

# Mental and Emotional Health...AND YOU!

Stephen Gray



**Last 5 years: Change in Lifestyles, Political Discord, Organizational Distrust, Strained Relationships, Financial Worries, Impact of Social Media, Etc.**

## Where do we begin?

### The 7 Interconnected Dimensions of Wellbeing



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## 92%

Adults with mental disorders also have medical conditions<sup>1</sup>

## 87%

Of professionals surveyed say they have passion for their current job but 64 percent say they are frequently stressed, dispelling the myth that passionate employees are immune to stress or burnout.<sup>2</sup>



## 84%

Of millennials say they have experienced burnout at their current job, compared to 77 percent of all respondents. Nearly half of millennials say they have left a job specifically because they felt burned out, compared to 42 percent of all respondents.<sup>2</sup>

Source: 1 Cigna Behavioral Health Insights, Cigna Book of Business 01-01-20 through 12-31-20. Adults only.

2 Deloitte. Marketplace Survey, 2022. Workplace Burnout Survey. <https://www2.deloitte.com/us/en/pages/about-deloitte/articles/burnout-survey.html>

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91%

Of respondents say having an unmanageable amount of stress or frustration negatively impacts the quality of their work.<sup>1</sup>

12%

Percent of adults aged 18 and over with regular feelings of worry, nervousness, or anxiety.<sup>2</sup>



5%

Percent of adults aged 18 and over with regular feelings of depression.<sup>2</sup>

Source: 1 Deloitte. Marketplace Survey, 2022. Workplace Burnout Survey. <https://www2.deloitte.com/us/en/pages/about-deloitte/articles/burnout-survey.html>  
2 U.S. Department of Health and Human Services, 2022. National Health Interview Survey. <https://www.cdc.gov/nchs/data/nhis/earlyrelease/earlyrelease202204.pdf>

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## Understanding Mental Illness

Mental illnesses include many different conditions that vary in degree of severity, ranging from mild to moderate to severe.

Two broad categories can be used to describe these conditions.

### **Any Mental Illness (AMI).**

AMI encompasses all recognized mental illnesses.

### **Serious Mental Illness (SMI)**

SMI is a smaller and more severe subset of AMI.



Source: National Institute of Mental Health. [nimh.nih.gov](https://www.nimh.nih.gov)

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# Understanding Mental Illness

## Depression

A mood disorder that is marked by varying degrees of sadness, despair, and loneliness and that is typically accompanied by inactivity, guilt, loss of concentration, social withdrawal, sleep disturbances, and sometimes suicidal tendencies.<sup>1</sup>

## Mild depression

Is a normal condition, a sadness brought on by life's circumstances. Clinical depression, on the other hand, is a sadness so deep that it can lead to self-harm if left untreated.<sup>1</sup>



Sources: 1 Merriam-Webster.com Dictionary, Merriam-Webster

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# Stress vs. Anxiety

## Stress

Is generally a response to an external cause, such as public speaking, argument, danger etc.

### Fight or flight

Can be positive or negative  
Goes away once the situation is resolved.



## Anxiety

Generally internal—meaning it's your reaction to stress. Usually involves a persistent feeling of apprehension or dread that doesn't go away, and that interferes with how you live your life.

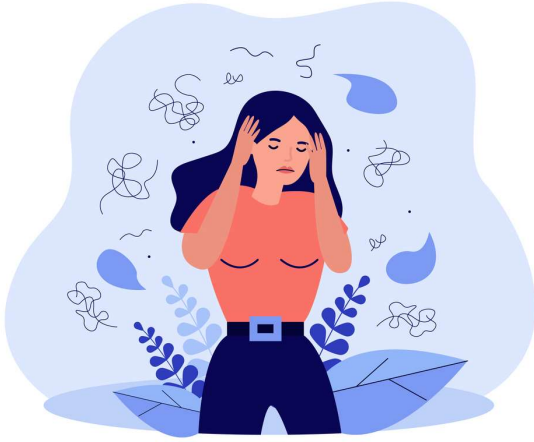
## Anxiety

**Medical term:** an abnormal and overwhelming sense of apprehension and fear often marked by physical signs (see next slide), by doubt concerning the reality and nature of the threat, and by self-doubt about one's capacity to cope with it.

