



Mental Health is a **TEAM** Effort

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988 Suicide & Crisis **LIFELINE**

**Dial 988 for
24/7
emotional
support
anywhere
in the U.S.**



Call 988



Text 988



Visit 988lifeline.org/chat

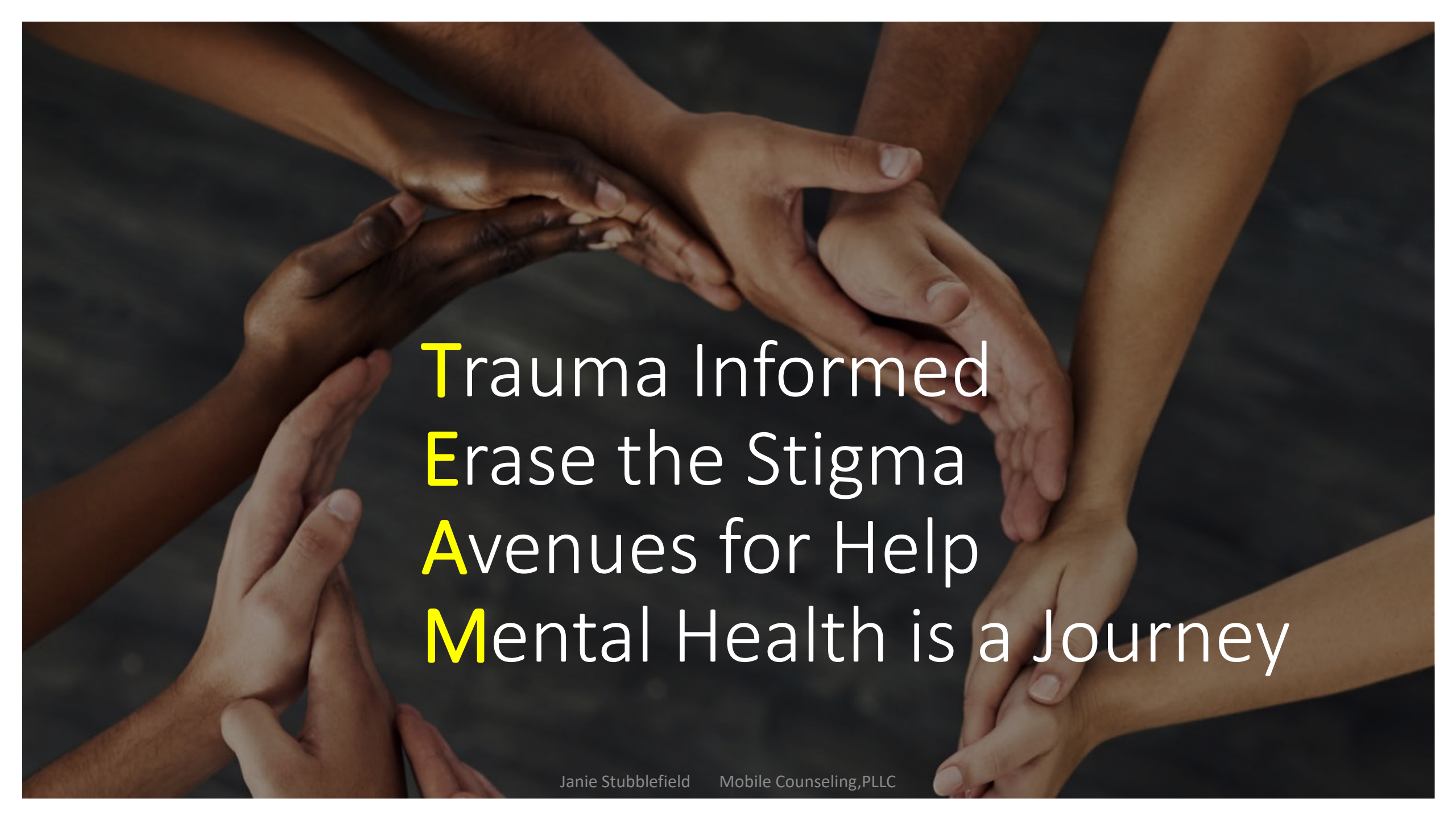


to reach a caring counselor.

In Texas

- In 2023, over 3.8 million adults have a diagnosable mental, behavioral, or emotional disorder.
- Almost 1 million of our fellow Texans report having had serious thoughts of suicide this year.





