

Crushing Stigma & Creating Mentally Healthy Workplaces

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StigmaFreeWorkplace.com

SELF STIGMA

The process in which a person with a mental health challenge becomes aware of social stigma, agrees with those stereotypes, and internalizes them by applying them to the self which can affect their motivation to recover and adhere to treatment.

(Corrigan, Larson, & Kuwabara, 2010; Corrigan, et al, 2016)

Strategy #1: Transform Stigmatized Mindsets to Supportive Mindsets

Strategy #2: Know What Fills Your Tank & Fill It

Strategy #3: Find Your Community (AKA Strengthen Your Protective Factors)

Strategy #4: Have Stigma-Free Support at Your Fingertips

Strategy #5: Proactively Prevent Burnout with Self-Awareness & Self-Compassion

Supportive Self-Care Mindset Questions

- 1. What I need to stop doing in order to reduce my stress and protect my mind?
(i.e. Stop feeding my fears, stop placing unrealistic expectations on myself and others, etc.)***
- 2. How can I use my personal experience to support/empathize with someone else***
- 3. How am I fortunate?***
- 4. What outcomes and expectations that I can't control do I need to release to find peace?***
- 5. How can the COVID-19 experience be a new beginning for me?***

Fill Your Tank

#1. _____	#5. _____
#2. _____	#6. _____
#3. _____	#7. _____
#4. _____	#8. _____

YOUR SELF-CARE PLAN

Proactively Prevent Burnout

MY STRESS RATING

ON A SCALE OF 0-5, HOW WOULD YOU RATE YOUR FEELING & HANDLING OF STRESS AT THIS TIME?

0 1 2 3 4 5

Positively Coping Some Warning Signs Extreme. Need to Reset.

WARNING SIGNS

I KNOW SOMETHING'S WRONG WHEN I FEEL THIS WAY

- _____
- _____
- _____
- _____
- _____

WHEN I DO THESE, I FEEL BETTER

SELF-CARE STRATEGIES TO REST & RESET

- _____
- _____
- _____
- _____
- _____

PLACES TO GO, PEOPLE TO SEE

PEOPLE & PLACES THAT HAVE A POSITIVE IMPACT ON MY MENTAL HEALTH

NAME _____ PLACE _____
NAME _____ PLACE _____

MY GO-TO SUPPORTS

NAME _____ PHONE _____
NAME _____ PHONE _____
NAME _____ PHONE _____

PROFESSIONALS I CAN REACH OUT TO FOR SUPPORT

CLINICIAN NAME _____ CONTACT # _____
CLINICIAN NAME _____ CONTACT # _____

EMERGENCY SERVICES PHONE _____
OTHER SUPPORT RESOURCE _____
OTHER SUPPORT RESOURCE _____



STRESS VS. BURNOUT

Recognizing Warning Signs Within Yourself & Others

STRESS

A reaction to a situation that isn't about the actual situation. We usually feel stressed when we think that the demands of a situation are larger than our resources to deal with that situation.

Source: "Stress", Canadian Mental Health Association, 2018

BURNOUT

A syndrome resulting from chronic workplace stress that has not been successfully managed and is characterized by three dimensions:

1. Feeling of energy depletion or exhaustion
2. Increased mental distance from one's job, or feelings of negativism or cynicism related to one's job
3. Reduced professional efficacy

Source: World Health Organization

COMMON STRESS SYMPTOMS	COMMON BURNOUT SYMPTOMS	THE DIFFERENCE
<ul style="list-style-type: none"> » Fatigue » Muscular tension » Headaches » Heart palpitations » Sleeping difficulties » Stomach issues » Skin conditions » Irritability » Feeling anxious » Aggression » Mood swings » Frustration » Impatience » Reduced ability to concentrate » Diminished initiative » Isolation » Pessimism 	<p>May experience regular stress symptoms paired with the following:</p> <ul style="list-style-type: none"> » Disengagement » Blunted emotions » Creating unusual errors or higher amount of errors » Unfinished work » Self-doubt » More time working with less accomplished » Developed poor physical health signs and symptoms 	<p>Stressed individuals can still see the light at the end of the tunnel. It might be a stressful project or period, but they feel they have the internal and external resources to make it through.</p> <p>If stressful reactions last for an extended length of time and individuals lack the resources and positive coping skills to recover, they are at a risk for burnout.</p> <p>Burnout can significantly impact health and the ability to function at work and home.</p>



BUILDING RESILIENCE

Taking Care of YOU: Self-care for Work & Home

SELF-CARE

Providing adequate attention to one's own physical and psychological wellness.

Source: American Psychological Association, originally cited in Beauchamp & Childress, 2001

POSITIVE COPING

Coping is the human behavioral process for dealing with stressors.

Positive or healthy coping refers to using mechanisms that result in less stress, increased wellbeing, and effective handling of one's problems.

Source: PositivePsychology.com

RESILIENCE

The process of adapting well in the face of adversity, trauma, tragedy, threats, or significant sources of stress.

In other words, it is the ability to recover from setbacks, adapt well to change, and keep going in the face of adversity.