Source: National Institute of Mental Health. nimh.nih.gov

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## Physical Effects on Your Body



### What happens when you experience stress and anxiety?

Over a 1,000 things happen inside your body: Heart rate, breathing, eyes dilate, liver secretes cholesterol, saliva glands, colder extremities, muscles tighten, blood pressure, loss of sleep, sweating etc.

Over time the physical effects can impact your immune and digestive/bowel systems, brain function and sensitivity to pain and much more<sup>1</sup>.

Longer term, the physical effects can lead to heart disease, stroke, respiratory disease, cancer, diabetes, obesity, and so much more...including early death

Source: 1 Derrow, Paula and Laube MD, Justin, November, 2022. How Stress Affects Your Body. <https://www.everydayhealth.com/stress/guide/effects-on-body/>

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## We are in the middle of a mental health pandemic



Some experts believe the past three years is going to impact us for the next 7-10 years or longer

**Lots of fears:** uncertainty and lack of trust are the 2 big triggers

**Long term fatigue:** constant bombardment of bad news by media and social media

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## Important Numbers to Know

**77%**

of employees have experienced burnout at their current job<sup>1</sup>

**75-90%**

of doctor visits are related to stress<sup>2</sup>

**99%**

of HR decision-makers said proactively managing employees' mental health is very much or "somewhat" a business priority in 2022.<sup>3</sup>

**93%**

of HR decision-makers say training is either very or somewhat important for managers and leaders.<sup>3</sup>



### Sources

1 Deloitte. 2022. Workplace Burnout Survey. <https://www2.deloitte.com/us/en/pages/about-deloitte/articles/burnout-survey.html>

2 "America's #1 Health Problem", The American Institute of Stress, 2018

3 "7 Trends that will Shape Workplace Mental Health in 2022", Unmind, 2022.

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## A mental health wave is here

- Healthcare workers are suffering at same rates as everyone else.
- Younger generations have a larger percentages of stress, anxiety, depression, addictions etc.
- The younger the generation the worse the stats are
- Ongoing, never-ending feeling of burnout
- Instant negative news globally



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## Generational Impact

**50%**

of millennials who have left a job was because of mental health issues<sup>1</sup>

**75%**

of gen z who left a job said it was because of mental health issues<sup>1</sup>



Source: Employer Health Benefits, 2021 Annual Survey. Kaiser Family Foundation. 2021

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## Mental Health Crisis Among Younger Generation

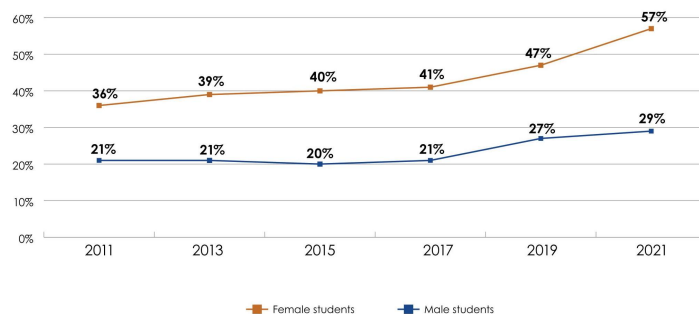
**60%**

U.S. teen girls reporting feelings of persistent sadness or hopelessness

**30%**

Of girls said they seriously considered attempting suicide, double the rate among boys and up almost 60% from a decade ago.

**PERSISTENT FEELINGS OF SADNESS OR HOPELESSNESS  
AMONG U.S. HIGH SCHOOL STUDENTS, BY SEX, 2011-2021**



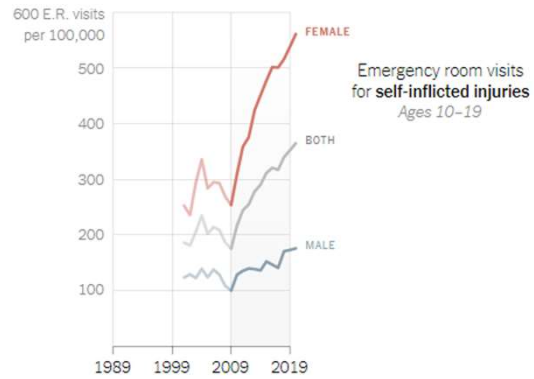
Source: Centers for Disease Control and Prevention, 2023. Youth Risk Behavior Surveillance System Early Data. <https://www.cdc.gov/nchhstp/newsroom/factsheets/healthy-youth/sadness-and-violence-among-teen-girls-and-LGBQ-youth-factsheet.html>

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## Mental Health Crisis Among Teens



Emergency room visits for self-harm by children and adolescents rose sharply over the last decade, particularly among young women.