Trauma Informed
Erase the Stigma
Avenues for Help
Mental Health is a Journey



Trauma Informed



Maslow's hierarchy of needs

About Trauma

- Occurs when regular coping strategies are overwhelmed due to an event or situations and how it is experienced by a person
- Often goes unreported due to shame, feeling unsafe, not recognized as trauma

Adverse Childhood Experiences

Abuse



Physical



Emotional



Sexual

Neglect



Physical



Emotional

Household dysfunction



Incarcerated relative



Substance use



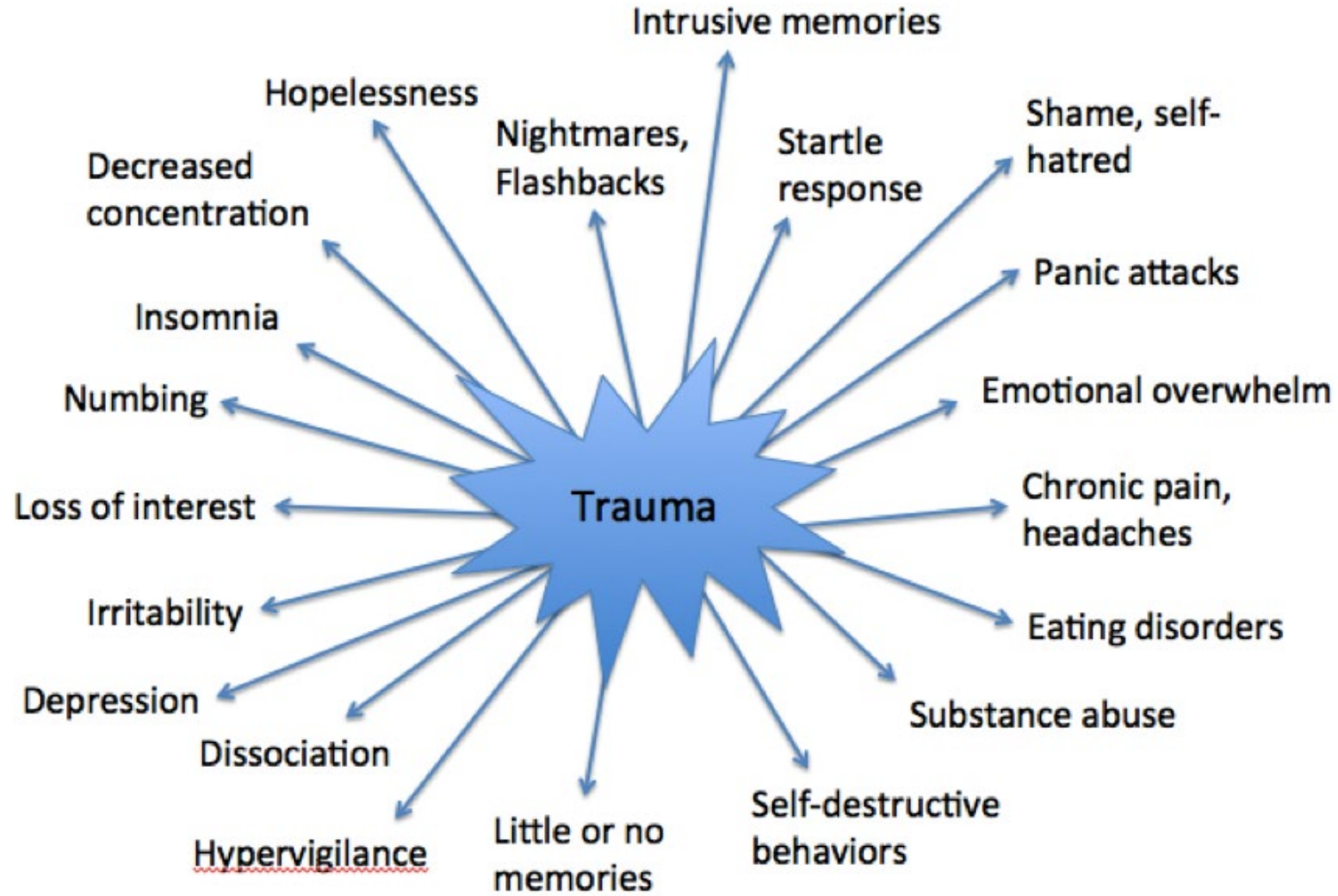
Divorce



Mental disorders



Mother treated violently



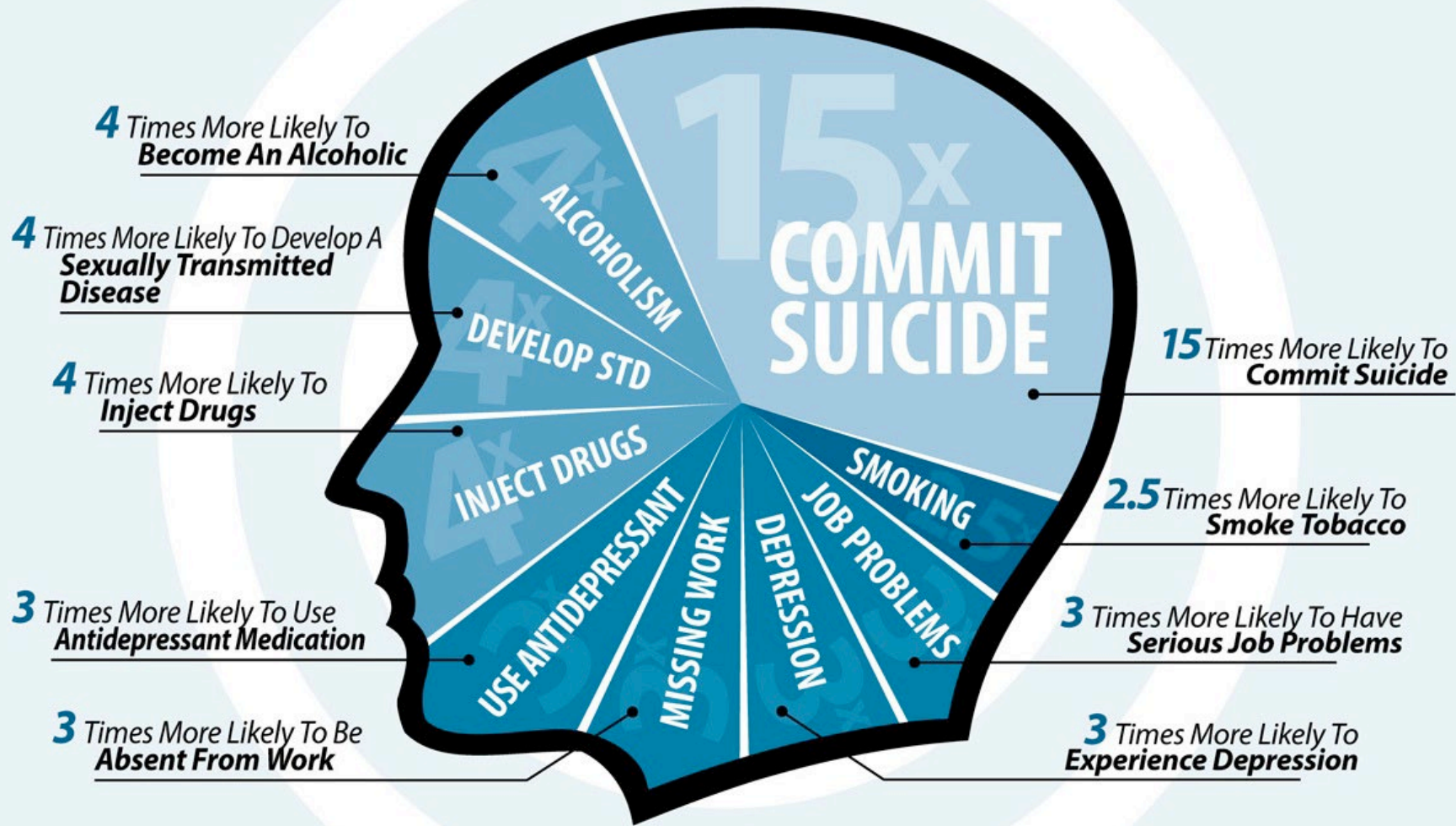
Adapted from Janina Fisher



Possible Traumatic Reactions

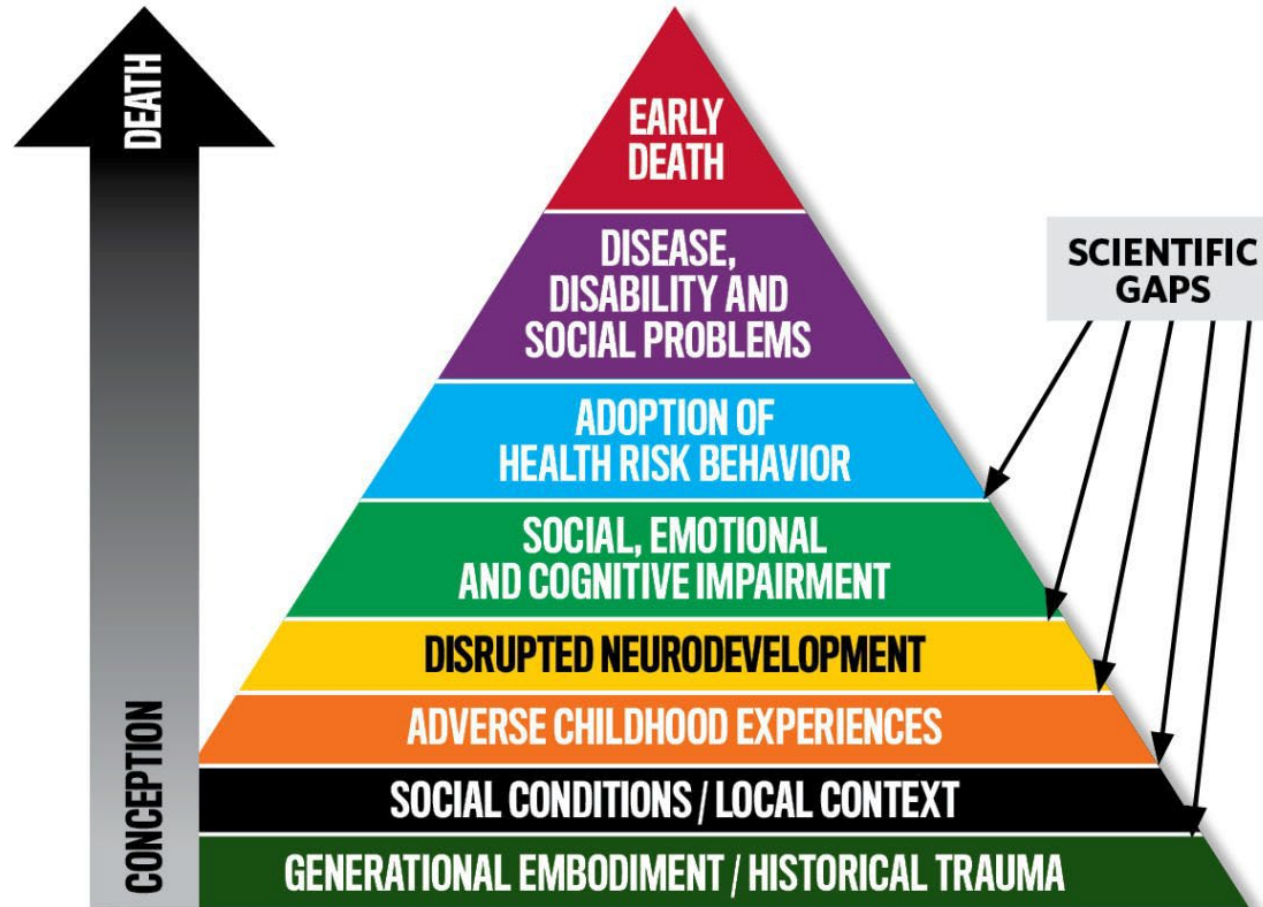
- Traumatic reactions may include:
 - Intense and ongoing emotional upset
 - Depressive symptoms
 - Anxiety
 - Behavioral changes
 - Difficulties with attention
- Academic/Work performance
- Nightmares
- Difficulty with sleeping/nightmares
- Physical aches and pains

