

Mental

Health

Overview



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Mental Wellness at a Glance

Mental wellness is not a fixed point for anyone

It can move between mental wellness and mental illness at any time

You can shift positions within mental wellness as internal and external circumstances improve or deteriorate

Mental Health vs Mental Illness

The human mind is on a continuous linear spectrum.



Healthy Functioning

- ▶ Emotionally balanced
- ▶ Goal-oriented
- ▶ Generally satisfied and happy in life

Difficulty Functioning

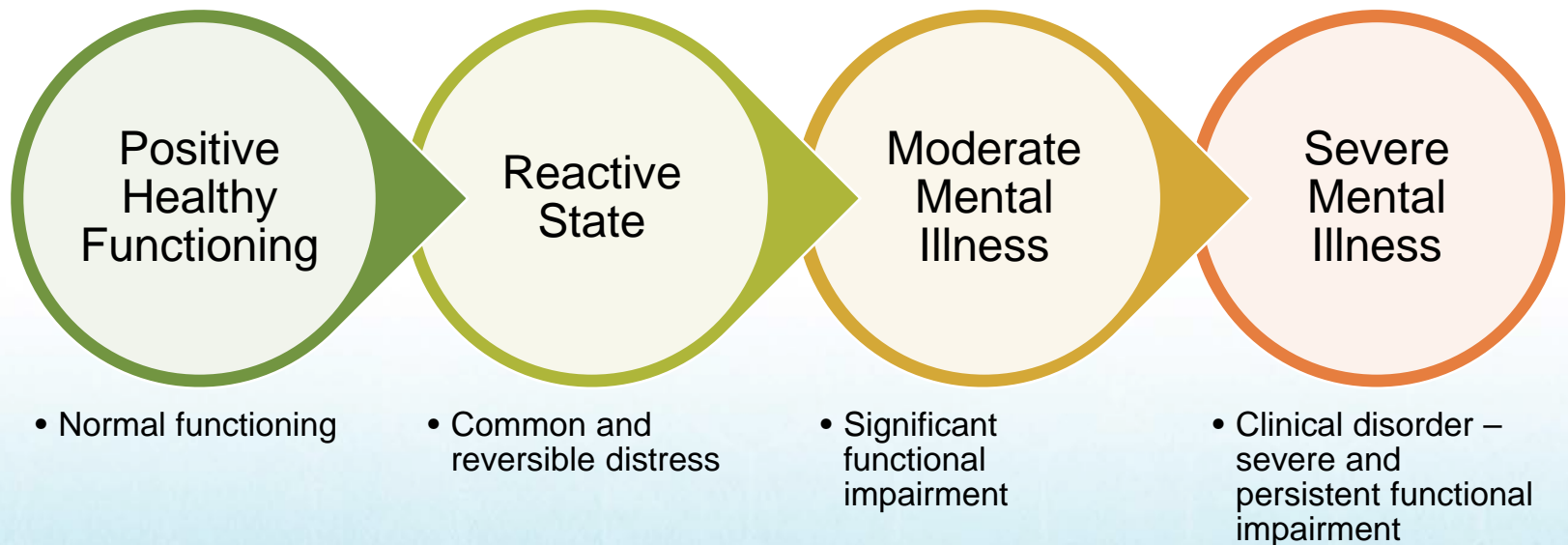
- ▶ Some inability to cope with stress
- ▶ Still able to function appropriately in daily life

Disorder Present

- ▶ Unable to cope with present stressors
- ▶ Significant change in thoughts, behaviors and actions

Where your mental wellness is on this scope can and does change often. We are all capable of moving from one end to the other and back again.

Stages of the Mental Wellness Scope



[Mental Health Continuum Model | National Defence | Canadian Armed Forces \(dnd.ca\)](#)

Positive Healthy Functioning

Characteristics

- ▶ Stable mood, minimal fluctuations
- ▶ Consistent performance, self-motivated
- ▶ Normal sleep patterns
- ▶ Physically and socially active, energetic
- ▶ Usual self-confidence and contentment with life

Ways to Improve

- ▶ Prioritize tasks by breaking problems into smaller chunks and addressing one at a time
- ▶ Maintain a healthy lifestyle by eating healthy, exercising and being mindful of your needs

Reactive State

Characteristics

- ▶ Irritable/impatient, vulnerable to stress, overwhelmed
- ▶ Nervousness, sadness, worry
- ▶ Procrastination, forgetfulness, intrusive thoughts
- ▶ Trouble sleeping, lowered energy, difficulty relaxing
- ▶ Decreased social activity

Ways to Improve

- ▶ Recognize abilities and limitations and plan accordingly
- ▶ Follow a healthy diet and fitness plan
- ▶ Purposefully engage in more social activities
- ▶ Plan for proper sleep hygiene

Moderate Mental Illness

Characteristics

- ▶ Anger, restlessness, irritability
- ▶ Persistent anxiety, worry, stress
- ▶ Persistent sadness, tearfulness, hopelessness, helplessness
- ▶ Decreased performance, lack of motivation
- ▶ Significantly disturbed sleep, unexplained fatigue, apathy
- ▶ Avoidance of social situations, withdrawal, deteriorating relationships

Ways to Improve

- ▶ Work to understand the root cause of the problem, self-awareness
- ▶ Seek emotional support from friends, family, therapist, etc.

