

# Mental Health 4/2/2024 • Bismarck, ND There is Hope & There is Help



# Mental Health in the Workplace

## 4 in 5 Workers Report

- Workplace stress affects their relationships with friends, family, and coworkers
- Feeling emotionally drained from their work, an early sign of burnout
- 1 in 4 workers experience most severe signs of burnout (e.g., lack in confidence, cynicism towards peers and their job)
- 1 in 5 workers will experience a mental health condition in a year
- Depression and Anxiety result in \$200 billion in lost productivity annually

# Characteristics of Stress

- Hard to define, because it is different for everyone; some stress is good and healthy!
- Webster: “a physical, chemical, or emotional factor that causes bodily or mental tension and may be a factor in disease causation”
  - A state resulting from a stress, one of bodily or mental tension... (e.g., job-related stress)
- A negative feeling rather than a positive feeling

# Physical Stress

- Too much to do
- Not enough sleep
- Impact of being sick

# Mental Stress

- Worry
  - Money, trying to afford retirement
  - Loved one's illness
- Impact of devastating event
  - Death of a loved one
  - Being fired from work

- The mental impacts the physical, the physical impacts the mental



# Too Much Stress

- Can cause physical, emotional, and behavioral disorders
  - Affecting your health, vitality, peace of mind, and your professional and personal relationships
- Can cause minor illnesses like insomnia, backaches, or headaches
- Can contribute to life-threatening diseases like high blood pressure and heart disease

# Chronic Stress and Burnout

- Chronic stress: perpetually reacting with fight/flight response
  - Can lead to burnout
- Burnout: syndrome resulting from chronic workplace-based stress that hasn't been managed successfully.



# Burnout

- Emotional Exhaustion: emotionally drained, depleted energy or feeling restless
- Reduced Self-Efficacy: Lacking confidence in ability to complete tasks or exert control over motivation successfully
- Cynicism: feeling less sympathy, more resentful, even hatred toward work activities or peer interactions

# Questions To Ask Yourself

## Emotional Exhaustion:

- Am I feeling more irritable toward my coworkers?
- Am I frustrated by situations that did not bother me before?

# Questions To Ask Yourself

## Reduced Self-Efficacy:

- Do I feel like I am performing well?
- Do I feel like my work meaningfully contributes to my organization?
- Do I feel like I am stuck in my job?

# Questions To Ask Yourself

## Cynicism:

- Do I care less about my efforts?
- Am I feeling more resentful towards my team or manager?

# Potential Solutions

- Emotional Exhaustion: Take a vacation (or staycation) to rest, recover, and recharge from workplace stressors
- Reduced Self-Efficacy: Evaluate, adapt, or reduce workload in collaboration with a manager.
- Cynicism: Consider an adaption or transition to a new or existing project, team, manager, department, or position

# Tips For Reducing or Controlling Stress

- Learn to say No!
- Shed the “Superhero” urge.
- Meditate.
- Visualize.
- Take one thing at a time.
- Exercise.
- Hobbies.
- Healthy Lifestyles.
- Vent.
- Give in occasionally.

# Treatments

- Friend or Spouse
- Doctor, spiritual advisor, or employee assistance professional
- Psychiatrist, psychologist, social worker, or other qualified counselor

Changing the Way We Think About Mental Health

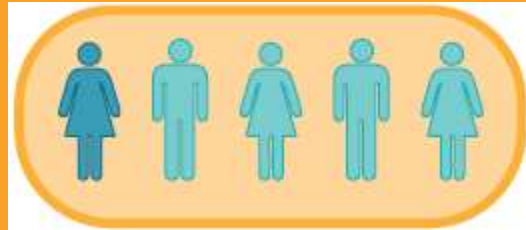
# **B4STAGE4**



*Bringing Wellness Home*  
[www.mhand.org](http://www.mhand.org)



# B4STAGE4



**1 in 5 American adults will have a  
diagnosable mental health  
condition in any given year.**

# B4STAGE4



**50 percent of Americans will meet the criteria  
for a diagnosable mental health condition  
sometime  
in their life, and half of those people will  
develop conditions by the age of 14.**

# Stage 1

Mild Symptoms and  
Warning Signs

At Stage 1, a person begins to show symptoms of a mental health condition but is still able to maintain the ability to function at home, work or school—although perhaps not as easily as before they started showing symptoms. Often there is a sense that something is “not right.”

# STAGE 2

Symptoms Increase in Frequency and Severity and Interfere with Life Activities and Roles

At Stage 2, it usually becomes obvious that something is wrong. A person's Symptoms may become stronger and last longer or new symptoms may start appearing on top of existing ones, creating something of a snowball effect. Performance at work or school will become more difficult, and a person may have trouble keeping up with family duties, social obligations or personal responsibilities

## Stage 3

Symptoms Worsen  
with Relapsing and  
Recurring Episodes  
Accompanied by  
Serious Disruptions in  
Life Activities and  
Roles

At Stage 3, symptoms have continued to increase in severity, and many symptoms are often taking place at the same time. A person may feel like they are losing control of their life and the ability to fill their roles at home, work or school.

