

**Healthy Employees are
Productive Employees:**
Employee Mental and Physical
Well-being

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What we will cover today



Mental Health Overview



Link Between Physical Health, Mental Health, & Chronic Diseases



Recognizing Signs and Symptoms



Tools to help

Mental Health Overview



1

A mental disorder or illness affects a person's thinking, emotional state, and behavior.

2

Disrupts the person's ability to:

- Work
- Manage daily activities
- Engage in satisfying relationships



Impact

Mental health disorders are the leading cause of ill-health and disability worldwide

[National Institute of Health](#)

1 in 5 adults live with a mental illness



World Health Organization

Only 11% of employees discussed a recent mental health problem with their manager



World Health Organization

Annual Global Economy Costs:
Anxiety and Depression—
\$1 trillion in lost productivity
12 billion working days

Stigmas

1

- More than just thoughts and attitudes
- Perpetuate Fear
- Can be a barrier to treatment
- Self-stigmatization is just as harmful

2

“I have been able to start the process of forgiving myself and others.” —

Previous Wellness Participant



Depression: Signs and Symptoms



Physical

- Fatigue
- Lack of Energy
- Headaches
- Unexplained aches and pains



Behavioral

- Crying spells
- Withdrawal from others
- Neglect of responsibilities
- Loss of interest in personal appearance
- Loss of motivation



Psychological

- Sadness
- Mood Swings
- Lack of emotional responsiveness
- Hopelessness
- Impaired Memory

Anxiety: Signs and Symptoms



Physical

- Chest pain, rapid heartbeat
- Fast breathing, shortness of breath
- Dizziness, headaches, sweating, tingling, numbness
- Choking, dry mouth, stomach pain, nausea
- Muscle aches and pains



Behavioral

- Avoidance of situations
- Obsessive or compulsive behaviors
- Distress in social situations
- Phobic behaviors



Psychological

- Unrealistic or excessive fear and worry
- Mind racing or going blank
- Decreased concentration
- Irritability
- Restlessness
- Fatigue