PEOPLE WHO HAVE EXPERIENCED TRAUMA ARE:



THE ACES PYRAMID

How ACEs influence health and well-being throughout life

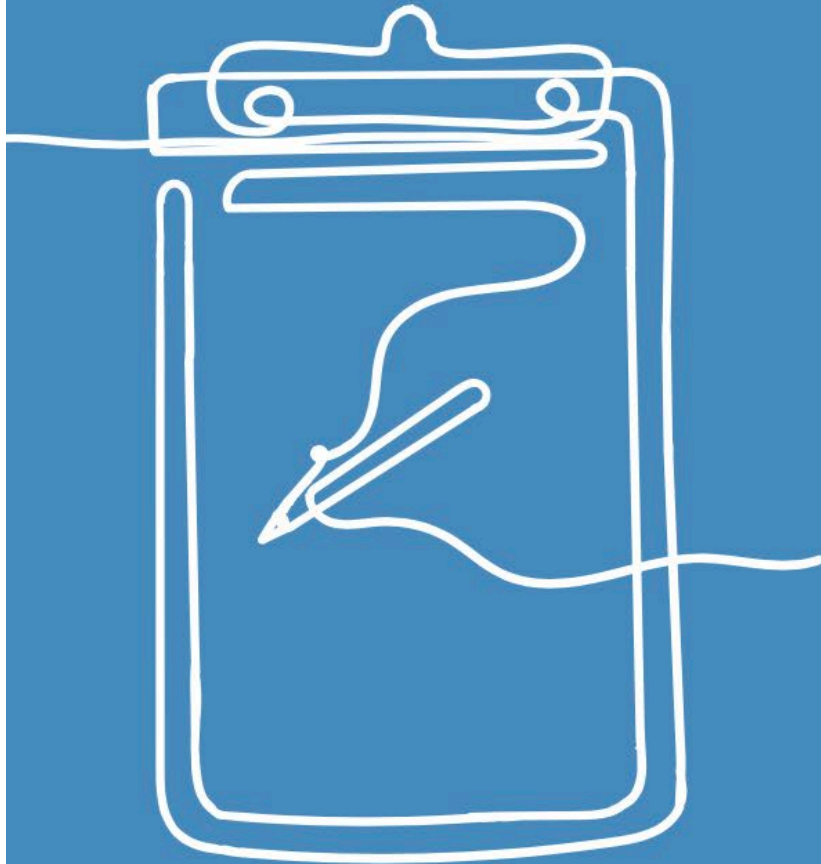


Trauma-Informed Interventions/Care

- Trauma Informed Care emphasizes physical, psychological and emotional safety for both caregiver (you) and consumer (clients), and helps survivors rebuild a sense of control and empowerment.

SAMHSA's Six Key Principles of a Trauma-Informed Approach





WHAT DOES IT MEAN?

TRAUMA

an emotional injury that affects performance and well-being.

TRAUMA-INFORMED WORKPLACE

an organization that operates with an understanding of trauma and its negative effects on employees, clients and the communities the company serves, while working to mitigate those effects.

Source: Katharine Manning, author of *The Empathetic Workplace: 5 Steps to a Compassionate, Calm, and Confident Response to Trauma on the Job*.