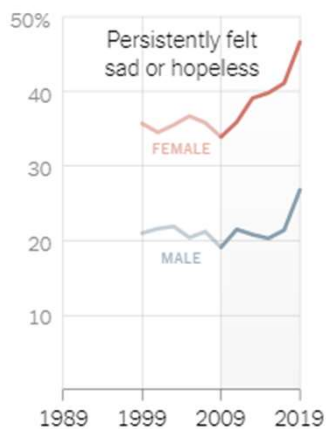


Sources

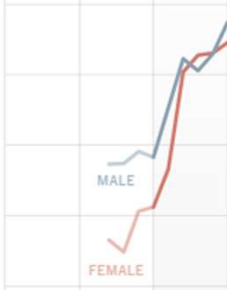
New York Times, <https://www.nytimes.com/2022/04/23/health/mental-health-crisis-teens.html>: April 24, 2022  
Center for Disease Control and Prevention

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## Mental Health Crisis Among Teens



Use a smartphone, tablet, computer or game console at least 3 hours a day, not including school work



Sources

New York Times, <https://www.nytimes.com/2022/04/23/health/mental-health-crisis-teens.html>: April 24, 2022  
Center for Disease Control and Prevention

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## Social media shifts people toward performance over connecting

People “became more adept at putting on performances and managing their personal brand—activities that might impress others but that do not deepen friendships in the way that a private phone conversation will....Once social-media platforms had trained users to spend more time performing and less time connecting, the stage was set for the major transformation, which began in 2009: the intensification of viral dynamics.”<sup>1</sup>

**Viral dynamics** = public likes, share, retweet other content

Source: 1 <https://www.theatlantic.com/magazine/archive/2019/12/social-media-democracy/600763/>



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## So, who is shaping your understanding of the world?

Is happiness defined from the outward or inward part of life?

In other words, what's most important...how I'm perceived or judged versus pleasure of doing a good job or by the act of doing something kind?

“I've learned that people will forget what you said, people will forget what you did, but people will never forget how you made them feel.” - Maya Angelou



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## How and where we communicate matters

“We’ve lost track of what’s personal and public and what’s acceptable speech where. That confusion happens in part because boundaries are so blurred everywhere.”<sup>1</sup>

### Public Coliseum vs. Private Setting



Source: 1 Wendy Brown, UPS Foundation Professor in the School of Social Science at the Institute for Advanced Study in Princeton, N.J.

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## How to control outbursts of anger

### Don't Freak Out (emotional flooding)

The experience likely involves the amygdala, the part of the brain that automatically produces basic emotional responses to outside signals, including danger.

**Metacognition:** becoming aware of your own feelings and observing them as impartially as you can. Doing so activates your executive function, so you can be less impulsive and more in control.

1. **Count to 30 (and imagine the consequences)**
2. **Observe your feelings**
3. **Write it down**



“When angry, count ten, before you speak. If very angry, a hundred.”  
– Thomas Jefferson

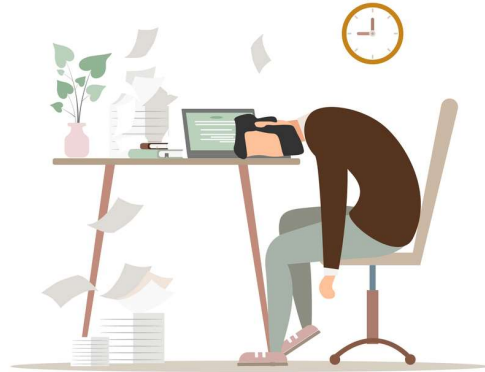
Source: <https://www.theatlantic.com/family/archive/2022/04/how-to-manage-emotions-and-reactions/629692/>

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## Detecting Signs and Symptoms in Others and Yourself

Everyone experiences and exhibits **mental and emotional issues** differently. Below are some **signs and symptoms** which might be indicators of a mood disorder.

- Exhaustion—constantly tired
- Social withdrawal
- Changes in mood, or the way they interact with others
- Noticeable change in motivation levels and concentration
- An inability to make decisions
- Lack of appetite
- Increased levels of smoking, drinking or use of recreational drugs



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## Nobody chooses or wants anxiety, depression or both

These nervous system reactions are from a combination of genetics, biology, environmental and psychological factors. People think it's their fault but it's not your fault. You can do something about it.

