



MONDAYS WITH
D R **MARK &** D R **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
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A photograph of a forest scene. The sun is shining through the tall, thin trees, creating a bright glow and long shadows. The forest floor is covered in green moss and small plants. The text "Before we begin..." is overlaid in the center in a white, italicized font.

*Before we
begin...*

Our Agenda

- 1 About NAMI
- 2 Stigma
- 3 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





Invisible Mental Health

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

why.

www.nami.org/2024workplace

Have you ever...

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



Mental Health in the Workplace

- Symptoms from mental health concerns can impact daily functioning
 - 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 & well-being



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
 - Ari is afraid to speak up about their concerns and avoids reaching out
- ↓
- The manager validates their experience and helps them delegate some tasks, prioritize projects, and encourages taking breaks to go outside
 - 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
- Extreme worry/fear
- Extreme highs or lows
- Easily overwhelmed



LOOKS

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



ACTS

- More withdrawn, avoidant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



THINKS

- Confused during conversations
- Major changes in concentration
- Persistently negative thoughts
- Hopelessness
- 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 crisis 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](https://www.instagram.com/NAMICommunicate)

LinkedIn & Facebook: [@NAMI](https://www.facebook.com/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