IMPACT OF MENTAL HEALTH ISSUES AT WORK



Absenteeism:

Employees who are dealing with mental health issues are more likely to take time off work.

Accidents and Errors:

Mental health problems can lead to accidents due to stress, anxiety, or a lack of concentration.



Presenteeism:

This occurs when a person is physically present at work but is not working to their full potential.

Productivity:

When employees are struggling with their mental health, it can lead to reduced productivity.





1 in 6

people experience
mental health
problems in the
workplace



12 billion

working days are lost
every year to
depression and
anxiety.



Happy employees are

13%

more productive



45%

of workers in construction
and engineering have
taken time off due to poor
mental wellbeing



The education sector had
a turnover rate of

70%

in 2020-2021, showing a steep
decline in mental wellbeing



54%

of employees in the tech industry work more on weekends and in the evenings than before Covid



86%

of finance organisations experienced an increase in demand for mental health support in 2021

Impact of Worker Mental Health on Unplanned Missed Workdays Annually

Overall, would you say your mental health is excellent, very good, good, fair or poor?
In the last month, how many workdays have you missed due to poor mental health?*

■ % Excellent ■ % Very good ■ % Good ■ % Fair ■ % Poor



*Controlling for age, gender, household income, education, race, ethnicity, marital status and region

**Extrapolated to a 12-month period

GALLUP PANEL, AUG. 23-SEPT. 7, 2022

GALLUP

Mental health

39%

of 6-16 year olds

experienced a deterioration
from 2017-21, while

22%

saw
improvement

53%

of 17-23 year olds

experienced a deterioration
from 2017-21, while

15%

saw
improvement



Erase the Stigma





MENTAL HEALTH

IS...

- A part of everyone
- Something to look after
- Real and complex
- Really important
- Something you can change

ISN'T...

- A sign of weakness
- All in your head
- Something you can just snap out of
- Always a negative thing
- Something to be ashamed of

If physical diseases were treated like mental illness...



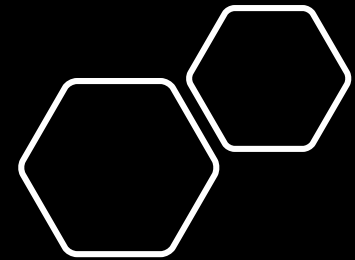
When I hurt my back:



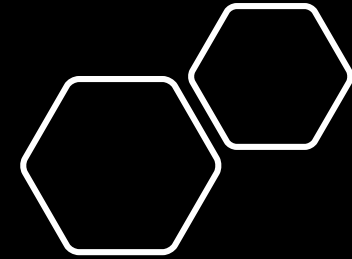
When I had depression:



mellow doodles FOR time to change



This is what mental health stigma looks like:



“Toughen up”

“Just snap out of it”

“Suck it up”

“No one said life would be easy”

“You’re lazy”

“Don’t be dramatic”

“You chose this”

“Others have it way worse than you”

“Cheer up”



Erase the Stigma

MENTAL HEALTH CONDITIONS ARE RARE IN POPULAR FILMS

Across 100 top-grossing films of 2016 and 100 top-grossing films of 2019...

OUT OF **4,598** CHARACTERS
IN 100 TOP FILMS FROM **2016**

1.7%

EXPERIENCE A
MENTAL HEALTH
CONDITION

RATIO OF MALES
TO FEMALES



1.5:1

OUT OF **4,502** CHARACTERS
IN 100 TOP FILMS FROM **2019**

1.5%

EXPERIENCE A
MENTAL HEALTH
CONDITION

RATIO OF MALES
TO FEMALES



1.4:1

IN THE **U.S.** POPULATION

21%

EXPERIENCE A
MENTAL HEALTH
CONDITION

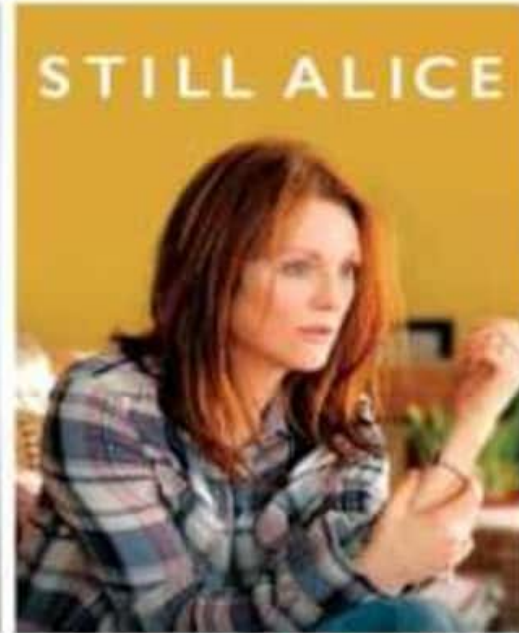
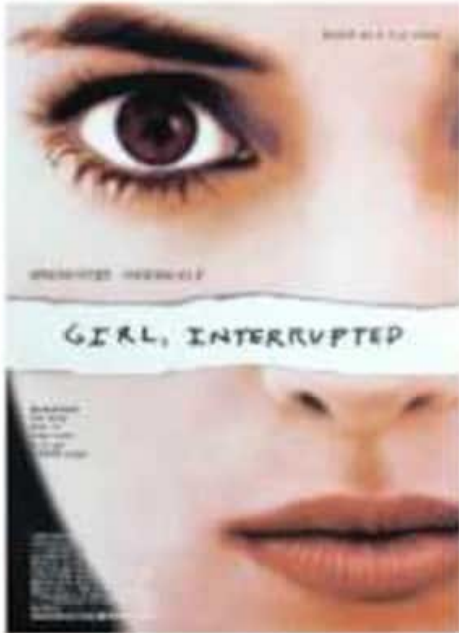
RATIO OF MALES
TO FEMALES



