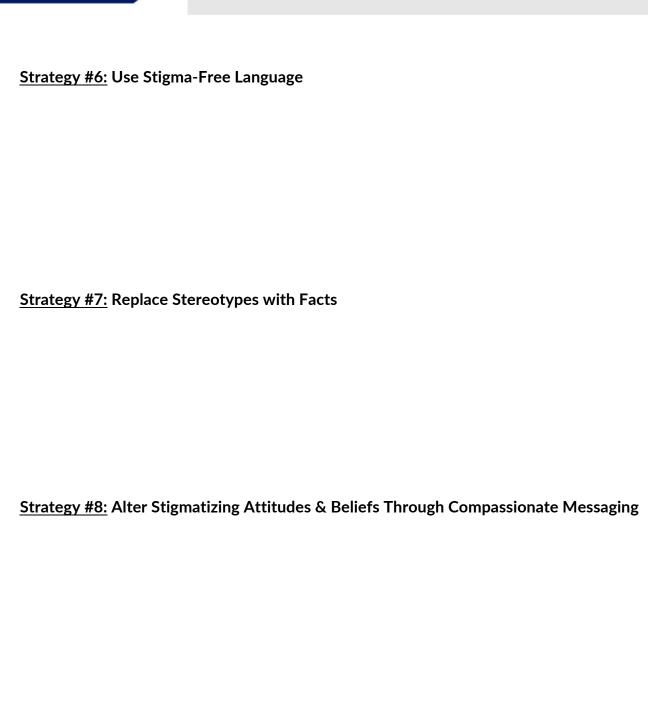
Positive Coping for Work	Positive Coping for Home	Self-Care for Work	Self-Care for Home
Meditation Stretching Progressive muscle relaxation Listening to music Reading on breaks Brisk walk Socializing with co-workers Breathing techniques Journaling Goal setting Writing affirmations	Exercise Fun physical activities Yard work/gardening Puzzles or games Socializing with friends Sitting outside and relaxing Going to the movies Engaging in a fun hobby Journaling Yoga Financial management Volunteering Community involvement	Taking a breath of fresh air Practicing self-compassion Gratitude exercises Mindfulness Healthy eating Aromatherapy Feeling the sun on your face Taking a break when needed Asking for help Join work support groups Use positive self-talk Keep space organized Write lists	Monitoring sleep schedule Use your vacation days Practice your faith beliefs Spirituality Allow self to feel emotions Join a support group Spend time with family Keep space clean Write lists Go to the spa Get regular health check ups Express your feelings Disconnect from work
Participate in wellness programs Creating a daily plan	Grounding exercises	Eat & enjoy lunch daily	Reduce screen time

Source: PositivePsychology.com



The disapproval of, or discrimination against, a person based on perceivable social characteristics that serve to distinguish them from other members of a society.

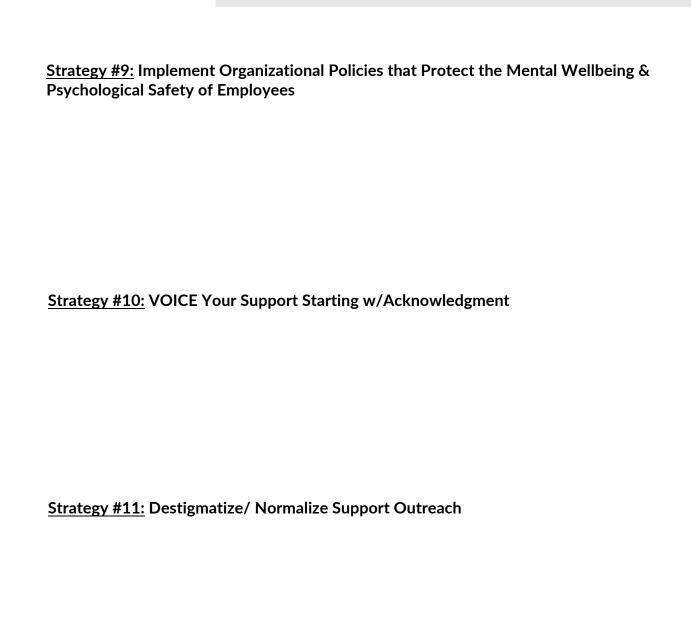
(StigmaZeroAcademy)





The "societal-level conditions, cultural norms, and institutional practices that constrain the opportunities, resources, and wellbeing for stigmatized populations."

