



Mental and Emotional Health...AND YOU!

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Mental and Emotional Health...AND YOU!



Where do we begin?

The 7 Interconnected Dimensions of Wellbeing



The 7 Interconnected Dimensions of Wellbeing

92%

Adults with mental disorders also have medical conditions¹



Source: 1 Cigna Behavioral Health Insights, Cigna Book of Business 01-01-20 through 12-31-20. Adults only.

Mental Illness

Mental illnesses include many different conditions that vary in degree of severity, ranging from mild to moderate to severe.

Two broad categories can be used to describe these conditions.

Any Mental Illness (AMI).

AMI encompasses all recognized mental illnesses.

Serious Mental Illness (SMI)

SMI is a smaller and more severe subset of AMI.¹



Source: National Institute of Mental Health. [nimh.nih.gov](https://www.nimh.nih.gov)

Mental Illness

Depression

A mood disorder that is marked by varying degrees of sadness, despair, and loneliness and that is typically accompanied by inactivity, guilt, loss of concentration, social withdrawal, sleep disturbances, and sometimes suicidal tendencies.¹

Mild depression

Is a normal condition, a sadness brought on by life's circumstances. Clinical depression, on the other hand, is a sadness so deep that it can lead to self-harm if left untreated.¹



Sources:

¹ *Merriam-Webster.com Dictionary*, Merriam-Webster

Stress vs. Anxiety

Stress

Is generally a response to an external cause, such as public speaking, argument, danger etc.

Fight or flight

Can be positive or negative
Goes away once the situation is resolved.



Anxiety

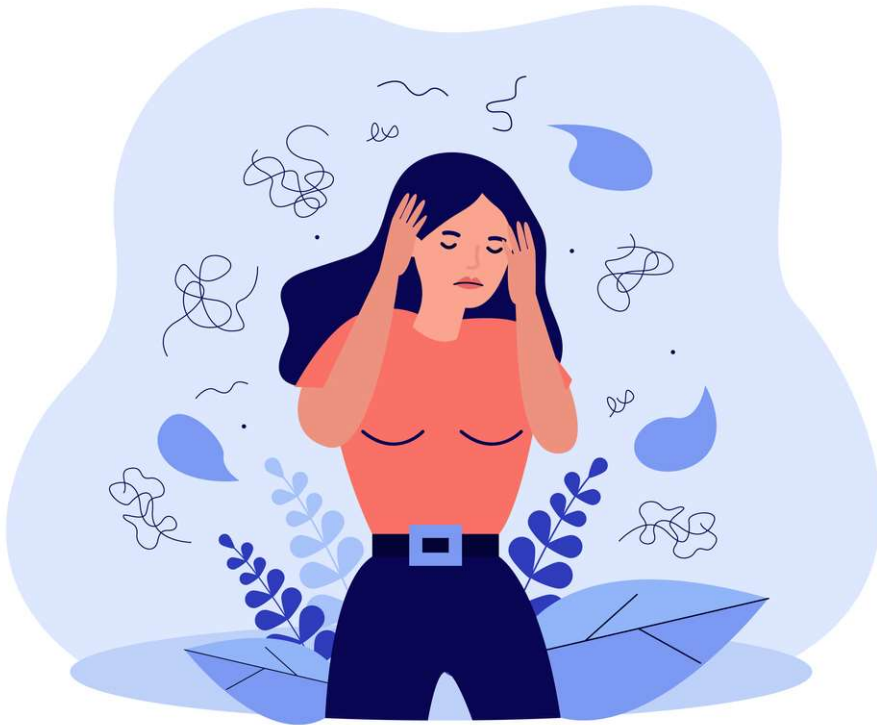
Generally internal—meaning it's your reaction to stress. Usually involves a persistent feeling of apprehension or dread that doesn't go away, and that interferes with how you live your life.

Anxiety

Medical term: an abnormal and overwhelming sense of apprehension and fear often marked by physical signs (such as tension, sweating, increased pulse rate, bowel issues, lethargy etc.), by doubt concerning the reality and nature of the threat, and by self-doubt about one's capacity to cope with it.¹

Source: National Institute of Mental Health. [nimh.nih.gov](https://www.nimh.nih.gov)

Mental and Emotional Health



What happens when you experience stress and anxiety?