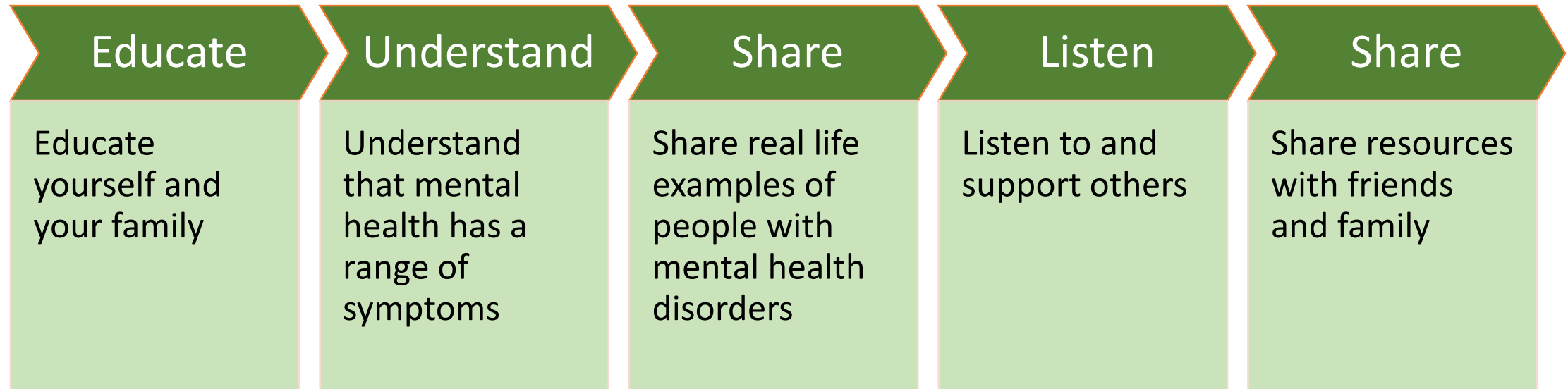
1:1.5



Historical Depictions

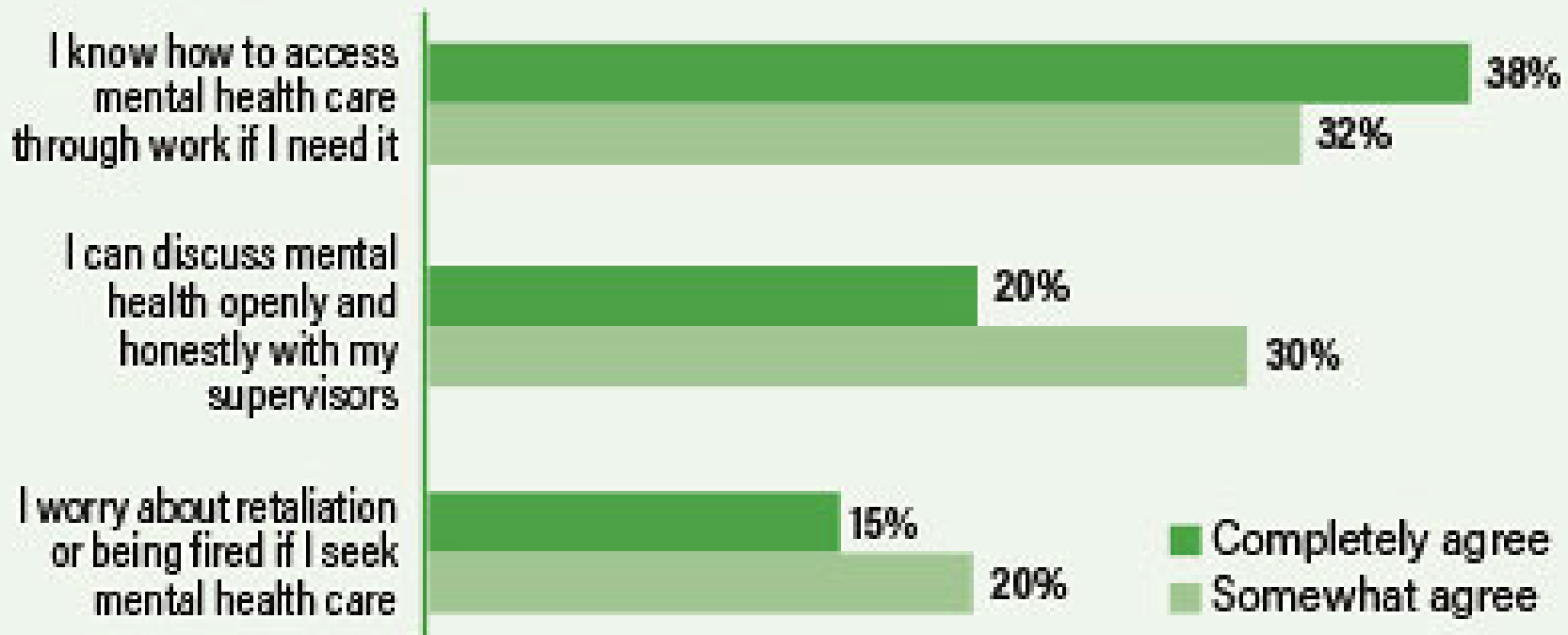


Ways to Combat Stigma



Respondents Worry About Retaliation If They Seek Mental Health Care

Respondents to an APA survey were asked to indicate whether they agree or disagree with the following statements about mental health in the workplace.



A photograph of four hands of different skin tones cupping a bright red, glossy heart. The hands are positioned in a way that they all support the heart from underneath. The background is a solid, light blue color.

Avenues for Help

MENTAL HEALTH CONTINUUM MODEL

HEALTHY	REACTING	INJURED	ILL
<p>Normal fluctuations in mood Takes things in stride Good sense of humour Consistent performance Physically & socially active Confident in self & others Drinking in moderation</p>	<p>Nervousness, irritability Sadness, overwhelmed Displaced sarcasm Procrastination Forgetfulness Trouble sleeping Low energy Muscle tension, headaches Missing an occasional class or deadline Decreased social activity Drinking regularly or in binges to manage stress</p>	<p>Anxiety, anger Pervasive sadness, tearfulness, hopelessness, worthlessness Negative attitude Difficulty concentrating Trouble making decisions Decreased performance, regularly missing classes/deadlines, or over work Restless, disturbed sleep Avoidance, social withdrawal Increase used of alcohol-hard to control</p>	<p>Excessive anxiety Panic attacks Easily