Source: American Psychological Association

EXAMPLES OF POSITIVE COPING & SELF-CARE

Positive Coping for Work	Positive Coping for Home	Self-Care for Work	Self-Care for Home
Meditation	Exercise	Taking a breath of fresh air	Monitoring sleep schedule
Stretching	Fun physical activities	Practicing self-compassion	Use your vacation days
Progressive muscle relaxation	Yard work/gardening	Gratitude exercises	Practice your faith beliefs
Listening to music	Puzzles or games	Mindfulness	Spirituality
Reading on breaks	Socializing with friends	Healthy eating	Allow self to feel emotions
Brisk walk	Sitting outside and relaxing	Aromatherapy	Join a support group
Socializing with co-workers	Going to the movies	Feeling the sun on your face	Spend time with family
Breathing techniques	Engaging in a fun hobby	Taking a break when needed	Keep space clean
Journaling	Journaling	Asking for help	Write lists
Goal setting	Yoga	Join work support groups	Go to the spa
Writing affirmations	Financial management	Use positive self-talk	Get regular health check ups
Participate in wellness programs	Volunteering	Keep space organized	Express your feelings
Creating a daily plan	Community involvement	Write lists	Disconnect from work
	Grounding exercises	Eat & enjoy lunch daily	Reduce screen time

Source: PositivePsychology.com

SOCIAL STIGMA

The disapproval of, or discrimination against, a person based on perceivable social characteristics that serve to distinguish them from other members of a society.

(StigmaZeroAcademy)

Strategy #6: Use Stigma-Free Language

Strategy #7: Replace Stereotypes with Facts

Strategy #8: Alter Stigmatizing Attitudes & Beliefs Through Compassionate Messaging

STRUCTURAL STIGMA

The “societal-level conditions, cultural norms, and institutional practices that constrain the opportunities, resources, and wellbeing for stigmatized populations.”

(Hatzenbuehler & Link, 2014, p. 2)

Strategy #9: Implement Organizational Policies that Protect the Mental Wellbeing & Psychological Safety of Employees

Strategy #10: VOICE Your Support Starting w/Acknowledgment

Strategy #11: Destigmatize/ Normalize Support Outreach

Enjoy no-cost, limited-time access to our [Mental Wellbeing Academy](#) to support your personal, team member and family member mental wellbeing!

Visit: mentalwellbeingacademy.com/p/peace-of-mind-in-panicked-times

Identifying & Supporting a Team/Family Member in Crisis



Common Warning Signs

1 Behavioral

- Impulsivity/increased risk taking
- Self-harm and/or substance abuse
- Excessive fear or anxiety
- Being depressed or withdrawn for two or more weeks
- Saying goodbyes/giving away prized possessions
- Chronic exhaustion and sleep deprivation

2 Situational

- Major financial stress
- Loss of any major relationship (break-up or loss of friendship)
- Death of a friend or family member, especially if by suicide
- Toxic personal or work relationships
- Serious medical diagnosis or chronic illness

3 Verbal

- Talking about death, dying, or suicide
 - “No one would care if I’m gone.”
 - “You would be better off without me.”
 - “_____ will never get any better. I might as well end it.”
- Using written statements in emails or social media platforms expressing feelings relating to death, dying, or suicide

How to Respond to Warning Signs & Concerns

1. **Inquire**-“I’ve noticed you haven’t been yourself. Are you okay?” OR “Are you considering suicide?”(If the situation warrants you to be concerned about their safety)
2. **Reassure Your Support**- “I’m here for you.” OR “How can I help support you?”
3. **Persuade Your Coworker to Get Help**- “Are you open to calling EAP/ talking to your doctor/etc.?” OR “You are such an important part of this team; I want to see you get better!”
4. **Refer to Support**- “These are the details for our no cost confidential EAP. They can help you with what you are going through.” (*Email or hand them the contact information for the support service.*)

NOTE: Contact your HR Business Partner for guidance if you have a concern about a team member. Contact your EAP (details on the next page) if you are concerned about a family member. If the person is in imminent danger, call your counties emergency services line immediately.

Do’s & Don’ts of Supporting Your Peers & Family Members

- ✓ Allow the person to open up about what they are struggling with without providing judgment
- ✓ Discuss the support that is available (i.e. EAP, crisis hotlines, etc.)
- ✓ Let them know they have your support
- ✓ Ask “how can I best support you?”
- ✗ Do not suggest that they need to be medicated or give a diagnosis
- ✗ Do not minimize your the person's struggle or ignore warning signs
- ✗ Do not use terms like “crazy”, “nuts”, “junkie”, etc.





SUPPORT RESOURCES

24/7 Support Services

U.S. Crisis Text-line

- Text HOME to 741741

U.S. Suicide Prevention Lifeline

- 1.800.273.8255 (TALK)
- Options for Deaf & Hard of Hearing
 - 1-800-799-4889

(U.S) Nacional de Prevención del Suicidio

- 1-888-628-9454

U.S. Domestic Violence Hotline

- 1.800.799.7233

Support Resources

Personal, Family, & Youth Mental Health Support

- <https://nami.org/Support-Education>
- helpguide.org

Suicide Loss Survivor Support

- <https://suicidepreventionlifeline.org/Help-Yourself/Loss-Survivors/>
- <https://suicidology.org/resources/suicide-loss-survivors/>

Suicide Attempt Survivor Support

- <https://suicidepreventionlifeline.org/Help-Yourself/Attempt-Survivors/>

Substance Abuse Support

- <https://www.samhsa.gov>
- <https://aa.org>
- <https://al-anon.org>
- 1.800.662.4357

Your District's Employee Assistance Programs [insert information below]

If you or someone you know is in imminent danger, call your country's emergency service line immediately (call 911 within the United States).