



MONDAYS WITH & MARK & MICHAEL

Monday, September 16, 2024 | 1:00 - 1:45PM

TOPIC #30

Saving Lives at Work: What Employers Can Do to Prevent Suicide and Support Mental Health



Guest speaker:



Megan Delp, PsyD LMFT
Director, Workplace Mental Health
National Alliance on Mental Illness



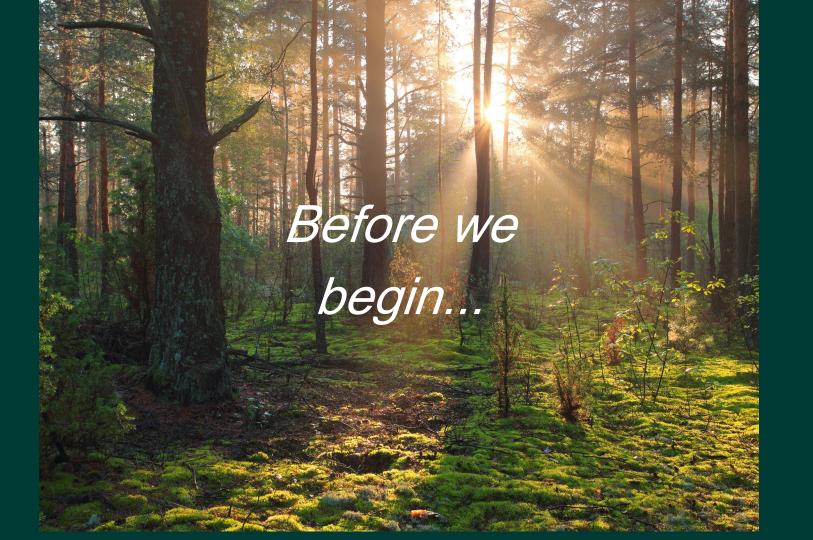




Breaking the Silence:

EXPLORING MENTAL HEALTH CONVERSATIONS AT WORK

Meg Delp, PsyD LMFT
Director, Workplace Mental Health
National Alliance on Mental Illness





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- ² Stigma
- Mental Health Factors
- 4 Communication Tools
- 5 Suicide Prevention
- 6 Contact Us





Who is NAMI?

We are the nation's largest grassroots mental health organization, with a presence in all 50 states and many local communities (over 650!).

We provide no-cost mental health support, education, guidance, and advocacy to people across the country!

www.NAMI.org/local



Most mental health concerns are not visible and people often struggle in silence, especially if they have thoughts of suicide or self-harm. In our study, those who said they would not talk about mental health at work cited stigma, fear of retaliation, and lack of communication as reasons

Have you ever...

wanted to ask a coworker about how they're feeling but held back? Or held back from sharing about yourself?

why.

www.nami.org/2024workplace



- Symptoms from mental health concerns can impact daily functioning
 - o Productivity, absenteeism, socialization
- 1 in 5 adults will experience a mental health condition this year*
- 37% of American workers felt so overwhelmed it was hard to perform their job**
- 13.4 million Americans thought seriously about suicide in 2022***
- 80% of suicides are completed by men***





Internal Factors

- Psychological safety
- Company culture
- High-stress/high-pressure
- Low morale
- Untrained managers
- Uncertainty/change

External Factors

- Political/societal unrest
- Financial challenges
- Youth mental health crisis
- Caregiving responsibilities
- Managing health & wellbeing



Case Study

• Ari has been experiencing signs of depression

 They love their job, but are beginning to feel worn out, irritable, and struggle to engage

 Ari goes to their supervisor and explains how they've been feeling

 The manager validates their experience and helps them delegate some tasks, prioritize projects, and encourages taking breaks to go outside Ari is afraid to speak up about their concerns and avoids reaching out

 They continue to push through, resulting in needing to take many days off to rest, resulting in feeling even more behind and hopeless

Let's Chat

 Talking about mental health can feel intimidating, especially when the topic is suicide.

 Remember - you do not need to be a therapist to ask about mental health, we all have brains!