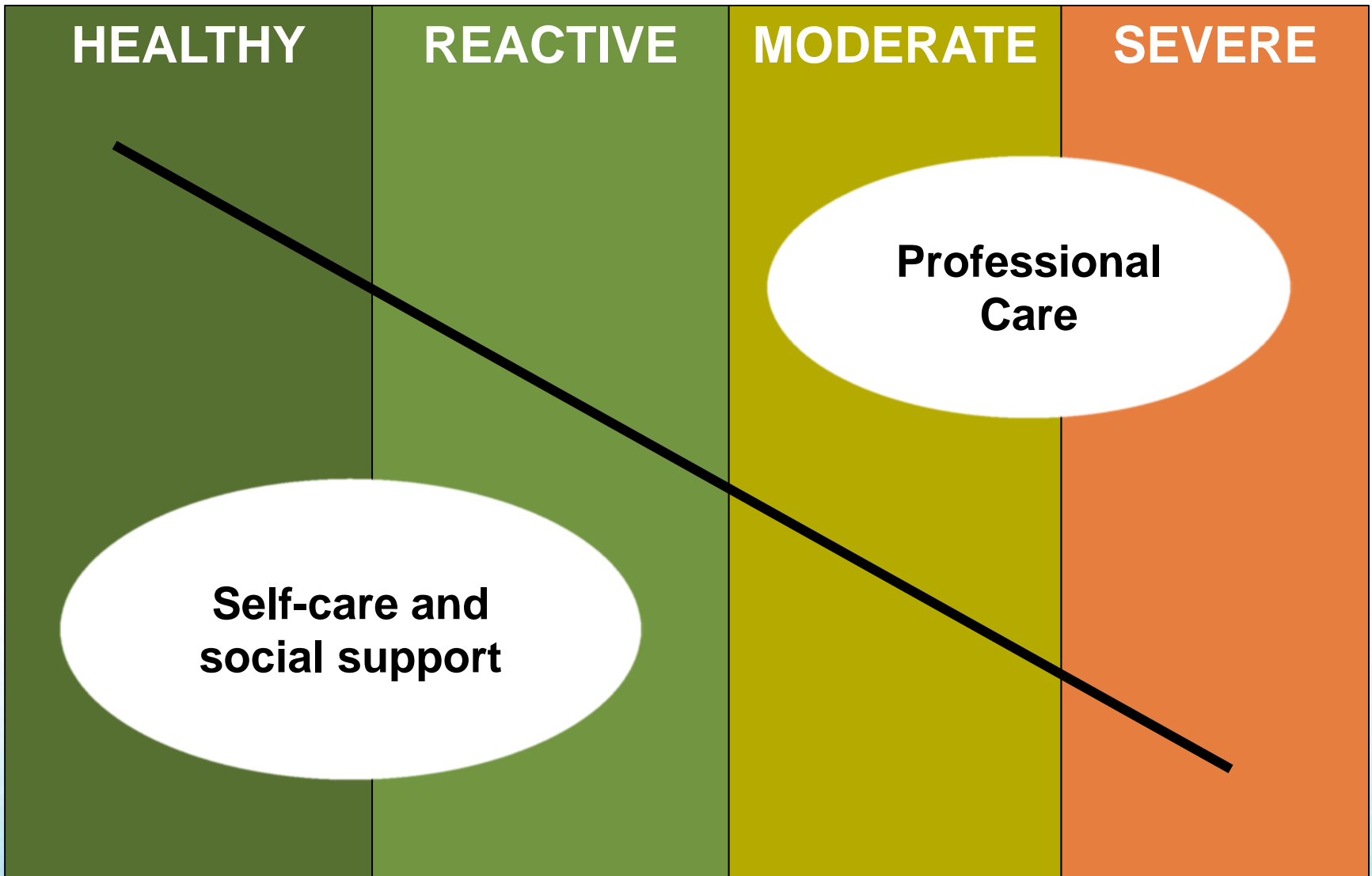
Severe Mental Illness

Characteristics

- ▶ Significant difficulty with emotions, extreme mood swings
- ▶ Extreme level of anxiety, panic
- ▶ Constant depressed mood, overwhelmed
- ▶ Inability to perform daily functions
- ▶ Marked fatigue
- ▶ Disturbed contact with reality, significant disturbances in thinking
- ▶ Suicidal thoughts, intent and/or behavior

