



AUSTIN
BUSINESS GROUP
— ON HEALTH —

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Connect with today's session

- Text **ABGOHADMIN040** to **22333** to join the poll
- OR you can respond to the poll at **PolleEv.com/abgohadmin040**



Let's give it a try –

What organization are you representing today?

Announcements

- Thanks for joining!
- Mute/Unmute yourself (Alt+A)
- Use the chat box for questions

Moderators for today's meeting include:



Claire Hahn – ABGOH Chair



Mary Faria – MHFC Chair

Agenda



- Announcements & Introductions

- ABGOH Presentation
 - “How are you, really?” Creating a Supportive Environment for Mental Health
 - Questions & Answers

- Closing Remarks

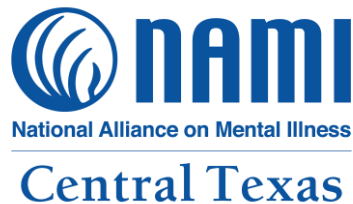
Today's Speaker





How are you, really?

Creating a supportive environment for
mental health





Let's start with some breathing.



Mental Health in the Workplace





3 in 4

employees have struggled with at least one issue that affected their mental health

42%

want employers to provide information about benefits, accommodations & resources

79%

experienced stress at work in the last 12 months

A decorative graphic featuring a large, light blue dashed circle that frames the central text. Various colored circles and arcs are scattered around the page: a large lime green circle at the top left, a teal circle with a white quote mark in the top center, a yellow circle at the top right, an orange circle at the bottom left, and a yellow circle at the bottom right. Smaller circles in green, blue, orange, and pink are also present.

“

Nearly half of adults in the United States reported that their mental health has been negatively impacted due to worry and stress over the coronavirus.


-Kaiser Family Foundation Survey



How is COVID impacting our stress?

8 in 10 Americans say COVID-19 is a major factor in their stress levels

- Fear/uncertainty
- Chronic stress
- Navigating constant change
- Juggling the needs of the family and work
- Increased isolation and loneliness, especially for those living alone
- Collective grief

- 
- ⦿ Do you think your mental health and the mental health of your teams have been impacted during this time?
 - ⦿ What does it look like?

Share your thoughts in the Chat Box with me!

How does mental health impact our work?

MENTAL
HEALTH
at WORK



What are some of the challenges for talking about mental health in the workplace?

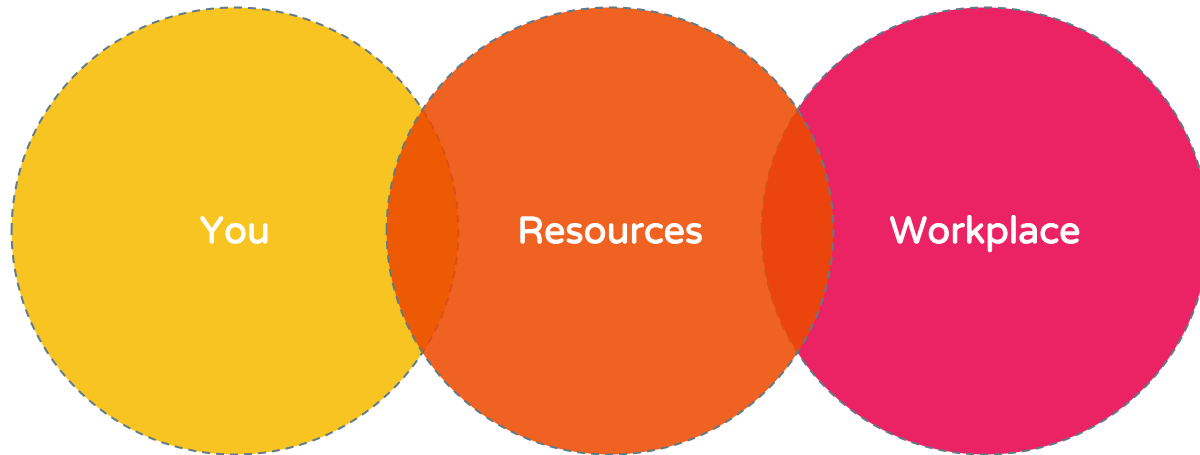


Share your thoughts in the Chat Box with me!



Now, more than ever, a supportive environment for mental health is essential!

Creating that environment is a joint effort



Recognizing the Signs & Starting the Conversation





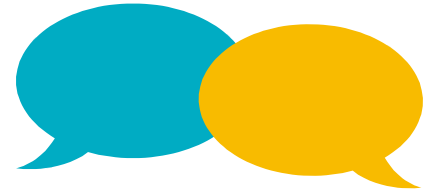
Recognizing the Signs

Keep an eye out for signs that a work colleague needs your support.

