SSM Health at Work- Employee Assistance Program
"Mental Health Awareness in the Workplace"

Presented by: Terra Braatz, LPC
Manager Behavioral Health Services-EAP

Objectives

- Evaluate statistics of mental health in the workplace
- Learn how to best support an employee/colleague
- Practice having difficult conversations
- Understand the importance of gratitude/self-care
- Review the EAP benefit

1 in 5
adults live with mental illness.

859,000
Number of Wisconsin adults living with a mental health condition, according to NAMI.

10 million +
people have more than 1 addiction or mental health disorder.

46,000
Number of deaths by suicide, reported by CDC in 2020.

8.4 million
number of Americans who provide care to an adult with an emotional or mental illness.

$1 TRILLION
Per year, the cost in lost productivity to the global economy due to anxiety/depression, estimated by WHO.

Mental Health Stigma

- What is stigma?
- Common mental health stigmas
- Types of Stigmas
  - Public
  - Self-stigma
  - Institutional Stigma

Types of Stigma	Public	Self
Stereotypes & Prejudices	People with mental illness are dangerous, incompetent, to blame for their disorder, unpredictable	I am dangerous, incompetent, to blame
Discrimination	Therefore, employers may not hire them, landlords may not rent to them, the health care system may offer a lower standard of care	These thoughts lead to lowered self-esteem and self-efficacy: "Why try? Someone like me is not worthy of good health."

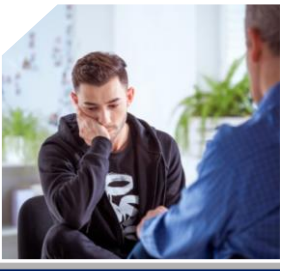
Ways to Reduce Stigma Related to Mental Health

- ✓ Talk about it
- ✓ Learn about it
- ✓ Educate others
- ✓ Support others
- ✓ Show empathy
- ✓ Normalize it
- ✓ Don't Joke about it
- ✓ Encourage therapy

How To Help

You can offer support to someone by:

- Listening
- Acting nonjudgmentally
- Connecting them to appropriate resources (EAP)



Tips on Providing Support to Others

- Be present
- Be available
  - Express empathy
  - Ask if there is anything you can do to help
  - Don't give advice unless you ask permission to do so
  - Compliment them on their strengths
  - Help them to access other resources as needed

What to Say

What NOT to Say

Concerns About Suicide

- Ask openly/directly about suicide (do not sugar coat)
- "Are you having thoughts of hurting/killing yourself?"
- "Are you having thoughts of suicide?"
- If you feel the person is at risk-

  DO NOT leave them alone
- Provide the number for a suicide hotline such as 988 and/or bring them to the Emergency Department
- Ask the person if there is someone else you can call for them

Practice

Scenario 1:

You work with Alex, a colleague who has been with your organization for the past 5 years. Alex has always been a reliable and organized employee.

Most recently, Alex has been showing up late for work more days than not. Not only has she been missing deadlines, but you also found her sleeping at her desk. You have noticed that her appearance has been messy, and she appears to have lost a remarkable amount of weight. Alex has been observed in the bathroom crying or zoned out. Other employees have alluded to the fact that Alex may be having relationship issues.

Practice

Scenario 2:

Jordan is a fantastic co-worker who has been with your organization for the past 8 months. You know that he has many hobbies including hunting and fishing.

You have heard from other colleagues that Jordan's ex-wife is going to be moving out of state with their kids. Jordan has made remarks that she is trying to take the kids away from him. Jordan has been seemingly depressed the past month and has said things like, "If I don't get to see my kids, what is the point of living?" As you walk past Jordan's desk, you see that he is packing up all of his family pictures as well as personal items.

Self-Care

Self-care is the practice of taking an active role in protecting one's own well-being and happiness

- Only taking responsibility for job functions you have control over i.e. "Letting go"
- The ability to maintain a positive attitude towards work despite challenges
- Our ability to build resilience toward everyday stressors

Self-Care

Create it

Questions to ask yourself:

- What helps me feel most at peace?
- What brings me joy?
- What brings me a sense of purpose?
- Where do I find meaning and value in my life?

Share it

Follow it

Helpful apps:

- Habitica (iOS & Google Play)
- Aloe Bud (iOS)
- Habit Tracker (Google Play)

Practicing Gratitude

- A single act of thoughtful gratitude produces an immediate effect
  - 10% increase in happiness
  - 35% reduction in depressive symptoms.
- It can also be a protective factor
- Begin practicing by thinking of what you're thankful for _____
- Celebrate small victories

Steps to Stress Reduction: Seek Professional Help

When?

- Changes in work setting have no impact
- Self-care plan no longer working
- Significant impairments in functioning
  - Appetite changes
  - Sleeping difficulties
  - Interpersonal issues
  - Change in mood/attitude

Where?

- Employee Assistance Program
  - Free short-term counseling as a company benefit for employees.
  - EAP – SSM Health at Work

What is **EAP**?

for the EMPLOYEE

- Free/Confidential Counseling
- 6 sessions per problem area/per year employees/dependent family members
- Sessions via:
  - In person
  - Telephonic
  - Zoom

for the LEADER

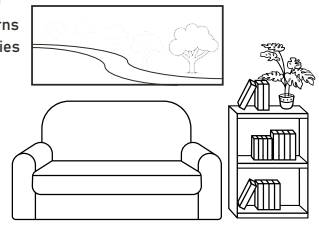
- Identify
- Assist
- Resolve

Scope of services

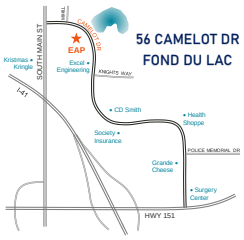
- ✓ Management Consultation
- ✓ Supervisor EAP Training
- ✓ Employee Orientations
- ✓ EAP Program Promotion
- ✓ Employee Life/Work Enhancement
- ✓ Assessment, Counseling, and Referral
- ✓ Case Management of Formal Referrals
- ✓ *24-Hour Phone Availability
- ✓ Critical Incident Stress Management
- ✓ Legal Referral

How EAP Can Help

- Work/life balance
- Relationship-couples counseling
- Stress or time management
- Marital separation/divorce
- Parenting or family concerns
- Sleeping or eating difficulties
- Anxiety/depression
- AODA issues
- Support for LGBTQIA+
- Grief
- Health/medical
- Referrals as needed



EAP CONTACT INFORMATION



Call 920-924-0614
or 800-458-8183

Office hours:
8:00am – 4:30pm
Monday – Friday
(Closed weekends & major Holidays)

Evening appointments available

SSMHealth

Employee Assistance Program (EAP)
SSMHealth at Work - Greater Fond du Lac Region
56 Camelot Drive, Fond du Lac, WI 54937
920.924.0614

EAP Counseling Staff

Terra Braatz, MSE, LPC
EAP Manager

Kyrsten James, MSW, LCSW

Staci Salzmann, MS, LPC

Nicole Sanfilippo, MSW, LCSW

ANY QUESTIONS ?