Ways to Improve

- ▶ Seek professional assistance
- ▶ Follow the treatment plan



[Mental Health Continuum Model | National Defence | Canadian Armed Forces \(dnd.ca\)](https://www.dnd.ca)

Depression

- ▶ All people experience sadness in their daily lives, but depression is not sadness
- ▶ Depression is a markedly depressed mood and/or loss of interest/pleasure *for most of the day, nearly every day for at least 2 weeks*

A Major Depressive Episode must include the above plus 5 or more of the following:

- ▶ Significant weight loss or changes in appetite
- ▶ Insomnia
- ▶ Observable reduction of physical movement
- ▶ Fatigue, loss of energy
- ▶ Feelings of worthlessness or excessive guilt
- ▶ Decreased ability to think or concentrate
- ▶ Recurrent thoughts of death
- ▶ Significant impairment in social, occupational or other important areas of daily functioning
- ▶ Symptoms are not attributable to another medical condition

Anxiety

- ▶ Everyone worries at some time, but for some people, worrying takes control of their daily life
- ▶ Anxiety is excessive worry that occurs more days than not for at least 6 months and emerges during all types of activities (e.g., work, school, social gatherings)

Generalized Anxiety Disorder must include the above plus 3 or more:

- ▶ Difficult to control the worry
- ▶ Restlessness or feeling keyed up and on edge
- ▶ Fatiguing easily
- ▶ Difficulty concentrating
- ▶ Irritability
- ▶ Muscle tension
- ▶ Sleep disturbance
- ▶ A cause for significant impairment in social, occupational or other important areas of daily functioning
- ▶ Symptoms are not attributable to another medical condition or mental disorder

Addiction

- ▶ Addiction is the uncontrollable use of a substance despite harmful consequences
- ▶ It intensely focuses on using a certain substance to the point it impairs daily functioning

Addiction Creates:

- ▶ Distorted thinking and behaviors
- ▶ Changes in brain structure and function
- ▶ Changes in personality
- ▶ Abnormal movements
- ▶ Other risky behaviors

Addiction Changes or Significantly Impairs:

- ▶ Your ability to make proper judgments and decisions, learn, remember, and control behavior
- ▶ Social, occupational and other areas of daily functioning

Post-Traumatic Stress Disorder (PTSD)

- ▶ We are all exposed to trauma in our lives, but PTSD provokes the persistent re-experiencing of a trauma by unwanted memories, nightmares, flashbacks, emotional distress, and adverse physical reactions
- ▶ Symptoms typically last more than one month and impair social and occupational functioning
- ▶ A person with PTSD may be directly or indirectly exposed to trauma (e.g., through job), a witness to trauma, or even learn of a close friend or relative who experienced a trauma

PTSD can Cause:

- ▶ Overly negative thoughts
- ▶ Exaggerated self-blame for the trauma
- ▶ Isolation
- ▶ Decreased interest in activities
- ▶ Difficulty experiencing happiness
- ▶ Irritability
- ▶ Destructive behavior
- ▶ Heightened startle reaction
- ▶ Difficulty sleeping and concentrating

Suicide

- ▶ Suicide is a complex issue that requires communication, collaboration, and cooperation among family, friends, health care providers and the community

Did You Know:

- ▶ Suicide is preventable if everyone works together to increase awareness and communication to provide support
- ▶ It does not have a single cause
- ▶ It does not affect a specific population of people
- ▶ Some factors can contribute to suicidal ideation (e.g., substance abuse and mental illness) but suicide has no boundaries

Grief

Grief is a natural response to loss.

It's the emotional suffering you feel when something or someone you love is taken away.

The more significant the loss, the more intense the grief.

Grief Info:

- ▶ Grieving is a highly personal and individual experience
- ▶ How grief is experienced depends on your personality, coping style, nature of loss, etc.
- ▶ There is no timeframe on how long a person needs to grieve

Stress Management

- ▶ Everyone experiences stress, the body's response to life changes, because life is a series of constant change
- ▶ There is simply no avoiding stress

How to Manage Stress:

- ▶ Understand how stress affects your body
- ▶ Learn effective stress management techniques to achieve your optimal health
- ▶ Goal is not to eliminate stress (that would be impossible) but rather to eliminate *unnecessary* stress and effectively manage the rest

Crisis Intervention

- ▶ Mental health crisis intervention offers short-term help to a person experiencing a situation that has produced emotional, mental, physical and behavioral distress
- ▶ It is temporary support

Goal of Crisis Intervention:

- ▶ Ensure immediate physical safety and emotional stability
- ▶ Offer referrals for ongoing care, if needed

National Resources

National Alliance on Mental Illness (NAMI)

National and local resources, <https://www.nami.org/Home>

National Suicide Prevention Lifeline

1-800-273-8255, <https://suicidepreventionlifeline.org/>

Substance Abuse and Mental Health Services Administration (SAMHSA)

<https://www.samhsa.gov/find-help/national-helpline>

National Institute of Mental Health (NIMH)

<https://www.nimh.nih.gov/health/find-help/index.shtml>

Mental Health America (MHA)

<https://www.mhanational.org/>

United Way

Community Resources

Rimkus Resources

Feel supported, connected
and rewarded.