enraged, aggressive Depressed mood, numb Cannot concentrate Inability to make decisions Cannot fall asleep/stay asleep Constant fatigue, illness Absent from social events/classes Suicidal thoughts/intent Unusual sensory experiences (hearing or seeing things) Alcohol or other addiction</p>
<p>Nurture support systems.</p>	<p>Recognize limits, take breaks, identify problems early, seek support.</p>	<p>Tune into own signs of distress. Talk to someone, ask for help. Make self-care a priority. Don't withdraw.</p>	<p>Seek professional care. Follow recommendations.</p>



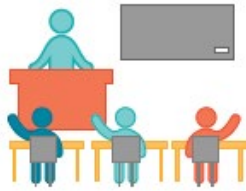
Levels of Care

- Counseling – Individual and Family
- Psychiatry – medication management
- Outpatient Services
 - IOP – Intensive Outpatient Program (3-4 half-days per week)
 - PHP – Partial Hospitalization Program (4-5 days per week)
- Inpatient Psychiatric Hospital
 - 1-30 days



Early

Late



Good Behavior Game
Prevention Program

\$81.04
per student
per year³



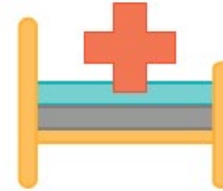
Cognitive Behavioral
Therapy for Anxiety

\$1,239.62
per year or course
of 12 sessions⁴



Intensive
Home-Based Family
Therapy for Youth

\$7,680.85
per year⁵



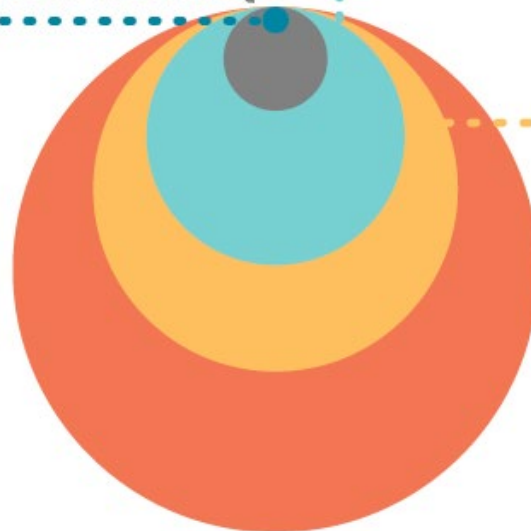
Hospitalization

\$15,317.57
per stay
(average length
of stay 7.2 days)^{6,7}



Incarceration

\$31,846.46
per year⁸



5

WAYS TO SUPPORT
EMPLOYEE MENTAL HEALTH
IN THE WORKPLACE

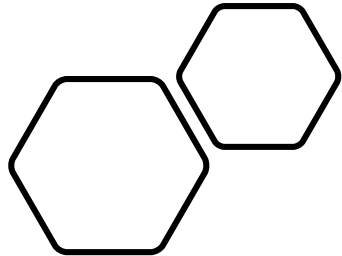




Mental Wellness Matters!

