Mental Health in the Workplace



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Objectives

- · Gain knowledge on broad topic of mental health
- Understand what to do when you have a concern
- Gain understanding of the importance of suicide prevention
 - Know the warning signs
 - Identify suicide prevention interventions

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Mental Health Impact

- Mental Health disorders are a medical conditions that affect a person's ability to think, feel, and act.
- 1 in 5 U.S. adults experience mental illness each year
- 1 in 6 U.S. youth aged 6-17 experience a mental health disorder each year

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•In 2021 US Surgeon General, Dr. Vivek Murthy called it "The defining public health crisis of our time"

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Definition of Stress

- Acute Stress Short term that comes and goes quickly (i.e. late for a meeting or slam on the brakes). Helps us manage situations
- Chronic Stress Lasts for weeks or months over issues with money, work demands, relationships, etc and needs to be managed well or likely to lead to health problems.





Stress Facts

- 83% of US Workers experience work related stress with 75% reporting work stress impacts their sleep (WHO, Mental Health America's 2024 Survey)
- 43% of adults feel more anxious than a year ago and even higher in the younger populations (APA 2024 Anxiety poll)
- 34% of US employees aged 18-29 have considered quitting due to their mental health (2024 NAMI Mental Health Poll)





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SOCIAL MEDIA

Correlation to Depression and Anxiety

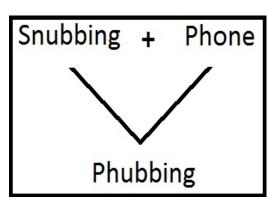
- A growing body of research confirms the relationship between digital media and depression.
- Those categorized as heavy users of computers, social media and mobile phones report greater subsequent levels of prolonged stress, depression and sleep disturbance.





Social Media: Information

 "Phubbing" People compulsively use their smartphones to check their emails and social networks, even in the midst of a face-toface communicative situation (Oberst, 2017).





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What Happens if Mental Health is Ignored?

- · Health can worsen
- Social isolation
- Drug and alcohol abuse
- Long term problems such as incarceration and unemployment can occur (Question of too many diagnosed)
- Suicide risk increases

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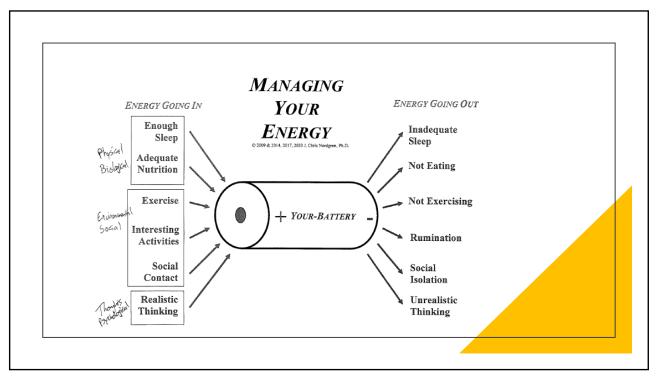
Mental Health Trends

- Depression and Anxiety increased 25% since 2019 per World Health Organization scientific brief (More social media and isolation)
- Languishing somewhat joyless and aimless (Jer. 31:25 ESV)
- Opportunities of telemedicine and Integration
- 988 for mental health emergency July 2022; similar to 911 for other emergencies

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Investing in employee's mental health through events and employee assistance programs

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Become More Mindful



- Let go of unhealthy habits
- · Learn to say no & set boundaries
- Use EAP
- Progressive Muscle Relaxation Inhale and contract a muscle group 5 seconds, exhale and relax 10 seconds head to toe
- Think positively (CBT)



How Can I Help Coworkers/Friends

- Educate yourself and know the warning signs
- Offer assistance in getting them to a professional
- Create a culture where staff know they are cared for and valued
- Turn suffering to hope and keep hope alive (Romans 5 and Psalms 70)
- Inform yourself on suicide and when to Ask the Question

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SD Statistics from SD DOH Vital Stats

- SD has 5th highest age adjusted suicide death rate in the US at 23.4 per 100,000 (20-29 is 31.3) compared to national average of 14.0
- SD had 198 suicide deaths in 2024 (all time high was 202 in 2021)
- Native American suicide rate is 2.7 times higher than SD white suicide rate over 2013-2022
- SD suicides methods were 49% gun, 36% hanging, 15% other

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 Suicide is the leading cause of death among individuals 10-29 years old in 2024

Fast Facts

- In SD 78 percent of suicides were male and 22 percent were female, 2013-2022 (DOH vital stats)
- In a 2021 survey 21.5 % of SD high school students considered suicide and 11.9% attempted suicide (youth risk behavior surveillance)
- In 2023, for the first time ever we went above 50,000
 Americans who died by suicide (every 11 minutes) and there were an estimated 12.3 million Americans who contemplated suicide and 1.7 million suicide attempts
- Twice as many suicides as homicides in America and seven times more suicides than alcohol related motor vehicle accidents

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What can save lives?