Risk Factors

● Stressful or traumatic event

● Adverse Childhood Experiences

● Another mental illness

● Previous episode

● Family history

● Life-threatening illness

● Chronic illness or pain

● Medical conditions

● Recent childbirth

● Hormonal changes

● Chemical imbalance

● Substance misuse

Connection between Physical Health and Mental Health

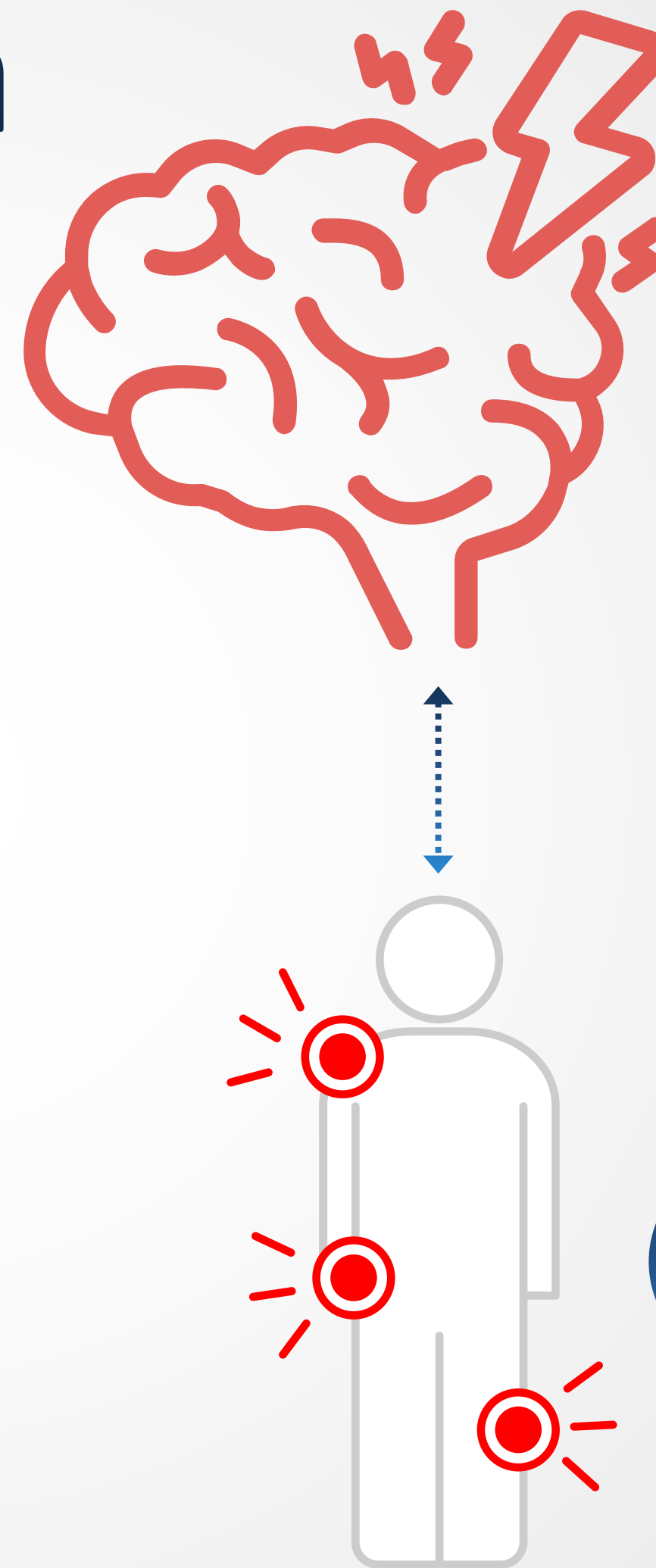
Increased risk

One in three people with a long-term physical health condition also experience a mental health problem.