Over a 1,000 things happen inside your body: Heart rate, breathing, eyes dilate, liver secretes cholesterol, saliva glands, colder extremities, muscles tighten, blood pressure, loss of sleep etc.

Over time the physical effects can lead to heart disease, stroke, respiratory disease, cancer, diabetes, obesity, and so much more...including early death

Important Numbers to Know

67%

of employees report feeling burned out on the job¹

99%

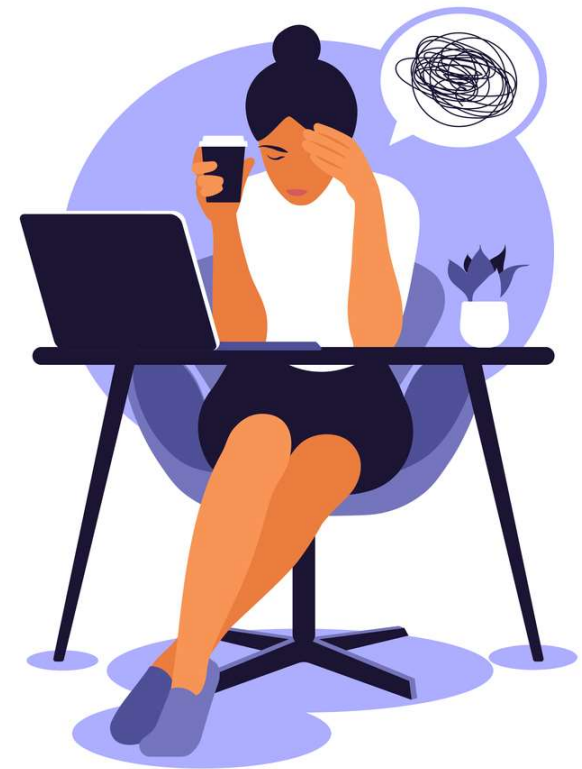
of HR decision-makers said proactively managing employees' mental health is very much or "somewhat" a business priority in 2022.³

75-90%

of doctor visits are related to stress²

93%

of HR decision-makers say training is either very or somewhat important for managers and leaders.³



Sources

1 "Employee Burnout, Part 1: The 5 Main Causes", Gallup, 2018

2 "America's #1 Health Problem", The American Institute of Stress, 2018

3 "7 Trends that will Shape Workplace Mental Health in 2022", Unmind, 2022.

We are in the middle of a mental health pandemic



Some experts believe the past two years is going to impact us for the next 7-10 years or longer

Lots of fears: uncertainty and lack of trust are the 2 big triggers

Long term fatigue: constant bombardment of bad news by media and social media

A mental health wave is here

- Healthcare workers are suffering at same rates as everyone else.
- Younger generations have a larger percentages of stress, anxiety, depression, addictions etc.
- The younger the generation the worse the stats are
- Ongoing, never-ending feeling of burnout
- Instant negative news globally