- Know the protective factors and warning signs
- Ask the Question

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• Means Safety Counseling

Protective Factors of Suicide

- · Naming reasons for living
- Support from spouse, family, or friends
- Feeling connected to others
- · Availability of high quality physical and behavioral healthcare
- Cultural, religious, or moral objections to suicide
- · Reduced access to lethal means

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Warning Signs of Suicide (Caveat)

- Loss of Interest in things that used to be pleasurable
- · Wanting to die
- · Feeling hopeless
- Having no reason to live
- · Being a burden to others
- · Feeling trapped
- Unbearable pain

Behaviors to Signal Risk

- · Increased use of alcohol or drugs or other risky behavior
- Looking for a way to end their lives
- Withdrawing from activities or relationships
- Family or loved one history of suicide
- · Speaking of being bullied
- Extreme Anger or seeking revenge
- A significant loss (financial or relationship)

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Suicide Risk

- Suicide risk is dynamic it changes & fluctuates over time
- Delay Strategy the suicidal risk is time limited and most highly charged suicidal states will only last a few minutes, maybe hours; crisis will resolve
- How do we help the person get through the moment of intense risk so they are able to return to their baseline?

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Zero Suicide Initiative

- Risk Mitigation Strategies
- Treating suicide vs treating depression
- Suicide is impossible to predict
- If you are worried Ask the Question
- •Signals Leading Up to Suicide (Diagnosis)
 - 73% Nothing Significant
 - 8% Chronic Pain
 - 5% Significant Loss

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What can save lives?

The thing that is found to be most effective, is to ask someone, "are you thinking about suicide?"

You won't place an idea in their head. That is a myth. Asking the question is the best way to get someone the help they need. You may just save a life.

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How to Ask the Question

- If they say yes, ask them:
 - Can I talk more with you about those thoughts?
 - Find out as much as you can: Have you thought about a plan of how you would attempt suicide? Have you thought about when you may attempt suicide? The more detailed the plan and the more likely it is that the person has the ability to act on the plan, the more danger they are in right now.
- If you think there is a risk of suicide Call the National Suicide
 Prevention Lifeline at 988 to speak with a mental health
 professional available 24/7 or go to your local emergency room.
- Don't wait. Don't leave the person alone.

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- Visit <u>Avera.org/AskTheQuestion</u> for more information
- What to do in a crisis?
- Call or Text 988 for help 24/7/365
- Go to Avera Behavioral Health Urgent Care at 4400 West 69th St.
- Focus in 2025 campaign is Veterans and kids

Reducing Risk-Safety Means

- Take firearms offsite to a trusted friend or family member. You can also call local police or a gun range for temporary storage.
- Remove access to weapons, sharp objects and pesticides.
- Store all medications in a lock box or locked medicine cabinet. Throw away unused medications.

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 Keep alcohol and illegal drugs out of the home.

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Reducing Risk

- The desire to die by suicide can increase rapidly and is often an impulsive decision. That's why it's important to remove access to weapons to prevent a fatal outcome.
- Partner with the person having thoughts of suicide at whatever level they will partner for gun safety. If they are a minor, make sure the guardian knows of your conversation and how they can help.

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Resources at Avera • BH Urgent Care 1-800-691-4336 available 24/7 for behavioral health crisis • Avera EAP - Website: avera.org/EAP or phone 605-322-4069 • sdsuicideprevention.org - excellent resource • The Navigation team works with patients and families to provide education to help them navigate the mental health system, understand their symptoms, assist with treatment decisions, facilitate appointments and provide information on resources and support. Avera Behavioral Health offers Navigation services Monday through Friday 8a – 6pm. - Email BHSnavigator@avera.org - 605-322-5142



Joslyn's Story



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Questions?



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