Chronic Disease

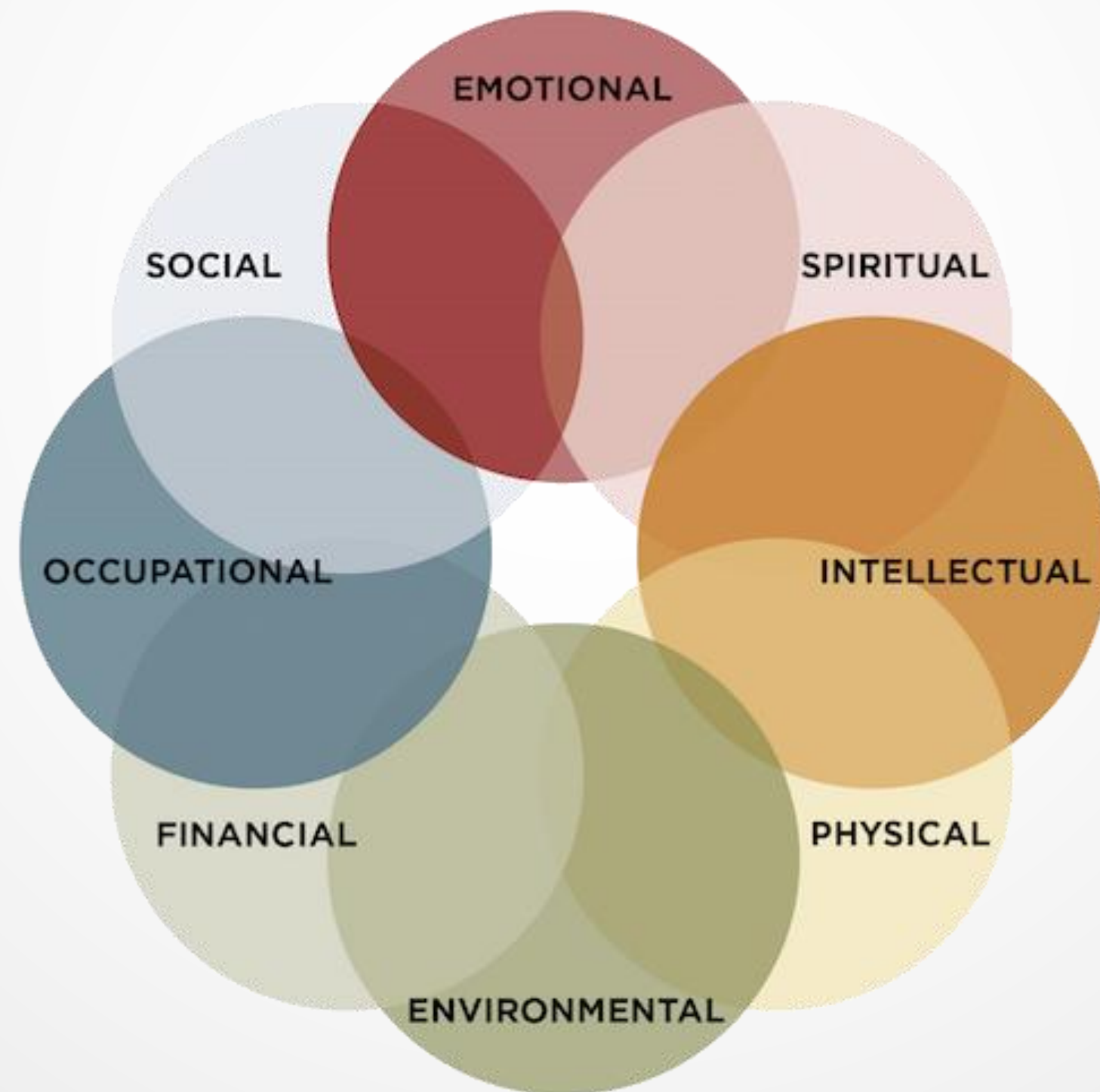
People who have a chronic disease and depression tend to have more severe symptoms of both illnesses.