Generational Impact

50%

of millennials who have left a job was because of mental health issues¹

75%

of gen z who left a job said it was because of mental health issues¹

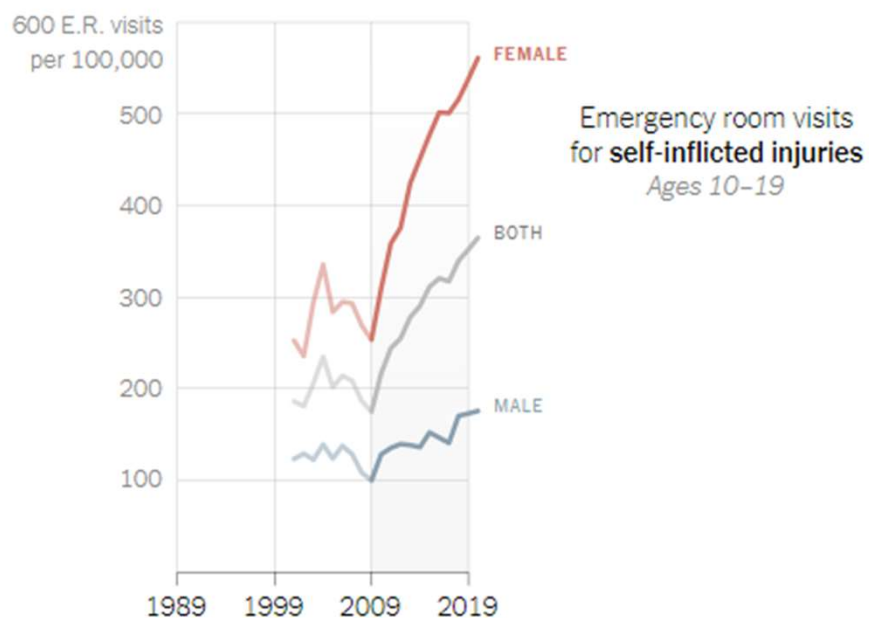


Source: Employer Health Benefits, 2021 Annual Survey. Kaiser Family Foundation. 2021

Mental Health Crisis Among Teens



Emergency room visits for self-harm by children and adolescents rose sharply over the last decade, particularly among young women.

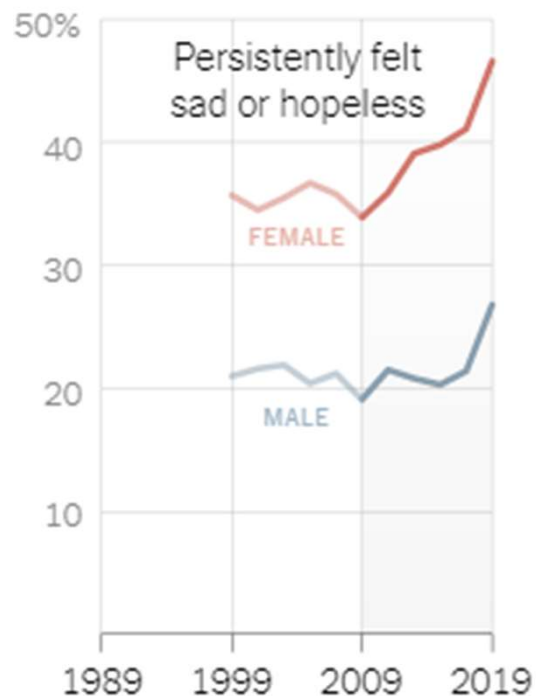


Sources

New York Times, <https://www.nytimes.com/2022/04/23/health/mental-health-crisis-teens.html>: April 24, 2022

Center for Disease Control and Prevention

Mental Health Crisis Among Teens



Sources

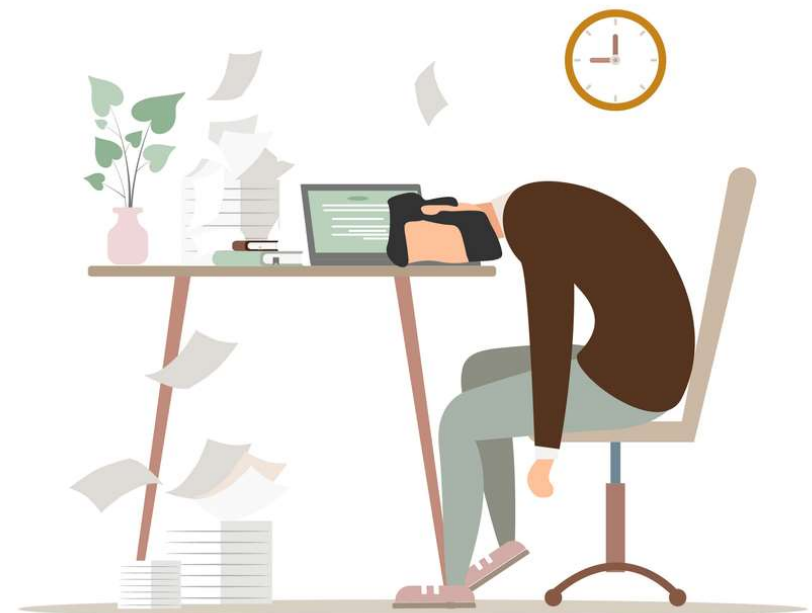
New York Times, <https://www.nytimes.com/2022/04/23/health/mental-health-crisis-teens.html>: April 24, 2022

Center for Disease Control and Prevention

Detecting signs and symptoms

Everyone experiences and exhibits **mental and emotional issues** differently. Below are some **signs and symptoms** which might be indicators of a mood disorder.

