



PRESENTER



Lorene Lacey

Lorene serves as the Director of Global Crisis Response for Workplace Options, overseeing global crisis support services. With more than 20 years of experience working with employee assistance programs, family services, and wellness education, Lorene is a qualified expert in the areas of trauma counseling and critical incident support.

She frequently travels (most recently in Europe and Russia) to train on proper crisis response methodology and execution and recently presented on EAPs' response to global terrorism and political unrest at the ICISF World Congress of Stress, Trauma, and Coping.



LEARNING OBJECTIVES

- Define mental health and mental illnesses
- Explore the four steps to mental well-being, including building resilience and being mindful of self-care
- Understand how to provide in-the-moment mental health "first aid"
- Identify how to respond to someone at risk of self-harm



WHAT IS MENTAL HEALTH?

"A state of well-being in which the individual realizes his or her own abilities, can cope with the normal stresses of life, can work productively and fruitfully, and is able to make a contribution to his or her community."

Source: World Health Organization (Updated August 2014)



WHAT IS MENTAL ILLNESS?

"Mental illnesses are health conditions involving changes in emotion, thinking or behavior (or a combination of these). Mental illnesses are associated with distress and/or problems functioning in social, work or family activities. Mental illness is treatable. The vast majority of individuals with mental illness continue to function in their daily lives."

Note: "Serious mental illness is a mental, behavioral or emotional disorder (excluding developmental and substance use disorders) resulting in serious functional impairment, which substantially interferes with or limits one or more major life activities. Examples of serious mental illness include major depressive disorder, schizophrenia and bipolar disorder."

Source: American Psychiatric Association (2018)



SURVEY

What percentage of adults in the United States deal with either some form of mental illness or a substance abuse disorder?

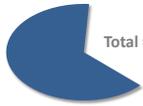
- A. 9%
- B. 17%
- C. 22%
- D. 31%



MENTAL ILLNESS STATISTICS

For adults in the United States:

- **Almost 1 in 5 (19%)** experience some form of mental illness
- **1 in 12 (8.5%)** have a diagnosable substance use disorder
- **1 in 24 (4.1 %)** have a serious mental illness



Total = 31.6%—nearly 1/3 of U.S. adults



Source: American Psychiatric Association (2018)

COMMON MYTHS ABOUT MENTAL ILLNESS

Myth #1: People with mental health problems are violent and unpredictable.

FACT: The vast majority of persons with mental health problems are no more likely to be violent than anyone else.

Myth #2: Personality weakness or character flaws cause mental health problems.

FACT: Mental health problems have nothing to do with being lazy or weak, and many factors contribute to mental health problems.

Myth #3: There is no hope for people with mental health problems.

FACT: Studies show that people with mental health problems get better and many recover completely.

Myth #4: I can't do anything for a person with a mental health problem.

FACT: Friends and loved ones can make a big difference.



Source: MentalHealth.gov (Updated 2017)

FAMOUS PEOPLE WITH MENTAL ILLNESS OR MENTAL HEALTH ISSUES



Albert Einstein
OCD



Maria Carey
Bipolar Disorder



Ariana Grande
Anxiety



Abraham Lincoln
Suicidal Depression



Beethoven
Bipolar Disorder



Elton John
Bulimia



Winston Churchill
Depression



4 STEPS TO MENTAL WELL-BEING

1. Pay attention to your emotions.
2. Challenge your beliefs and assumptions.
3. Build your resilience.
4. Always be mindful of self-care.

STEP 1 TO MENTAL WELL-BEING:
PAY ATTENTION TO YOUR EMOTIONS

What are feelings?

- Feelings are more than “emojis.”
- Feelings are a conscious subjective experience of emotions.
- Feelings are an emotional state or reaction.



FEELINGS CAN BE COMPLICATED



“The Feeling Wheel”—Dr. Gloria Willcox (n.d.)

THE MORE YOU UNDERSTAND THEM . . .

- . . . the more you understand what you are thinking
- . . . the better you understand your behavior
- . . . the more you can choose your response
- . . . the more resilient you can become



REFLECTION QUESTION

How are you feeling right now?





STEP 2 TO MENTAL WELL-BEING:
CHALLENGE YOUR BELIEFS AND ASSUMPTIONS

"Our assumptions are our windows to the world.
Every once in a while we need to clean them and
let the light come in."