-  Journal your feelings.
- 
-  Practice writing gratitude lists.
-  Take a social media break.
-  Go outside and get active.
-  Establish a bedtime routine.
-  Try breathing exercises.
-  Share your feelings with someone you trust.

@girlscouts



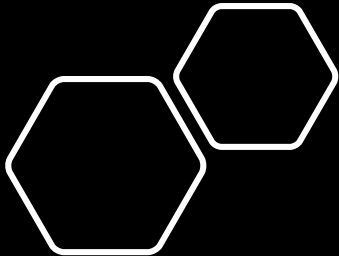
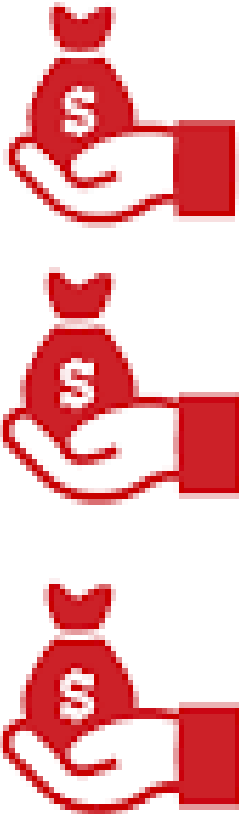
Every \$1 invested in prevention



can yield \$2-\$4 in saved costs



and better functioning





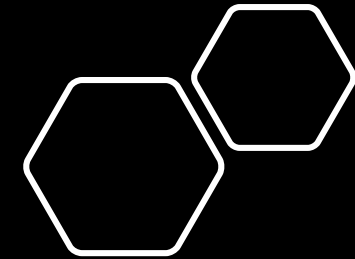
Major Depressive
Disorder



Associated with
27 lost work days
each year per
employee with MDD



per employee with MDD



THE ANNUAL COST OF UNTREATED MENTAL ILLNESS



EMERGENCY ROOM CARE

\$38.5 billion¹



INCARCERATION

\$37 billion^{2,3}



MEDICAL COMORBIDITIES

\$132.6 - \$351 billion, est.⁴



LOST PRODUCTIVITY

\$193.2 billion⁵



Mental Health is a Journey

Janie Stubblefield Mobile Counseling, PLLC

3 Steps for



Better Mental Health

Breathing

TAKE A DEEP BREATH

Try to focus on controlling the rate, rhythm and depth of your breathing. One exercise that may help is to breathe in through your nose for 6 seconds, pause, then gently breathe out for 6 seconds.

Body

LISTEN TO YOUR BODY

Staying active and eating well helps your body stay healthy so it can function well. Getting enough sleep is also important to mental health, so be sure to give yourself time to sleep if you are tired.

Breaks

GIVE YOURSELF SOME "ME TIME"

Sometimes all you need is a 5-minute break to help your mental health. If you are feeling overwhelmed, take some time to be alone. Try some breathing exercises on your break or do an activity that you enjoy.

The Story of Kyle

The Big 3

1. What is the best thing you have done for yourself today?
2. What is the best thing you have done for someone else today?
3. What is the best thing you have done for your relationships today?





No Shame/Only Support

Mental Health is a TEAM Effort:

- Trauma Informed Workplace
- Erase the stigma
- Avenues for help
- Mental health is a journey



Books for Employers

A stack of four books is shown on the right side of the slide. The top book has a yellow cover, the second has a blue cover, the third has a teal cover, and the bottom one has a brown cover. A green highlighter is visible at the bottom left of the stack.

Invest in Your People:

- *Atlas of the Heart* by Brené Brown
- *Strengths Based Leadership* by Tom Rath
- *The 3-Day Effect* by Florence Williams
- *The Dream Manager* by Matthew Kelly
- *The Energy Bus* by Jon Gordon
- *The Speed of Trust* by Stephen M. R. Covey

Movies for Reference

- **Still Alice – dementia, Alzheimer Disease**
- **Girl, Interrupted - depression**
- **A Beautiful Mind – schizophrenia**
- **To the Bone – eating disorders**
- **Aviator – obsessive-compulsive disorder**
- **Rain Man – autism**
- **The King’s Speech – social anxiety disorder**
- **Basketball Diaries – substance abuse**

Let's
Connect





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Reference

- <http://www.nhchc.org/wp-content/uploads/2011/09/DecHealingHandsWeb.pdf>
- Source:
http://www.nctsnet.org/sites/default/files/assets/pdfs/what_is_child_traumatic_stress_0.pdf
- <http://www.nhchc.org/wp-content/uploads/2011/09/DecHealingHandsWeb.pdf>
- Source: <http://www.massadvocates.org>