Complex Emotions

- Increased stress & worry
- Lack of “normal”
- Emotional exhaustion
- Loneliness
- Grief/loss
- Fear
- Depression
- Anxiety
- Distrust
Impact of Stress on the Mind and Body

• 77% of people regularly experience physical symptoms caused by stress
• 73% of people regularly experience psychological symptoms caused by stress
Impact of Stress on the Mind and Body

- What percentage of employees said they were less productive at work as a result of stress?
  - 22%
  - 40%
  - 51%
  - 79%
Impact of Stress on the Mind and Body

- What percentage of employees said they were less productive at work as a result of stress?

  - 51%
Impact of Stress

• 41% of employees feel burnt out, draining or exhausted from their work
• 1 in 4 report frequently feeling down, depressed or hopeless
• Yet more than one in three employees reported having done nothing to cope with these feelings

SHRM Research
What age group do you think is most likely to report high levels of emotional stress during COVID 19?

- Ages 18-29
- Ages 30-49
- Ages 50-64
- Ages 65+
Younger Americans more likely to report high levels of emotional distress during COVID-19 pandemic

% of U.S. adults who fall into each category of psychological distress

<table>
<thead>
<tr>
<th></th>
<th>High distress</th>
<th>Medium distress</th>
<th>Low distress</th>
</tr>
</thead>
<tbody>
<tr>
<td>All adults</td>
<td>24%</td>
<td>26%</td>
<td>49%</td>
</tr>
<tr>
<td>Ages 18-29</td>
<td>33</td>
<td>28</td>
<td>38</td>
</tr>
<tr>
<td>30-49</td>
<td>25</td>
<td>26</td>
<td>47</td>
</tr>
<tr>
<td>50-64</td>
<td>22</td>
<td>25</td>
<td>52</td>
</tr>
<tr>
<td>65+</td>
<td>15</td>
<td>23</td>
<td>61</td>
</tr>
</tbody>
</table>

Note: Additive psychological distress scale based on responses to five standard measures of psychological distress adapted from GAD-7, CES-D, Impact to Event Scale—Revised.


PEW RESEARCH CENTER
Older U.S. adults see COVID-19 outbreak as a major threat to their personal health; younger Americans say it is a major threat to their finances

% who say the coronavirus outbreak is a major threat to ...

<table>
<thead>
<tr>
<th>Age Group</th>
<th>Personal Financial Situation</th>
<th>Personal Health</th>
</tr>
</thead>
<tbody>
<tr>
<td>All Adults</td>
<td>41%</td>
<td>38%</td>
</tr>
<tr>
<td>Ages 18-29</td>
<td>40%</td>
<td>26%</td>
</tr>
<tr>
<td>30-49</td>
<td>43%</td>
<td>34%</td>
</tr>
<tr>
<td>50-64</td>
<td>46%</td>
<td>43%</td>
</tr>
<tr>
<td>65+</td>
<td>32%</td>
<td>49%</td>
</tr>
</tbody>
</table>


Pew Research Center
What does this stress do to employee mental health?

CDC study conducted in June 2020

- 31% reported symptoms of an anxiety or depressive disorder
- 26% reported trauma/stress related disorder due to Covid 19
- 13% started or increased substance use to cope
- 11% had seriously considered suicide in the preceding month
  **twice the rate reported in 2018**
The Good New is-

There are things you can do as a workplace.
3 Tiered Approach

Create a culture that fosters a mentally healthy workforce.
Opening Up—

62% of millennials  32% of Baby Boomers
Say they are comfortable discussing their mental health issues.

Traditionalist (1927-1945)  >75
Baby Boomer (1946-1964)  56–74
Generation X (1965-1980)  40–55
Why don’t they as for help?

• 64% of employees think if someone reached out to HR or management about a mental health issue, it would negatively impact their job security.

• NAMI reports that 8 out of 10 workers with a mental health condition report that shame and stigma prevent them from seeking treatment.
Organizational Focus -

• Values, ethics, missions that guide behavior
• Organizational culture and management practices
• Train your leaders to be proactive
• Focus on problem solving and accountability
• Strong communication
• Social connectedness
Create a positive attitude about getting help rather than feeling broken because need help.