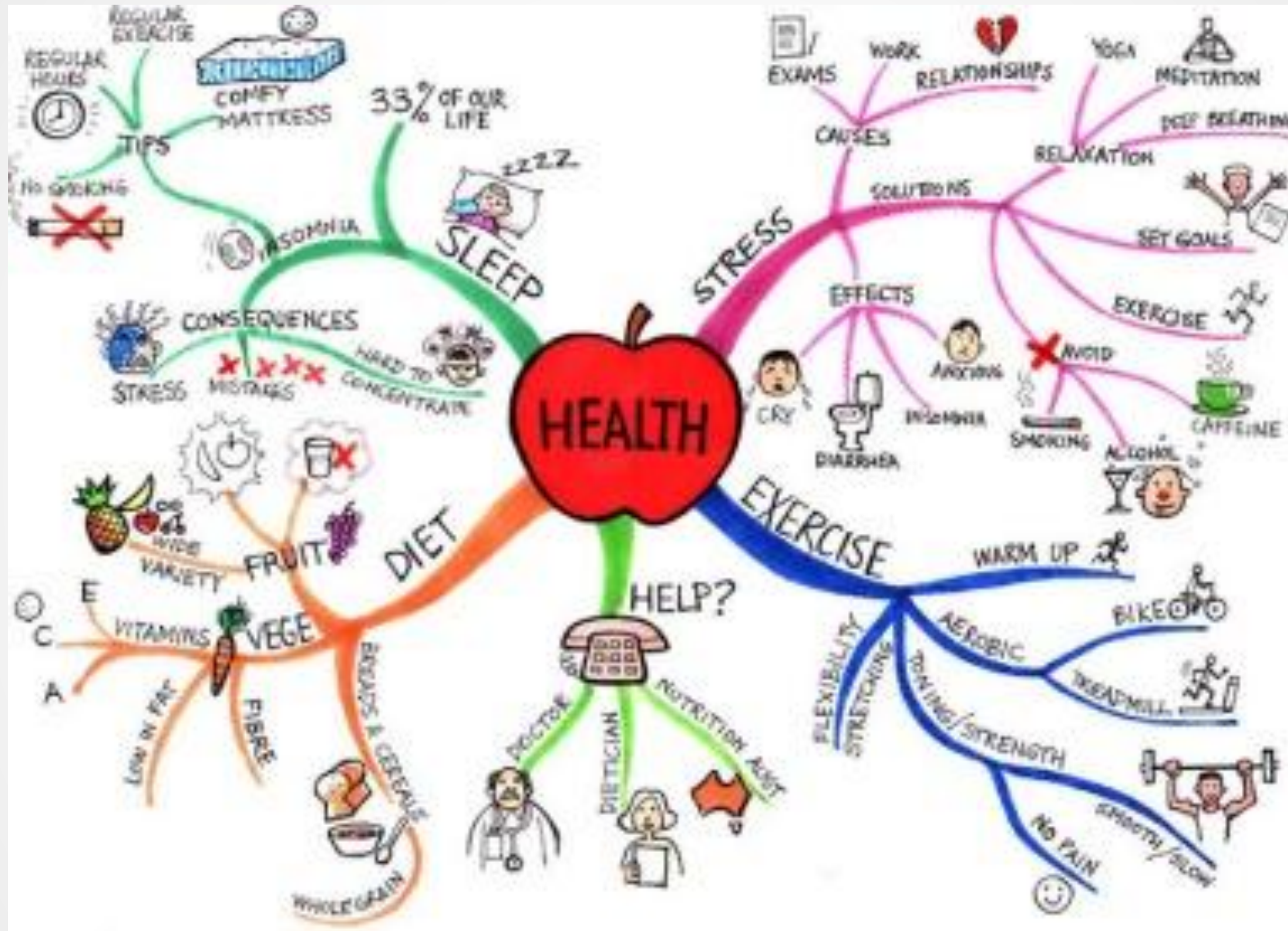


Chronic stress

Increases the body's inflammation levels

Shared Risk Factors





Create a Positive Impact

Clear, reasonable goals

Accountability

Obstacle identification / intervention

Collaborative problem solving

Recognition and rewards

Employee training / coaching

Positive, supportive work environment



Managing Employees Struggling
with a Mental Health Challenge

Undisclosed and/or Undiagnosed



Help Employees Manage Stress

- Develop mental health awareness
- Factor for detrimental life events
- Accommodate to achieve
- Embrace ADA for diagnosed, disclosed disorders

Scenarios

Consistent long-term employee who lives with an anxiety disorder

•With usual work/team:

•Effective

•Quality work

•Engages comfortably

•Faced with new work/team:

•Apathetic

•Late, lower-quality work

•Withdrawn






An employee's wife died after a short illness last June. They had been married for 24 years. He is finding it extremely difficult to cope without her.

He is disorganized and has not established any pattern in his life. He seems detached and doesn't join us for lunch anymore. I also noticed him staring into space frequently.