First things first

• 988 for crisis calls

• 741741 for texting crisis help

• NAMI's HelpLine

▶■ 1-800-950-6264



Knowing the Early Warning Signs of Mental Health Concerns



Noticeable and sustained (2+ weeks) changes in how a person typically shows up, most often seen in how a person...



FEELS

- •Excessive irritability or anger
- oExtreme worry/fear
- •Extreme highs or lows
- Easily overwhelmed



LOOKS

- Exhausted, very low energy
- Sudden excessive weight gain/loss
- Messy when usually put together
- oFidgety, extreme nervousness



ACTS

- More withdrawn, avoidant
- Overly interactive
- Sleep/appetite changes
- oDrop in work performance & energy
- Alcohol/drug use
- oLate or absent



THINKS

- Confused during conversations
- Major changes in concentration
- Persistently negative thoughtsHopelessness
- •Self-harm thoughts



The Dos

- Let the person know you're there to listen
- Lead with empathy and compassion
- Go prepared with resources
- Tell the person they are not alone, share your own story if comfortable

The Do Nots

- Don't minimize or dismiss what they say
- Don't suggest diagnoses, solutions, or treatments
- Don't avoid bringing up suicide
- Don't go alone if you're concerned about safety
- Don't hesitate to call 988





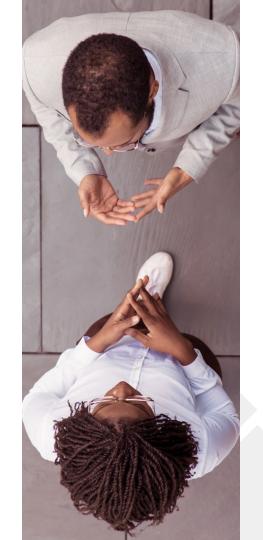
Language Around Suicide

- Replace "committed suicide" with "died by suicide"
- Replace "unsuccessful suicide" with "attempted suicide"
- Remove jokes about suicide from use or using it in a hyperbolic way
- Do not use guilt, shame, or threats to try to convince someone not to be suicidal



Steps you can take to ask about suicide and respond effectively

- Ask: "It sounds like you've been really stressed/struggling/upset, and I imagine that's been overwhelming. Have you had thoughts of self-harm or suicide?"
 - If they answer **no**, still provide cris is and resource information.
- If they answer **yes**, thank them for sharing with you.
 - Remind them they're not alone and you're there to support them.
 - Call 988 with them to learn more about next steps and strategies to stay safe.
 - If they're nervous to call 988, let them know that more than 98% of calls are resolved without involving 911 services
 - Reach out to HR with them to learn more about resources
 - Follow up with them at an agreed-upon pace



You are not alone.



There is HOPE!

 In our poll, we found 74% of Americans believe it's appropriate to talk about mental health at work

 988 was established as an alternative to 911 to have a mental health response for a mental health emergency

 In 2023, we saw a decrease in completed suicides within the youth and young adult populations (CDC, 2023)



NAMI Resource

- NAMI Helpline
 - 1-800-950-NAMI
 - Monday Friday
 - 10AM-10PM ET
 - Talk to a trained resource expert who can help you get connected to the mental health support you need!

988 National Crisis Line

THREE WAYS TO ACCESS SUPPORT:



Call 988



Text 988



Chat 988lifeline.org/chat

The pre-existing Lifeline number, 800-273-8255 (TALK), will continue to function indefinitely. If a life-threatening crisis is underway (such as a suicide attempt in progress), call 911.







Thank You!



Let's Stay Connected:

stigmafree@nami.org

www.nami.org

Instagram, TikTok, & X: @NAMICommunicate

LinkedIn & Facebook: @NAMI





Questions

Upcoming NEBGH events

- September 25 The Loneliness Epidemic in America and Other Updates from the Surgeon General's Office
- September 26 Up and Comers BenefitsBlueprint Series: Benchmarking Leave and Time Off
- September 30 Mondays w/ Dr. Mark & Dr. Michael
- November 7 Advances in Lung Cancer: Progress, Promise, and Workplace Support