Thoughts	Emotions	Sensations	Behaviors
<ul style="list-style-type: none"><li>- "I feel fat."</li><li>- "I'm stupid."</li><li>- "Nobody likes me."</li></ul>	<ul style="list-style-type: none"><li>- Anxiety</li><li>- Depression</li><li>- Sadness</li></ul>	<ul style="list-style-type: none"><li>- Restlessness</li><li>- Body aches</li><li>- Headaches</li></ul>	<ul style="list-style-type: none"><li>- Drinking too much alcohol</li><li>- Eating unhealthy foods</li><li>- Distancing yourself from others</li></ul>

You lose perspective when you're depressed. You need others around you to encourage, challenge and care for you.

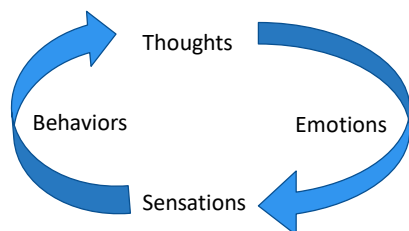
Source: Living with Anxiety and Depression, Dr. Elisha Goldstein, TBK/Circle Being, 2022

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## Be Sensitive to the Negativity Loop

It's like a roundabout but you can't get off. There can be deep seated triggers that could be small like an embarrassing event or something big like losing your job. All part of your thoughts, sensations, emotions and behaviors.

**Find New Routes:** Naming your cues (be aware!!!) and then make choices that bypass the negativity loop.



### Negativity Loop

Vicious cycle or loop that happens in your brain (thoughts, emotions, sensations and behaviors)

Source: Living with Anxiety and Depression, Dr. Elisha Goldstein, TBK/Circle Being, 2022

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Thoughts are powerful. In an instant, you can feel sadness and regret about the past, dread about the future, or uneasiness about the present moment.

Watch for thoughts that stress you out, make you pause, and leave you spinning.

Emotions are feelings that emerge from your thoughts. Emotions that can feed the negativity loop include sadness, loneliness, remorse, embarrassment, and shame.

The more you identify with these emotions, the more you may start believing them, even if they aren't true. So, pay attention to them.

Sensations can be tricky. Some people feel tightness in the chest. Others feel tired. Some people get hungry. Others stop eating. Tune into the sensations in your body and your responses to them.

These sensations may be signals that something is going on in your life that needs attention.

People feeling depressed or anxious often make choices in the moment to soothe their pain. They may overeat, drink too much alcohol, spend too much money, or turn to reckless behaviors.

Often, these short-term fixes create more long-term pain. These behaviors can feed the negativity loop by creating more negative thoughts and emotions.

Source: Living with Anxiety and Depression, Dr. Elisha Goldstein, TBK/Circle Being, 2022

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## Healthy Habits for You!

### Negative Unconscious Thoughts (NUTS)

"I'm not good enough", "I'm not smart enough", "I'm not worthy", "I always mess things up" etc.

Can you name the top 3-5 "NUTS" in your life?

### Awareness + Education = Prevention

- Look and listen from a 3<sup>rd</sup> party perspective
- Consider time perspective
- Practice Mindfulness (being in the present moment)
- Self Compassion (cut yourself some slack)
- Growth Mindset (rethinking failure as opportunities)



Source: Living with Anxiety and Depression, Dr. Elisha Goldstein, TBK/Circle Being, 2022

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## Healthy Habits for You!

- Be aware of signs and symptoms  
exhaustion, feeling negative, cynical or reduced work performance
- Practice regular self-care
- Physical activity
- Cultivate your relationships
  - In person or phone call
- Commit to continual learning
- Practice gratitude



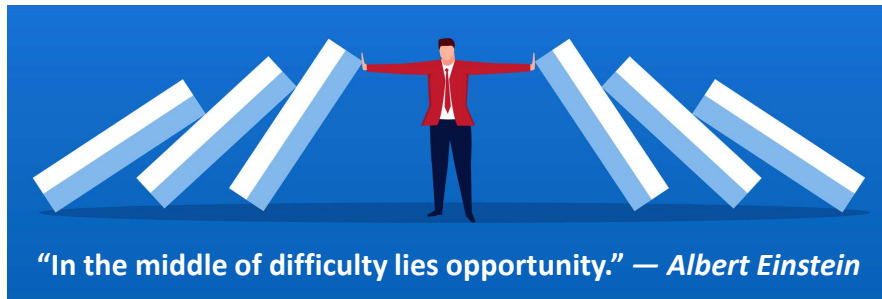
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## Healthy Ideas for You!