- Exhaustion—constantly tired
- Social withdrawal
- Changes in mood, or the way they interact with others
- Noticeable change in motivation levels and concentration
- An inability to make decisions
- Lack of appetite
- Increased levels of smoking, drinking or drugs



Nobody chooses or wants anxiety, depression or both

These nervous system reactions are from a combination of genetics, biology, environmental and psychological factors. People think it's their fault but it's not your fault. You can do something about it.

Thoughts	Emotions	Sensations	Behaviors
<ul style="list-style-type: none">- "I feel fat."- "I'm stupid."- "Nobody likes me."	<ul style="list-style-type: none">- Anxiety- Depression- Sadness	<ul style="list-style-type: none">- Restlessness- Body aches- Headaches	<ul style="list-style-type: none">- Drinking too much alcohol- Eating unhealthy foods- Distancing yourself from others

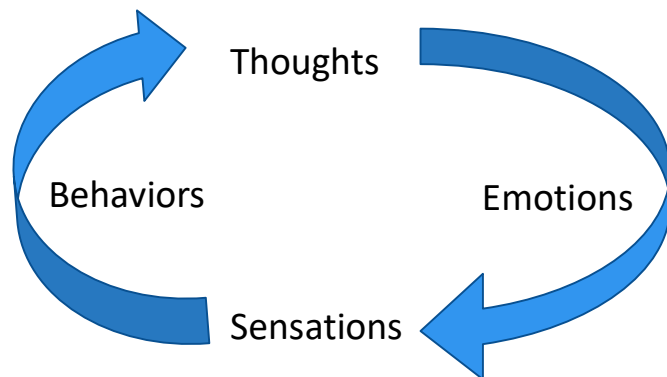
You lose perspective when you're depressed. You need others around you to encourage, challenge and care for you.

Source: Living with Anxiety and Depression, Dr. Elisha Goldstein, Circle Being, 2022

Be Sensitive to the Negativity Loop

It's like a roundabout but you can't get off. There can be deep seated triggers that could be small like an embarrassing event or something big like losing your job. All part of your thoughts, sensations, emotions and behaviors.

Find New Routes: Naming your cues (be aware!!!) and then make choices that bypass the negativity loop.



Negativity Loop

Vicious cycle or loop that happens in your brain (thoughts, emotions, sensations and behaviors)

Source: Living with Anxiety and Depression, Dr. Elisha Goldstein, Circle Being, 2022

Thoughts are powerful. In an instant, you can feel sadness and regret about the past, dread about the future, or uneasiness about the present moment.

Watch for thoughts that stress you out, make you pause, and leave you spinning.

Emotions are feelings that emerge from your thoughts. Emotions that can feed the negativity loop include sadness, loneliness, remorse, embarrassment, and shame.

The more you identify with these emotions, the more you may start believing them, even if they aren't true. So, pay attention to them.

Sensations can be tricky. Some people feel tightness in the chest. Others feel tired. Some people get hungry. Others stop eating. Tune into the sensations in your body and your responses to them.

These sensations may be signals that something is going on in your life that needs attention.

People feeling depressed or anxious often make choices in the moment to soothe their pain. They may overeat, drink too much alcohol, spend too much money, or turn to reckless behaviors.

Often, these short-term fixes create more long-term pain. These behaviors can feed the negativity loop by creating more negative thoughts and emotions.

Source: Living with Anxiety and Depression, Dr. Elisha Goldstein, Circle Being, 2022

The Importance of Internal Thoughts

Negative Unconscious Thoughts (NUTS)¹

“I’m not good enough”

“I’m not smart enough”

“I’m not worthy”

“I always mess things up” etc.

Can you name the top 3-5 “NUTS” in your life?

Find New Routes: Naming your cues (be aware!!!) and then make choices that bypass the negativity loop.



Source: Living with Anxiety and Depression, Dr. Elisha Goldstein, Circle Being, 2022

How to control outbursts of anger

Don't Freak Out (emotional flooding)

The experience likely involves the amygdala, the part of the brain that automatically produces basic emotional responses to outside signals, including danger.

Metacognition: becoming aware of your own feelings and observing them as impartially as you can. Doing so activates your executive function, so you can be less impulsive and more in control.