(Hatzenbuehler & Link, 2014, p. 2)



Enjoy no-cost, limited-time access to our <u>Mental Wellbeing Academy</u> to support your personal, team member and family member mental wellbeing!

Visit: mentalwellbeingacademy.com/p/peace-of-mind-in-panicked-times

Identifying & Supporting a Team/Family Member in Crisis



!\` Common Warning Signs

Behavioral

- Impulsivity/increased risk taking
- Self-harm and/or substance abuse
- Excessive fear or anxiety
- Being depressed or withdrawn for two or more weeks
- Saying goodbyes/giving away prized possessions
- Chronic exhaustion and sleep deprivation

2 Situational

- Major financial stress
- Loss of any major relationship (break-up or loss of friendship)
- Death of a friend or family member, especially if by suicide
- Toxic personal or work relationships
- Serious medical diagnosis or chronic illness

3 Verbal

 Talking about death, dying, or suicide

"No one would care if I'm gone." "You would be better off without me." "_____ will never get any better.

I might as well end it."

• Using written statements in emails or social media platforms expressing feelings relating to death, dying, or suicide

How to Respond to Warning **Signs & Concerns**

- 1. **Inquire-**"I've noticed you haven't been yourself. Are you okay?" OR "Are you considering suicide?"(If the situation warrants you to be concerned about their safety)
- 2. **Reassure Your Support-** "I'm here for you." OR "How can I help support you?"
- 3. Persuade Your Coworker to Get Help- "Are you open to calling EAP/ talking to your doctor/etc.?" OR "You are such an important part of this team; I want to see you get better!"
- 4. **Refer to Support-** "These are the details for our no cost confidential EAP. They can help you with what you are going through." (Email or hand them the contact information for the support service.)

NOTE: Contact your HR Business Partner for guidance if you have a concern about a team member. Contact your EAP (details on the next page) if you are concerned about a family member. If the person is in imminent danger, call your counties emergency services line immediately.

Do's & Don'ts of Supporting Your **Peers & Family Members**

- ✓ Allow the person to open up about what they are struggling with without providing judgment
- ✓ Discuss the support that is available (i.e. EAP, crisis hotlines, etc.)
- ✓ Let them know they have your support
- ✓ Ask "how can I best support you?"
- O Do not suggest that they need to be medicated or give a diagnosis
- O Do not minimize your the person's struggle or ignore warning signs
- O Do not use terms like "crazy", "nuts", "junkie", etc.





SUPPORT RESOURCES

24/7 Support Services

U.S. Crisis Text-line

Text HOME to 741741

U.S. Suicide Prevention Lifeline

- 1.800.273.8255 (TALK)
- Options for Deaf & Hard of Hearing
 1-800-799-4889

(U.S) Nacional de Prevención del Suicidio

• 1-888-628-9454

U.S. Domestic Violence Hotline

• 1.800.799.7233

Support Resources

Personal, Family, & Youth Mental Health Support

- https://nami.org/Support-Education
- helpguide.org

Suicide Loss Survivor Support

https://suicidepreventionlifeline.org/Help-

- Yourself/Loss-Survivors/ https://suicidology.org/resources/suicide-
- loss-survivors/

Suicide Attempt Survivor Support

• https://suicidepreventionlifeline.org/Help-Yourself/Attempt-Survivors/

Substance Abuse Support

- https://www.samhsa.gov
- https://aa.org
- https://al-anon.org
- 1.800.662.4357

Your Districts's Employee Assistance Programs [insert information below]

If you or someone you know is in imminent danger, call your country's emergency service line immediately (call 911 within the United States).