• Be vulnerable
• Model healthy behaviors
• Communicate how to utilize services with real-life situation
• Give people permission to use resources
• Build a culture of connection
  • Check in regularly
  • Be patient and understanding
• Encourage team members to be understanding
• Know the resources available
3 Tiered Approach

- Provide good resources for emotional health
- Create a culture that fosters a mentally healthy workforce.
Resources for emotional health

• EAP provides support both to employees and family members as well as to the organization.
• Wellness/Well-being programs
• Financial wellness
• Promote events such as Mental Health Awareness month
• Offer resources—Don’t have to be expensive
Expressing Concern

Explore the Situation
- Express what you see
- Say how you feel
- Really listen
- Resist making judgements
- Resist giving advice

Encourage Action
- Offer resources
- Focus on solutions vs. problems

Seek Support
- Use resources from HR, EAP or community
3 Tiered Approach

- Actively intervene with “troubled employees”
- Provide good resources for emotional health
- Create a culture that fosters a mentally healthy workforce.
Have a Conversation-

• An employee says:
  • “I just can’t handle everything that is happening. I’m not sleeping and just can’t make decisions.”
  • “I’m going through a divorce and I have been struggling.”
  • “I’m so worried about elderly parents who are having health issues. It is all I can think about.”

• I’m sorry to hear that you are having a difficult time.
• I’m concerned about you and want to help you through this.
• I’m not sure I have all of the answers but can help you get some help.
• I encourage you to utilize our Employee Assistance Program.
Avoid the ends of the spectrum

No Acknowledgment  Over Involvement
“The workplace can be a strong contributor to mental wellbeing, giving people the opportunity to feel productive and achieve their potential”
Sam Dolezal, MSE, MS, CSCS
------------------------------
Wellbeing Advocate @ Union Bank & Trust
------------------------------
Email: sam.dolezal@ubt.com
Phone: 402.323.1686
What can I do to help mentally support and emotionally connect my people?
Take a Mental Health Screening

- Easy to use
- Free & confidential
- Can lead to early diagnosis & identification
- Can be the connection to mental health resources
TAKE A MENTAL HEALTH TEST

Online screening is one of the quickest and easiest ways to determine whether you are experiencing symptoms of a mental health condition. Mental health conditions, such as depression or anxiety, are real, common and treatable. And recovery is possible.

Online Mental Health Screenings

Our online mental health screening helps you decide if you should seek help for any of these areas of concern:

- Depression
- Alcohol overuse
- Bipolar disorder
- Eating disorders
- Generalized anxiety disorder
- Post-traumatic stress disorder
- Psychosis
Mental Health Training

• Multiple organizations offer mental health trainings for employers to help educate and engage employees in helping others.

• Both in-person and virtual offerings

Offers Adult and Youth Mental Health First Aid Training
Find them here: https://region5systems.net/

Offers QPR Suicide Prevention Online Training
Find them here: https://preventsuicide.unl.edu/qpr-
How You Can Help

✓ Make these screenings & trainings readily available & accessible to your people through your internal intranet, email, & team meeting announcements.

✓ “Early & Often” is the motto >> encourage individuals to take a screening on a regular basis to use as a mental health check-in.
Hit the Trails & Head Outside

Only need 20 minutes outside to see a mental health benefit!
How You Can Help

Transition to walking meetings when possible

Create a walking group such as “Walking Wednesday’s”

Try a walking challenge between employees
Mindfulness & Meditation

- Meditation has proven results in:
  - Improving anxiety
  - Improving depression
  - Improving blood pressure
A Minute of Meditation

01
Before We Start >
Take your wrist pulse

02
Meditation Minute
Meditation & Move
with McCurley

03
After > Are you breathing more deeply? How is your wrist pulse?
About:
Sarah is a yoga, barre, strength, cycling and mindfulness instructor with experience teaching in studio and Zoom. Her classes are energetic, inclusive, creative and fun - they are designed for EVERY body, at any fitness level. A trained dancer, she brings rhythm and musicality to her instruction. De stress, recharge and find JOY in movement with Sarah and MOVE with McCurley.

Contact:
Email > movewithmccurley@gmail.com
Instagram> @movewithmccurley
Facebook > @movewithmccurley
Share the Good Vibes

4 weeks of meditation with mccurley sponsored from UBT

A weekly 15-minute guided mindfulness practice incorporating breathwork, light stretching, self massage and inspo. Recharge without hitting the vending machine, de stress with meditation and combat the negative effects of sitting all day with stretching.

Tuesday’s in November @ 2:00PM-2:15PM
(November 3rd, 10th, 17th, & 24th)

Ready to sign up your company?
Email movewithmccurley@gmail.com
DON'T GIVE UP
YOU ARE NOT ALONE
YOU MATTER