EAP Resource

LifeWorks is an exciting and innovative well-being solution that:



Well-being newsfeed

- Supports you with a confidential **Employee Assistance Program (EAP)** and well-being resource, available 24/7 by phone, online, and by mobile app.



Perks & Savings

- Connects you to information, tips, and updates to support your well-being and success at work.



Peer-to-peer recognition

- Rewards you with a range of special offers and **Perks**, helping you save money on daily essentials and luxury brands.

Dealing with a personal or work issue?

The EAP can provide support, referrals, and resources related to many issues, including the following:

- Adoption issues
- Alcohol and drug abuse
- Anxiety
- Budgeting, financial worries, and reducing debt
- Child care and parenting issues
- Concern about another person's alcohol or drug abuse
- Conflict of work
- Crisis and trauma
- Depression
- Domestic abuse
- Education issues
- Elder care/caregiving issues
- Gambling and other addictions
- Grief and loss
- Job burnout
- Legal matters
- Relationship issues
- Separation and divorce
- Stress
- Workplace change
- Work-related problems and job stress

The EAP encourages employees and those close to them to seek help early, before a minor problem becomes more serious. The EAP is designed to address short-term issues and to identify resources and referrals for emergency and long-term issues. When in doubt, contact the EAP for help or support.

Call your EAP toll-free, any time, 24/7, 365 days a year

login.lifeworks.com

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search for "LifeWorks".



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Rimkus Resources



LifeWorks Essential + Add-ons - Services Schedule (USA)

The LifeWorks Essential services will be provided as set forth below. Any Additional services ("Additional Services") or fee for service offerings ("FFS") requested may incur an additional charge. Available Additional Services or FFS services and fees are set forth below in the Additional Services Section.

Services	Service Type
24-hours, 7 days a week, toll-free telephone access to Employee Assistance Program ("EAP") for crisis counselling, risk assessment and matching to appropriate service(s)	EAP Services
Professional EAP Counselling Services: Face-to-face, Telephonic, Self-Directed, SMS/Text, and Video Counselling Session Limit – USA, Non-CA/NV: <u>up to five (5)</u> per Eligible User per applicable EAP Services category per contract year. OR Session Limit - USA, CA/NV: <u>Up to five (5)</u> per Eligible User within a rolling six (6) month period, provided, that regardless of the issue or topic, such Eligible User does not receive more than three (3) total sessions through LWbyMSL in any six (6) month period. Topics including but not limited to: <ul style="list-style-type: none"> ○ Stress & Life Management ○ Depression, Anxiety, Grief, Loss, Anger, & Violence ○ Relationships, Life Changes, Family Matters, Parenting ○ Substance Abuse, Addictions, Smoking Cessation ○ Career Support & Resiliency Coaching ○ Pre-Retirement Planning (Lifestyle Planning) ○ Personal Traumatic Events 	EAP Services
WorkLife Solutions Services: <ul style="list-style-type: none"> ○ Eldercare Consultation ○ Childcare Consultation ○ Community Referrals ○ Health & Wellbeing Online Programs ○ Virtual Fitness Program ○ Financial Consultation ○ Legal Consultation 	EAP Services
Trauma Response Services/Critical Incident Stress Management ("CISM") Services: <ul style="list-style-type: none"> ○ Available as a fee-for-service at \$270 / hour 	EAP Services
Workplace Learning Solutions <ul style="list-style-type: none"> ○ Available as a fee-for-service 	EAP Services
Additional Value-add Services <ul style="list-style-type: none"> ○ One virtual orientation included per year 	EAP Services
Workplace Referral Program – 1:1 based on counselling model	EAP Services
LifeWorks Platform Services: <ul style="list-style-type: none"> ○ Company Posts Newsfeed ○ Wellbeing Content ○ Directory ○ Perks (Exclusive Offers, Cashback, and Gift Cards) ○ Online Self-Directed Programs ○ Total Wellbeing Index (TWI) 	Wellbeing Platform Services
Manager / Key Personnel Consultations (24/7/365)	EAP Services
Digital Promotional Materials	EAP Services
Quarterly Statistical Reports	EAP Services