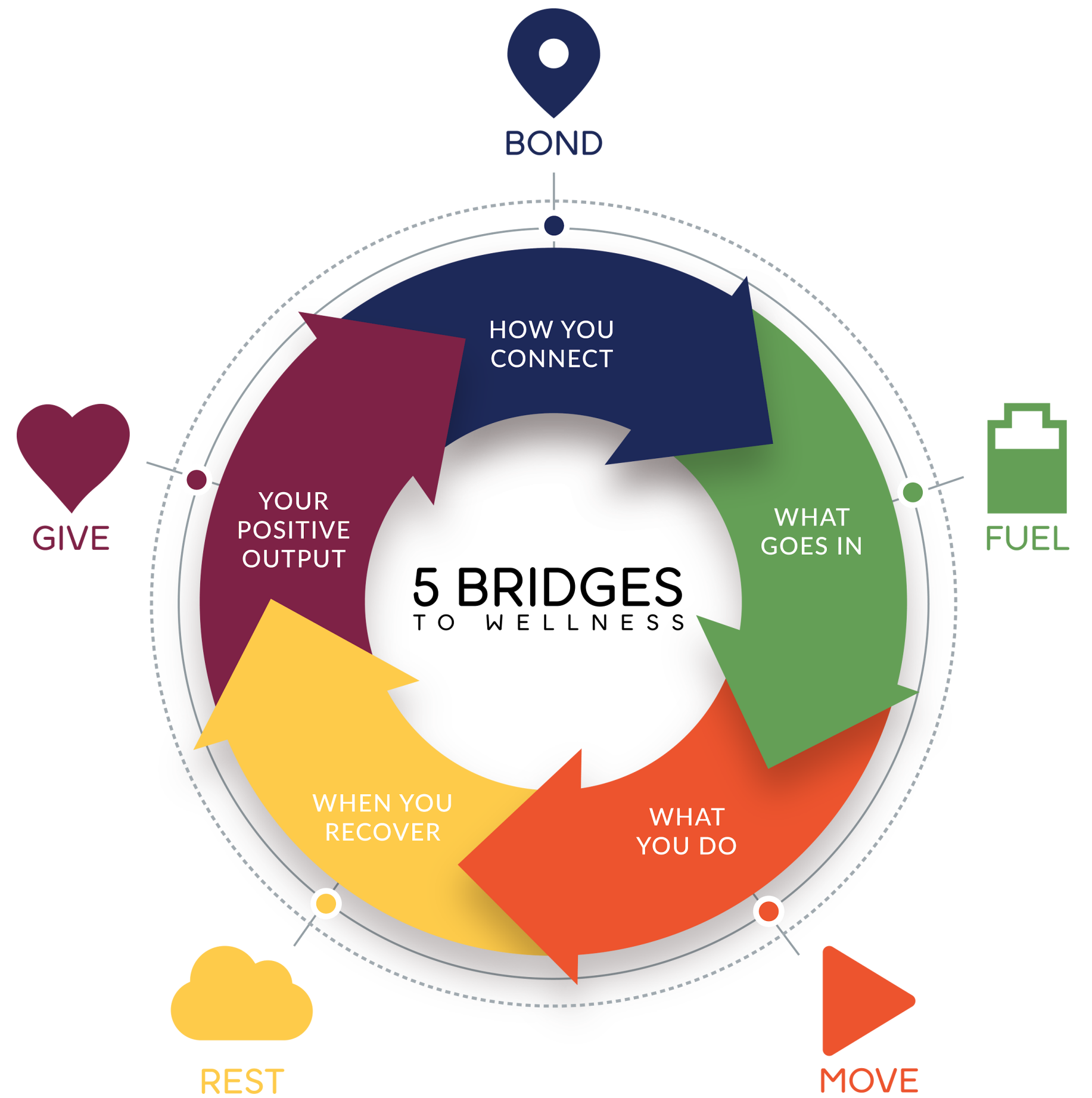
Your office is a busy and somewhat chaotic place. You are trying to move through the crowded and noisy reception area when you notice a member of the public standing in the middle of the area looking pale and distressed.

She is not someone you know, but she suddenly grabs at you, clutching her chest with her other hand. She sounds as though she is struggling to breathe. She manages to say, in a strangled voice, "Help me, the room is spinning!"

Accommodate to Achieve

-  Flexible schedules
-  Reduced distractions
-  Written directions
-  Regular feedback
-  Private space for break

Self-Care



“It’s amazing what focusing on wellness in a communitive setting can do for your heart, mind, and soul.”

—Wellness Participant

"The negative things I put in my body aren't just physical."

—Wellness Participant





Questions?

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