IRRATIONAL THOUGHTS

Types of irrational thoughts include:

- Catastrophizing
- Grandiosity
- Paranoia
- All or nothing
- Personalization

STEP 3 TO MENTAL WELL-BEING:
BUILD YOUR RESILIENCE



“... the ability to withstand adverse events and stressful situations without falling apart, by actively and positively coping with stress.”
Stein and Book (2011)

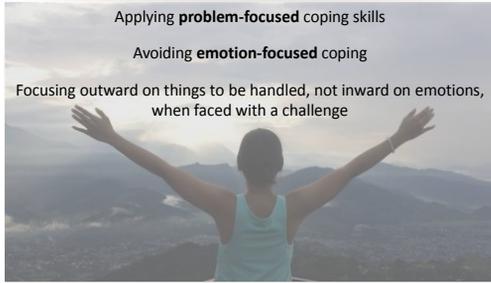
SURVEY

Based on that definition, how would you rate your resilience at this time?

- A. Not resilient
- B. Somewhat resilient
- C. Neutral
- D. Resilient
- E. Very resilient



RESILIENCE IS ABOUT . . .



RESILIENCE INVOLVES . . .

... Adjusting

- Overcoming adversity
- Realigning with the new reality
- Coping with intense change
- Reframing how you see things

... Rebounding

- Springing back
- Actively pacing energy use
- Reestablishing good health practices
- Recovering your "footing"

... Being buoyant

- Bouncing back
- Anticipating what's next
- Watching and planning
- Taking charge
- Using liveliness and a good spirit



WHAT ABOUT SITUATIONS FARTHER FROM OUR CONTROL?

- Chronic medical or mental health issues
- Harassment or abuse
- System dysfunction (family or workplace system issues, institutionalized oppression)

STEP 4 TO MENTAL WELL-BEING:
ALWAYS BE MINDFUL OF SELF-CARE

- Do something physical.
- Eat a nutritious diet.
- Get enough sleep.
- Schedule downtime.
- Know your limits.
- Get support.
- Use relaxation techniques.



DIAPHRAGMATIC BREATHING TECHNIQUE

Changing your breathing will allow you to **think more clearly**.
 Changing your thinking will allow your **breathing to slow and become deeper**.

- Steps
1. Sit back in your seat.
 2. Make your hands comfortable.
 3. Close your eyes.
 4. Take a deep breath, inhaling through your nose and exhaling through your mouth.
 5. Breathe again.
 6. Repeat until you feel calm and settled.

PROVIDING MENTAL HEALTH "FIRST AID"

The risk is greatest when the individual has the means, the opportunity, a specific plan, and the lack of a deterrent.

YOU can be that deterrent!
YOU can get them help!

ICU: "I SEE YOU"

1. Identify the signs.
2. Connect with the person.
3. Understand the way forward together.

BE SENSITIVE TO CURRENT SITUATIONS AND PAST EXPERIENCES.

BUT ALL YOU NEED TO DO IS TO ASK "ARE YOU OKAY?"



ACTIVE LISTENING

Ask open-ended questions.

Summarize.

Reflect.

Clarify.

Give words of encouragement.

React.



SUICIDE BEHAVIORAL WARNING SIGNS

- Talking or writing about death, dying, or suicide
- Seeking ways to kill oneself
- Directly or indirectly threatening suicide
- Hopelessness
- Acting reckless or engaging in risky activities
- Withdrawing socially
- Dramatic mood changes
- Rage, anger, seeking revenge
- Feeling trapped
- Increased substance abuse
- Anxiety, agitation, sleeplessness



WHAT YOU CAN DO

- Encourage conversation.
- Show you care.
- Be aware of the person's plan and restrict access to lethal means.
- Get help.



IMPORTANT RESOURCES TO CALL

NATIONAL SUICIDE PREVENTION LIFELINE
1-800-273-8255 (TALK)

Veterans Crisis Line
1-800-273-8255 PRESS 1



FOR ADDITIONAL ASSISTANCE
CONTACT YOUR EMPLOYEE ASSISTANCE PROGRAM (EAP)

WRAP UP

- Mental illness and mental health problems are common and can be treated.
- There are steps we can take to improve our own mental well-being.
- YOU can make a difference. Take the time to notice those who might be in mental distress and help get them assistance.
- Know that there are many resources to help those in crisis.



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