# Stage 4

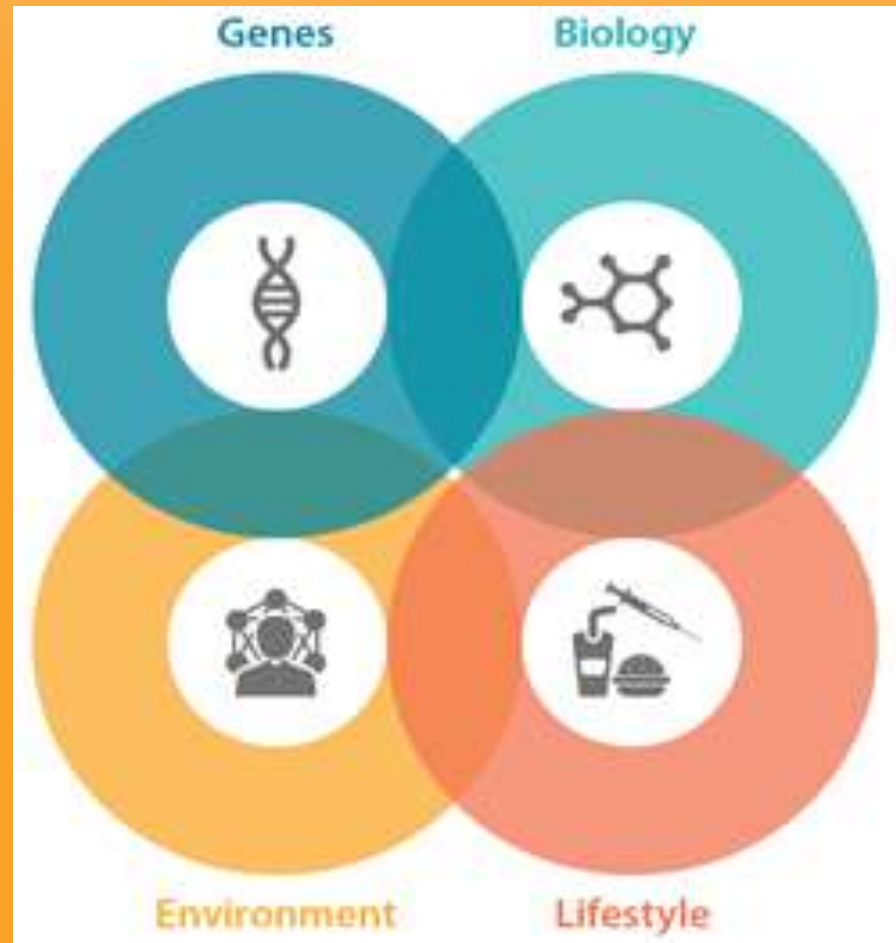
Symptoms are  
Persistent and Severe  
and Have Jeopardized  
One's Life

By Stage 4, the combination of extreme, prolonged and persistent symptoms and impairment often results in the development of other health conditions and has the potential to turn into a crisis event like unemployment, hospitalization, homelessness or even incarceration. In the worst cases, untreated mental illnesses can lead to the loss of life an average of 25 years early.

# B4STAGE4

- Get Informed

# Risk Factors





# Genes

17-28% of risk for mental illnesses can be accounted for by variations in common genes. How much a disease is tied to genetics are:

- Schizophrenia: 81%
- Bipolar disorder: 75%
- ADHD: 75%
- Depression: 37%

# Biology

In one study, Head injury between the ages of 11-15 wasw the strongest predictor for the development of schizophrenia, depression, and bipolar disorder.

Brain changes like building a “tolerance” or reward response to stress, or abnormalities in the prefrontal and frontal cortex, and irregularities in the function of the neurotransmitter glutamate are also risk factors for mental illness and substance use.

# Environment

People who are exposed to adverse childhood events including abuse, divorce, witnessing domestic violence and having parents who have substance use issues, mental illnesses or are in jail are:

- 2.6 times more likely to have depression.
- 5 times more likely to have serious alcohol problems.
- 17 times more likely to have learning or behavioral problems.
- 3 times more likely to have serious job problems.

# Lifestyle

Substance use can increase chances of developing a mental illness and having a mental illness can increase risk of using substances.

People with any mental illness are:

- 2.3 times as likely to develop nicotine dependence.
- 3 times more likely to develop alcohol dependence.
- 30 times more likely to develop illicit drug dependence.

# Early Warning Signs and Symptoms

- Problems with concentration, memory, or ability to think clearly
- Changes in eating such as loss of appetite or overeating
- Not being able to complete school or work tasks
- Feeling overly worried
- Feeling sad, empty, hopeless, or worthless
- Sensitivity to sounds, sight, smell, or touch
- Irritability and restlessness

# Early Warning Signs and Symptoms

- Loss of interest in activities that are normally enjoyable, withdrawal from others, or disconnection
- Feeling like your brain is playing tricks on you. Hearing knocking, scratching sounds, voices, or your name being called. Seeing things that other people do not see, like shadows, changes in light, and figures.
- Changes in energy level and sleep patterns. Often someone will sleep during the day and be up at night.

# Signs and Symptoms That Require Immediate Attention

- Thoughts or plans of killing or hurting one's self or another person
- Hearing voices or seeing voices or seeing things that no one else can hear or see
- Unexplained changes in thinking, speech, or writing
- Being overly suspicious or fearful
- Serious drop in school or work performance
- Sudden personality changes that are bizarre or out of character

# 988 Suicide & Crisis Lifeline

Call, Text, or Chat Online

If you or someone you know is struggling or in a crisis, help is available



# Mental Health Screenings

Online screening is one of the quickest and easiest ways to determine whether you are experiencing symptoms of a mental health condition.

[www.mhand.org](http://www.mhand.org)

# Get Help

## **Help Line and System Navigation**

Mental Health America of North Dakota offers Free Statewide Helpline and System Navigation Services. We will connect you with a mental health provider who really understands your unique and individual challenges.

Help Line:

(701) 255-3692 or call toll free, 1-888-705-5763

# Mental Health—There is Hope & There is Help

You are not alone. Mental Health is an important part of our overall health and well-being. Know that treatment for mental illness is effective—and help is just a phone call away.

Good News: Research shows treatment works. With appropriate treatment, people can manage their illness, overcome challenges and lead productive lives

# Thank you

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