Supporting Employee Mental Health
Resources for Employees

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Today's Speakers

Emily St. Amant
Clinical Manager
Psych Hub

National Safety Council

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

Live It. Lead It.

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!
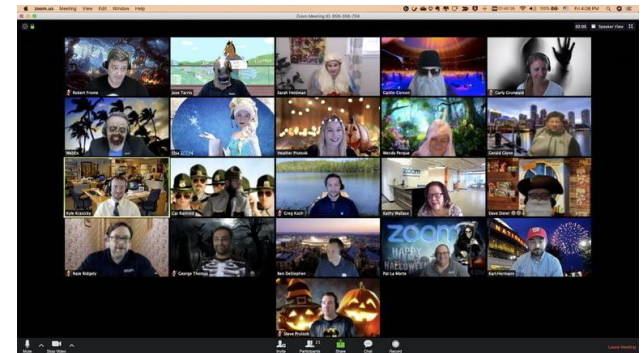
Virtual Fitness and Wellbeing

- **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

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Thank you!
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