Supporting Employee Mental Health Resources for Employees
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FirstGroup
Today’s Speakers

Emily St. Amant
Clinical Manager
Psych Hub
08/24/20 NSC Webinar

SUPPORTING EMPLOYEE MENTAL HEALTH:
RESOURCE FOR EMPLOYEES
Emily St. Amant, MA, LPC-MHSP
Clinical Manager, Psych Hub
What is Stress & Signs of a Mental Health Concern

2020 has been a wake-up call

- Mental health has been a long-neglected area
- We all have mental health
- Everyone is susceptible to the impact of chronic stress

Watch out for:

- Changes in mood, sleep, appetite, energy level, routine
- Being distracted, having trouble focusing, decreased performance
- Drinking or using substances more than usual or intended
- Thoughts that are hopelessness and distressing
- Interpersonal problems at work or home
What Helps?

Self-Care
- Rest, including taking breaks, sleep, relaxation
- Exercise, diet, socializing, time in nature

Boundaries
- Work/life balance
- Setting limits at work and in our personal lives

Outgoing Training
- Important for everyone
- Must be ongoing and frequent
Psych Hub Resources for Education & Training

**Free Video Library**
- 150+ short videos on mental health, substance use, and suicide prevention

**Initiatives:** **Workplace Wellness, COVID, Equity, Self-Care**
- Thousands of free resources gathered through our partnerships

**Mental Health Ally Certification Courses**
- 8 courses total on mental health conditions, substance use disorders, suicide prevention, safety planning, motivational interviewing communication skills, diversity and mental health, and understanding and overcoming bias.

**PsychHub.com**
- Links to all these can also be found at our main site
Today’s Speakers

Kelli Smith
HSE Culture & Talent Development COE Director
Cummins Inc
We all have a responsibility to create an interdependent HSE culture where we care for one another. As many of us find ourselves experiencing higher than normal stress, it is especially important we stay connected to ensure the physical, emotional, mental and overall well-being of ourselves and others.
Online Conference Calls

- Staying socially connected
  - Use web cams to stay visibly connected
  - Make it fun (set unique backgrounds)
  - Share collaboration tips to enhance the virtual socializing experience.
  - Use games to demonstrate functionality and encourage getting to know one another better
    - Bingo
    - Charades
    - Pictionary
    - Scattergories
    - Collaborative writing games
Virtual Coffee Breaks & Happy Hour

- **Recreating morning coffee breaks**
  - Set-up a video chat room (to replicate meeting at the coffee machine)
  - Encourage team members to pop in and out (like meeting during your coffee refill in the office)
  - Engage in small talk (informal)
  - Consider “scheduled” team coffee breaks (as a group)

- **Engaging Teams in Virtual Happy Hour**
  - Ensure cameras are on to see each other
  - Keep it casual (no work talk)
  - Keep it positive (no COVID talk)
  - Consider to include spouses (build rapport)
  - Consider activities (trivia, Google Games)
  - Consider Zoom backgrounds (make it fun)
  - Make it interactive!
Virtual Fitness and Wellbeing

- Helping each other stay relaxed and healthy
  - Consider team wellness activities (cameras optional)
  - Gear the activity to improve things such as
    - Stretches to alleviate sitting too long
    - Meditation to reduce stress
    - Yoga to improve overall wellness
    - Team or individual workout options
  - Consider team fitness challenges
    - Getting your steps in!
    - Workout challenges
Virtual Cooking

- **Engaging Teams in Healthy Eating**
  - Consider sharing healthy recipes
    - Video meal preps (share your technique!)
    - Recipe swapping (share your best!)
    - Remote cooking challenges (share your photo)
    - Virtual Lunch (with teams and peers)
    - Virtual Dinner Parties (include families)
How are you?

Fine, thank you.
Mental Health Resources

- Stress and Mental Health Playbook
- Mental Health Issue Brief
- Managing Employee Stress and Anxiety (and accompanying webinar)
- More resources at nsc.org/mentalhealth
SAFER Reminders

- **Risk Assessment Workshops**
  - Future Dates: September 21, October 6, November 10
- **Organizational Vulnerability Assessment Tool**
- **Employee Perception Surveys**
- **COVID and Technology Webinar Series**
Thank you!
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