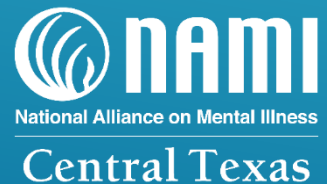
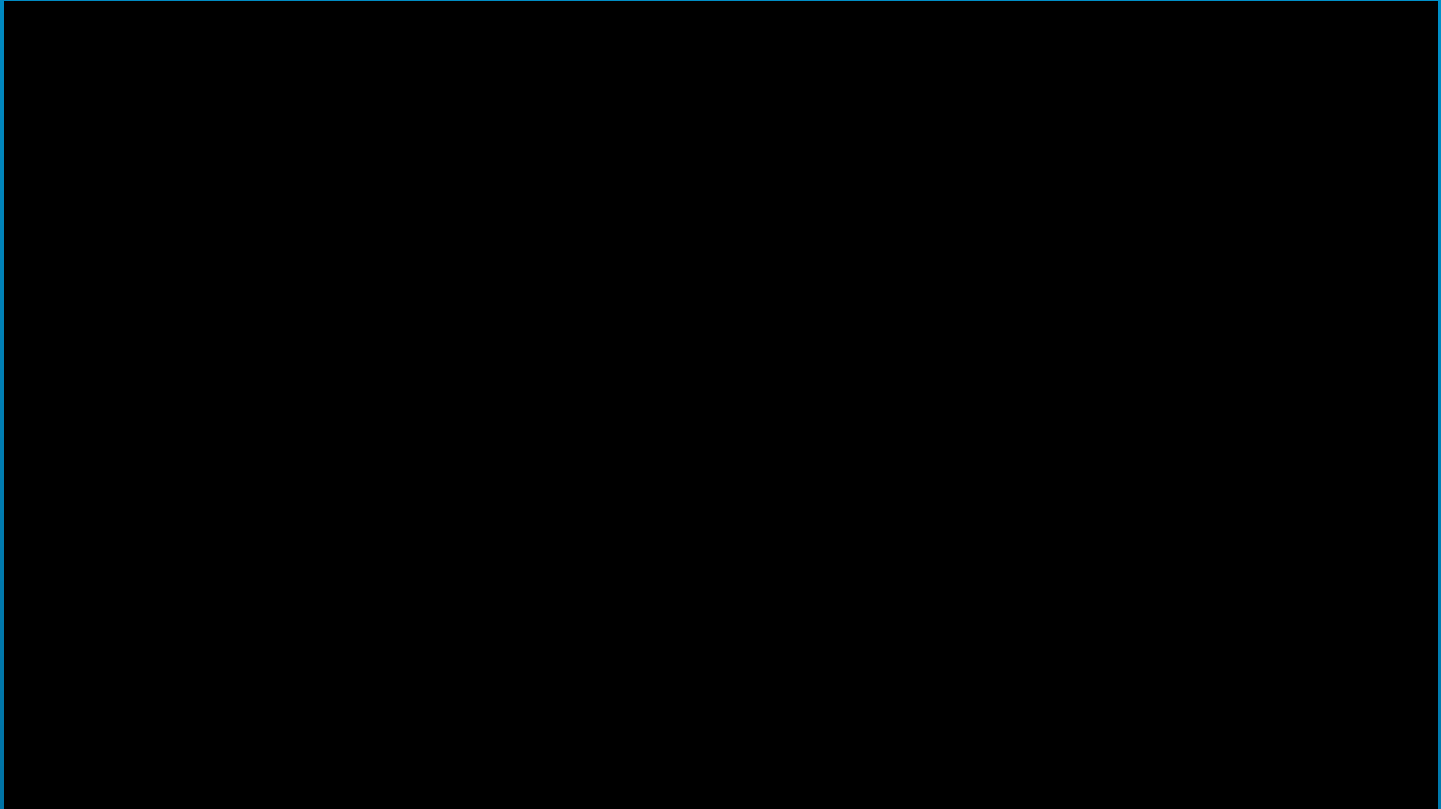


SUPPORTING THE MENTAL HEALTH OF YOUR TEAM DURING GLOBAL CRISIS

Karen Ranus
Executive Director





LET'S BREATHE...



THE CURRENT SITUATION IS IMPACTING EVERYONE'S MENTAL HEALTH

▶ Leadership should:

- ▶ Talk openly about mental health
- ▶ Provide ideas and tips for encouraging small changes
- ▶ Share resources and benefits available and **encourage** use of them



- ▶ Fear/uncertainty
- ▶ Juggling the needs of the family and work
- ▶ Increased isolation, especially for those living alone
- ▶ Collective grief

**HOW IS OUR MENTAL
HEALTH IMPACTED?**



ACKNOWLEDGE THE IMPACT ON EVERYONE'S MENTAL HEALTH

- ▶ Great time to start positive and proactive mental health conversations
- ▶ Remember this can be an especially difficult time for staff who are vulnerable
- ▶ Might lead people to disclose mental health concerns
- ▶ Make sure to communicate resources available, how to access, who to ask for help
- ▶ Affirm and normalize

WHAT CAN LEADERS DO?

- ▶ Share reputable sources and follow advice from CDC.
- ▶ Keep in regular with people. Try to be honest, authentic and sincere.
- ▶ Acknowledge the anxiety and stress uncertainty causes everyone.
- ▶ Be prepared to say, “I don’t know” but follow up when you do know.
- ▶ Manage internal information well and strategically.

- ▶ Provide equipment and support for staff to stay connected.
- ▶ Encourage use of video calls/conferencing.
- ▶ Remind staff of options available for informal conversations when working remotely: text, calls, instant messenger.
- ▶ Consider setting up video call lunches, coffee breaks and birthday celebrations.
- ▶ A daily check in with teams and direct reports, with weekly manager briefings is a good idea.



USE TECHNOLOGY TO BRIDGE THE SOCIAL GAP

ENCOURAGE SELF CARE

- ▶ Acknowledge the impact
- ▶ Have a routine
- ▶ Manage information intake
- ▶ Recognize needs
- ▶ Streamline workflow
- ▶ Practice good habits

MENTAL HEALTH STRATEGIES: A HEALTHY LIFESTYLE

- ▶ **Exercise regularly**
- ▶ **Eat a healthy diet**
- ▶ **Get enough sleep**
- ▶ **All things in moderation!**

MENTAL HEALTH STRATEGIES: BREATHE!

- ▶ Shallow and rapid breathing is a stress response
- ▶ Hyperventilation can cause additional sense of stress
- ▶ Controlled breathing promotes relaxation and reduces the effects of stress

MENTAL HEALTH STRATEGIES: MEDITATION

- ▶ **Reduces stress**
- ▶ **Increases concentration**
- ▶ **Increases happiness**
- ▶ **Slows aging**
- ▶ **Benefits cardiovascular and immune health**

MENTAL HEALTH STRATEGIES: GRATITUDE

- ▶ **Strengthens relationships**
- ▶ **Improves physical health**
- ▶ **Increases happiness and reduces depression**
- ▶ **Improves sleep**



Insight Timer

Calm



HEADSPACE



STOP,
BREATHE
& THINK

stopbreathethink.org



The most important thing you can do!



**HOW CAN YOU
ENSURE YOUR TEAM'S
MENTAL HEALTH ISN'T
SUPPORTED?**



QUESTIONS?

The image features a solid blue background with a vertical gradient bar on the left side. In the center, the word "QUESTIONS?" is written in a bold, white, sans-serif font. In the bottom right corner, there are several thin, white, parallel lines that create a sense of motion or a stylized graphic element.



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