

NEW ERA OF MENTAL HEALTH IN THE WORKPLACE

BELLIN HEALTH
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Objectives

- Increased awareness of mental health challenges in the workplace
- Understanding the importance or reducing negative stigma of mental illness
- Gain knowledge about Mental Health First Aid
- Takeaways to bring back to your company to be the most mental health support aware organization that you can be

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Learning about you – Menti.com Survey

1. Does your workplace offer mental health programming? (outside of EAP) YES/NO
2. How concerned are you with the mental health of your colleagues?
A. Very Concerned B. Somewhat concerned C. Slightly concerned
D. Not at all concerned
3. Have you had to support anyone with a mental health challenge in the workplace? YES/NO
4. Do you have the tools you feel you need to support mental health in your workplace? YES/NO



Bellin Promise

I WILL **KNOW** YOU.
I WILL **SHOW** YOU
RESPECT.
I WILL **GO** WITH YOU ON
YOUR JOURNEY.
I AM HERE TO **HELP** YOU.



How Bellin responded during the COVID-19 pandemic

- Regular Town Hall Updates on pandemic
- Mental Health quickly became a great concern with isolation, fear, anxiety, changing conditions, financial worries (Survey results #1 – Mental Health Resources)
- Added a segment of Charles to our session
- Demand led us to make it a monthly series for almost the past 2 years – *Mental Health Moments*
- Beneficial for our Health care workers, business partners, and the greater community
- <https://www.youtube.com/watch?v=xzcoBI3if5Q> (3:32 – 5:03)
- Part of our Lifesaver Wellbeing Program www.bellin.org/lifesaver



Civilitas – Internal Cultural Change

- Had started a Psychological safety movement prior to COVID to increase resiliency of staff and have continued the work integrating wellness, mental health, and authentic conversation in teams
- Pandemic magnified issues we already knew were there
- Offered Mental Health First Aid by request, now it is a wellness activity for a RAS for insured individuals



Lisa Harton, Chief Quality Officer

- https://www.youtube.com/watch?v=sPlpzwR1uRY&list=PL5QIsiJ_KDvGB9ru4c95DbFA488tHm3yL&index=1



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The lines have blurred

- People bring home to work and work to home and now that is more apparent than ever
- There is a worker shortage and people want more support from their workplace
- Helping employees helps businesses and the great community

 

The Current Status

- <https://www.youtube.com/watch?v=8gKtVoSgNNM>
- Current data on mental health in America
- Increase in depression, anxiety, highest increase in youth, sub pre-teen,
- Lack of treatment – Half of adults not getting treatment, 50% of college athletes talk about having a mental health issue, half do not get treatment
- Employers need to help with wellbeing and see themselves as a resource, their approach will show employees how to approach mental health

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Sometimes first aid isn't a bandage,
CPR or calling 911. Sometimes first
aid is YOU!



What MHFA is..

- Mental Health First Aid teaches you how to identify, understand and respond to signs of mental illness and substance use disorders
- Teaches skills and an ACTION plan for you to provide initial support to someone who may be struggling with a mental health challenge and connect them to appropriate care.
- Adult
- Teen
- Youth



Why is it important?



Be prepared
When a mental health crisis happens, know what to do



You can help
People with mental illnesses often suffer alone



Mental illnesses are common
1 in 5 adults in any given year



You care
Be there for a friend, family member, or colleague



Activity



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Scenarios – What would you do?

- Break into small groups
- We will hand your group a scenario
- Be ready to report out in about 5 minutes

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Resources to help

- Mental Health First Aid – In person or online
- NAMI Toolkit
- Mental Health America Tool Kit
- Knowing your own resources, employer, community, your region
- Your EAP



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