- looking tired and seeming stressed
- having trouble concentrating, making decisions and managing multiple tasks
- being unusually emotional and getting frustrated with people
- unable to accept negative feedback
- taking extra leave
- avoiding certain workplace activities such as staff meetings
- getting overwhelmed or easily upset
- becoming aggressive and threatening others
- drinking more alcohol than normal or using illegal drugs
- turning up late to work



Before the conversation



A few things to consider

- Are you the right person to have this conversation?
- Choose the right time and place
- Be ready to listen, not give advice
- Don't make assumptions...or diagnose
- Get comfortable being uncomfortable
- Know the resources (EAP, Helplines, NAMI)
- Be prepared to maintain confidentiality (unless the person is at risk)
- Ask HR for help if
 - Person is at risk of harming self or others
 - Talking to the person might put you at risk



Time to listen

- ◎ Lead with empathy
- ◎ Create space
- ◎ Use “I” language
- ◎ Give specific examples
- ◎ Be prepared for pushback
- ◎ Repeat what you heard (active listening)

What does empathy look like?





How to respond

- ◎ Put your cape away
- ◎ Watch your language
- ◎ Ask how you can help
- ◎ Assure confidentiality
- ◎ Share resources
- ◎ Encourage health care if longer than 2 weeks



Checking in

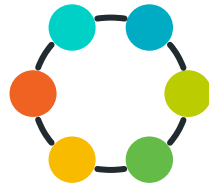
- ◎ Choose the right time and place
- ◎ I'm still here for you
- ◎ Don't be disappointed
- ◎ Affirm the challenges
- ◎ Offer help



In your role, what can YOU do?

- ◎ Learn about mental health.
- ◎ Acknowledge the challenges & normalize.
- ◎ Model healthy behaviors.
- ◎ Know the resources.
- ◎ Check-in: “How are you, *really?*”
- ◎ Be vulnerable.
- ◎ Be a voice for change.

Know the Resources





512-472-HELP

CRISIS TEXT LINE |

Text HELLO to 741741
Free, 24/7, Confidential



Central Texas
512-420-9810

Workplace Trainings & Presentations

- **Managing Stress: Strategies & Practices for Navigating COVID-19**
- **"How are you, *really*?"** Creating a Supportive Environment for Mental Health
- **Speak Up: Dispelling the Mental Health Myths that Keep Us Quiet**
- **Mind Your Body: Using Exercise To Positively Impact Your Mental Health**
- **It's Okay to Ask: How Talking About Suicide Saves Lives**
- **Cultivating Empathy for a Healthier Workplace**
- **Supporting the Mental Health of Your Team During a Global Crisis**
- **You're Not Alone: Addressing the Collective Anxiety of COVID-19**

Remember:

Take care of yourself.

You can't be a source of help if you're running on empty.



You're not a therapist.

Therapy is best provided by professionals.



Ask for help.

You're not alone either! Know when it's time to ask for help.



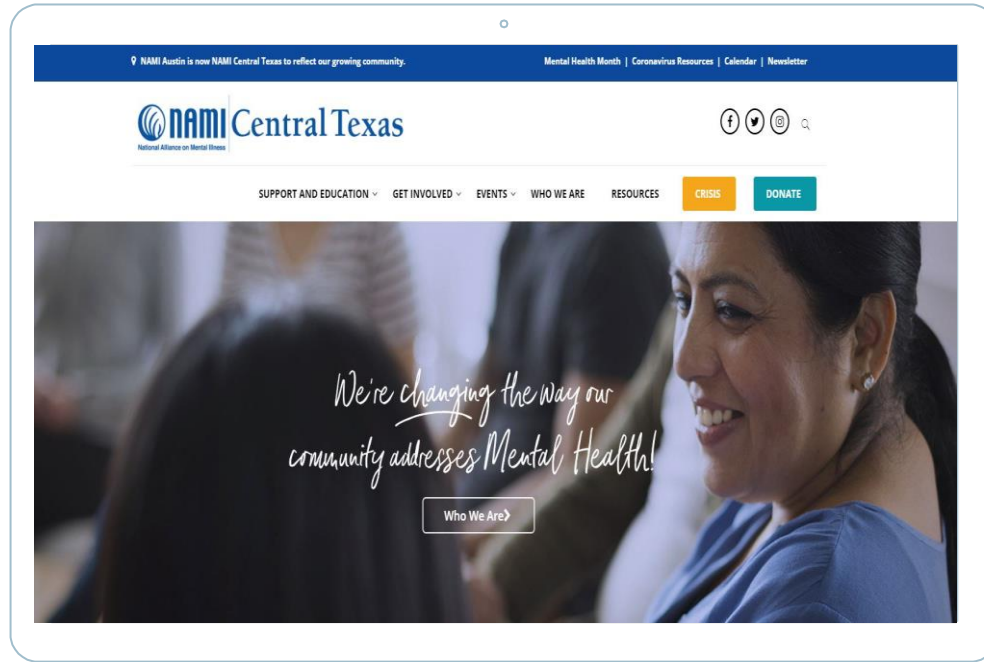
How can you ensure you're not a
creating a supportive environment?



Share your thoughts in the Chat Box with me!



Questions?



NAMI CENTRAL TEXAS

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Questions & Answers

- Please remain muted
- Use the chat box to send us your questions
- A moderator will read questions as they are submitted



Announcements



- Thank you to our speaker, Karen Ranus!
- Today's presentation will be posted to the MHFC website.
- Session evaluation in the chat box.
- Next meeting will be April 23, 2021



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