1. **Count to 30 (and imagine the consequences)**
2. **Observe your feelings**
3. **Write it down**



“When angry, count ten, before you speak. If very angry, a hundred.”
– Thomas Jefferson

Source: <https://www.theatlantic.com/family/archive/2022/04/how-to-manage-emotions-and-reactions/629692/>

Healthy Habits for You!



Awareness + Education = Prevention

- Look and listen from a 3rd party perspective
- Consider time perspective (mountain or mole hill?)
- Practice Mindfulness (being in the present moment)
- Self Compassion (cut yourself some slack)
- Growth Mindset (rethinking failure as opportunities)

Awareness and Building Healthy Habits



More Healthy Habits for You!

1. Be aware of signs and symptoms (exhaustion, feeling negative, cynical or reduced work performance)
2. Practice regular self-care
3. Physical activity
4. Cultivate your relationships
5. Commit to continual learning
6. Organize
7. Feel your emotions and practice gratitude
8. Limit social media and other media exposure





"In the middle of difficulty lies opportunity." — *Albert Einstein*

**"The key is not to prioritize what's on your schedule, but to schedule your priorities."
— *Stephen Covey, author***

"Breathe. Let go. And remind yourself that this very moment is the only one you know you have for sure." — *Oprah Winfrey*

"Rule number one is, don't sweat the small stuff. Rule number two is, it's all small stuff." — *Robert Eliot, writer*

"Suffering becomes beautiful when anyone bears great calamities with cheerfulness. Not through insensibility but through greatness of mind." — *Aristotle*

Healthy Habits for You!

Cultivate your relationships

EMBRACE

- Hearing
- Touch
- Know and Be Known
- Show Compassion and Kindness



How can Human Resources Help?

Continue to invest in each dimension of wellness. Wellness benefits are central to your group's health plan strategy

70% of actions to improve health happen before sick patients seek care¹

Mental health is just one part of overall wellbeing...and is not a short-term fix



Source: 1 McKinsey Global Institute, Good health is good business. Here's why. McKinsey, July 2020

How can Human Resources Help Others?

Help reduce the stigma of mental health

“Stigma can produce feelings of worthlessness and lead to social isolation while social determinants of health (SDOH) like transportation access or income level can prevent consumers from seeking care.” – *Solome Tibebu, behavioral health strategist*

Stigma is the biggest barrier (even after awareness and offering solutions)

Employers need to have a strategy of how they are going to address stigma and member engagement...typically through comprehensive yearlong wellness benefits.



How can Human Resources Help?

1. Be aware of signs and symptoms
2. Lead with empathy
3. Enhance health and wellbeing offerings (the wellness wheel—whole person)
4. Offer a variety of mental health solutions (On-demand curated content, counseling, Rx plan design etc.)
5. Accommodate people's needs the best you can
6. Help people set boundaries when working at home, embracing flexibility, hybrid models of work, boundaries with technology, don't think of work life balance but rather "balance" in life overall



How do we move from treatment and intervention to prevention?

- People need to be empowered by knowledge
- Establish trust and certainty within your organization
- Organizations need to grow in trust and flexibility
- Communicate that you care and why you care....all of the time
- Talk about the hard things of life...stress, conflict, pregnancy, parenting, addictions, sleep, etc.



Helpful Resources

National Institute of Mental Health

<https://www.nimh.nih.gov>

Mental Health First Aid

<https://www.mentalhealthfirstaid.org>

Mental Health America

<https://screening.mhanational.org>

Project Healthy Minds

<https://projecthealthyminds.com>



DEPRESSION TEST

+

POSTPARTUM DEPRESSION TEST
(NEW & EXPECTING PARENTS)

+

ANXIETY TEST

+

PSYCHOSIS TEST

+

BIPOLAR TEST

+

EATING DISORDER TEST

+

PTSD TEST

+

PARENT TEST: YOUR CHILD'S
MENTAL HEALTH

+

YOUTH MENTAL HEALTH TEST

+

ADDICTION TEST

+

PRUEBA DE DEPRESIÓN
(DEPRESSION TEST—SPANISH)

+

TEST DE ANSIEDAD

+

WORKPLACE MENTAL HEALTH
SURVEY

+



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