- Declutter your physical space
- Reduce information overload by limiting social media and other forms of media exposure
  - Take a 30 day fast from the technologies in your life that are optional
  - Choose one or two reliable sources you get your news from and only check them at a specific time each day



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***"In the middle of difficulty lies opportunity." — Albert Einstein***

***"The key is not to prioritize what's on your schedule, but to schedule your priorities."***  
— Stephen Covey, *author*

***"Breathe. Let go. And remind yourself that this very moment is the only one you know you have for sure."***  
— Oprah Winfrey

***"Rule number one is, don't sweat the small stuff. Rule number two is, it's all small stuff."***  
— Robert Eliot, *writer*

***"Suffering becomes beautiful when anyone bears great calamities with cheerfulness. Not through insensibility but through greatness of mind."***  
— Aristotle

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## Awareness and Importance of Resilience



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## More Healthy Habits for You!

Cultivate your relationships

### EMBRACE

- Hearing
- Touch
- Know and Be Known
- Show Compassion and Kindness



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## How can Human Resources Help?

Continue to invest in each dimension of wellness. Wellness benefits are central to a group's health plan strategy

**70%** of actions to improve health happen before sick patients seek care<sup>1</sup>

Mental health is just one part of overall wellbeing...and is not a short-term fix



Source: 1 McKinsey Global Institute, Good health is good business. Here's why. McKinsey, July 2020

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## How can Human Resources Help Others?

### Help reduce the stigma of mental health

"Stigma can produce feelings of worthlessness and lead to social isolation while social determinants of health (SDOH) like transportation access or income level can prevent consumers from seeking care." – Solome Tibebe, behavioral health strategist

**Stigma is the biggest barrier** (even after awareness and offering solutions)

Employers need to have a strategy of how they are going to address stigma and member engagement...typically through comprehensive yearlong wellness benefits.



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## How can Human Resources Help?

1. Be aware of signs and symptoms
2. Lead with empathy
3. Enhance health and wellbeing offerings (the wellness wheel—whole person)
4. Offer a variety of mental health solutions (On-demand curated content, counseling, Rx plan design etc.)
5. Accommodate people's needs the best you can
6. Help people set boundaries when working at home, embracing flexibility, hybrid models of work, boundaries with technology, don't think of work life balance but rather "balance" in life overall



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## Employee Burnout

### Evaluating your workplace

1. Are workloads reasonable?
2. Are responsibilities clearly documented for employees?
3. Do employees feel they have enough time to complete their work?
4. Do employees have a sense of ownership and control over their work?
5. Are employees included in discussions about how work is done and how important decisions are made?
6. Do employees have a say in how they do their job?
7. Is there respect among peers and between teams?
8. Do employees receive recognition for their efforts and accomplishments?
9. What mental health resources or support is available to help managers support their staff?
10. How are you supporting your middle managers?

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## How do we move from treatment and intervention to prevention?

- People need to be empowered by knowledge
- Establish trust and certainty within your organization
- Organizations need to grow in trust and flexibility
- Communicate that you care and why you care....all of the time
- Talk about the hard things of life...stress, conflict, pregnancy, parenting, addictions, sleep, etc.



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## Helpful Resources

National Institute of Mental Health  
<https://www.nimh.nih.gov>

Mental Health First Aid  
<https://www.mentalhealthfirstaid.org>

Mental Health America  
<https://screening.mhanational.org>

Project Healthy Minds  
<https://projecthealthyminds.com>



DEPRESSION TEST +	POSTPARTUM DEPRESSION TEST (NEW & EXPECTING PARENTS) +	ANXIETY TEST +
PSYCHOSIS TEST +	BIPOLAR TEST +	EATING DISORDER TEST +
PTSD TEST +	PARENT TEST: YOUR CHILD'S MENTAL HEALTH +	YOUTH MENTAL HEALTH TEST +
ADDICTION TEST +	PRUEBA DE DEPRESIÓN (DEPRESSION TEST—SPANISH) +	TEST DE ANSIEDAD +
WORKPLACE MENTAL HEALTH SURVEY +		

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Thank you!

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