



Let's Talk About Workplace Mental Well-being!

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BHR BUREAU OF
HUMAN
RESOURCES

citystrong

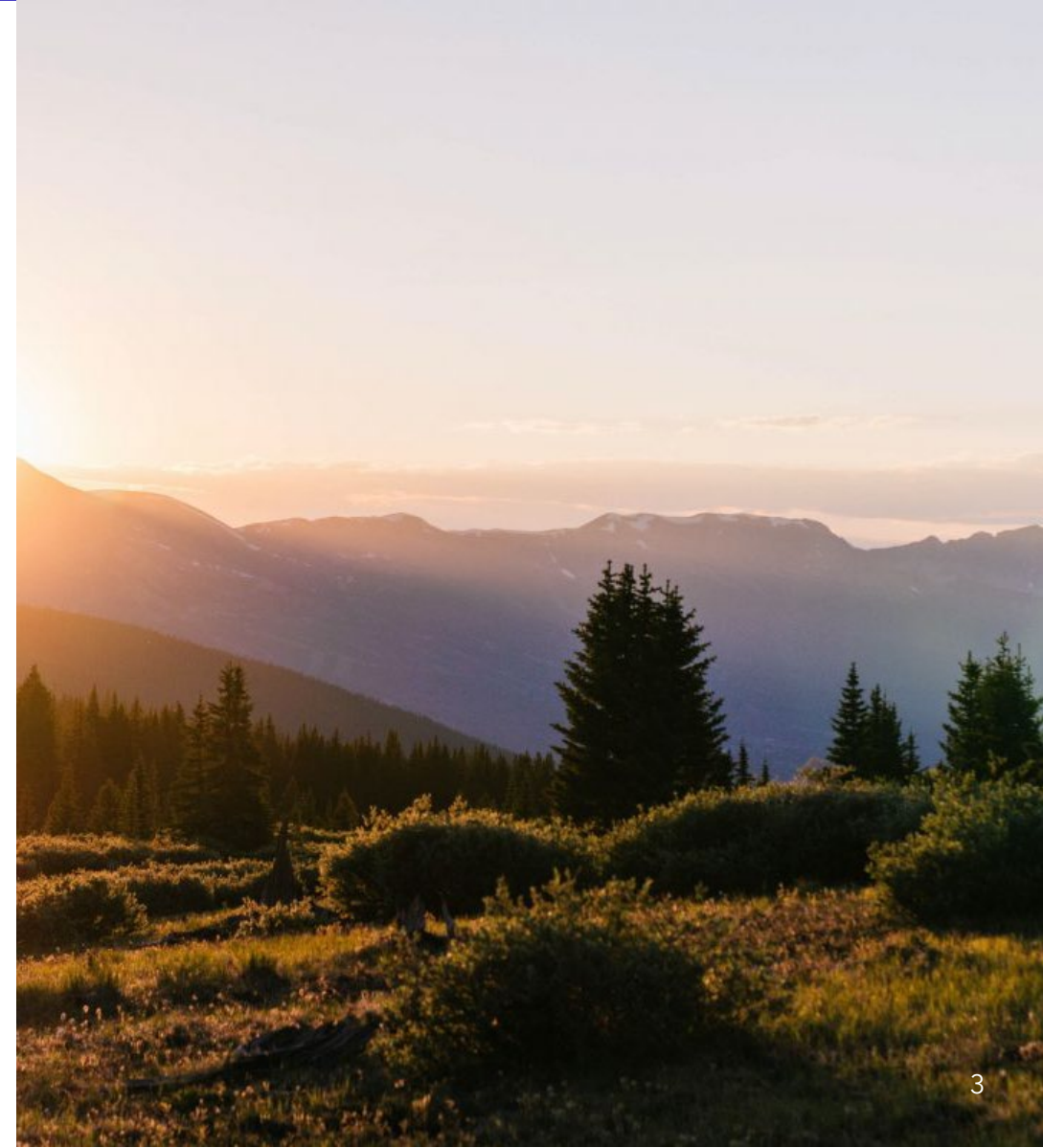
Agenda

- Understanding mental well-being in the workplace
- How to support someone in a mental health crisis
- Practice Hard Conversations
- Employee Assistance Program: Tools and Resources



Self-Care and Confidentiality

- Today's presentation may bring up strong feelings. Please feel free to take steps to care of yourself. If you need to step out of the room or take a break, please do so.
- If someone shares a personal experience, please keep that information private.



Mental Health Quiz

- How many **people** in the US will experience a mental health crisis every year?
1 in 5, 1 in 7, or 1 in 10
- What proportion of people with mental health problems believe that workplace stress contributed to their illness?
1 in 4, 3 in 5, or 2 in 3
- Which American president(s) struggled with a mental health condition?
Martin Luther King, Jr., George Washington, Winston Churchill, Abraham Lincoln

A dark silhouette of a person's head and shoulders is shown in profile, facing left. Inside the head, there is a complex, tangled web of white lines, resembling a scribble or a neural network, which symbolizes mental health or cognitive processes. The background is a solid teal color.

Mental health is a state of mental well-being that enables people to cope with the stresses of life, realize their abilities, learn well and work well, and contribute to their community.

World Health Organization

Mental Health Statistics In US

Nearly 1 in 5 US adults 18 or older reported a mental illness in any given year¹

76% of US workers reported at least one symptom of mental health condition²

81% of workers reported that they will be looking for workplaces that support mental health in the future³

¹ Learn about mental health CDC.

² Mind Share Partner's 2021 Mental Health at Work Report

³ APA's 2022 Work and Well-being Survey results

What to do in a Mental Health Crisis

1

Assess for risk of suicide or harm

2

Listen without judgment

3

Give reassurance and information

4

Encourage appropriate professional help

5

Encourage self-help and other support strategies

What to do in a Mental Health Crisis

- Warning signs:
 - Talking or writing about death, dying, or suicide
 - Threatening to hurt or kill themselves
 - Showing anxiety or agitation
 - Being unable to sleep or sleeping all the time
 - Feeling trapped, like there is no way out
- How to Approach:
 - Speak in a calm, non-accusatory manner
 - Appear confident, like a duck on a pond: Calm on the surface, but “paddling hard” internally to determine next actions.
 - Instill hope by asking about long-term plans or goals and letting them know that the feeling doesn’t last forever.

What to say (not to say)

- Don't say:
 - "You really need to talk to a professional about that."
 - "You'll get over it. Just don't worry about it."
 - "The way you're handling this isn't healthy."
 - "Stop feeling sorry for yourself."
 - "I know how you feel."
- Say:
 - "I'm here for you if you want to talk. There are also people who are trained to help you work through these feelings."
 - "You are not alone."
 - "I care about you and I've noticed a change in____(mood, eating, exercising, etc.). "
 - "You're important to me."
 - "Come talk to me anytime."

Ask the hard questions



- Are you thinking about killing yourself?
- Are you thinking about suicide?

IF YES

- Have you thought about how you would kill yourself?
- Have you decided when you would do it?
- Have you done anything to get the things you need to kill yourself?

IF YES

- **Call 911. Tell the dispatcher that the person is at risk for suicide. If available, ask for a mental health crisis professional.**
- Connect the person to appropriate professional help.

Scenario 1

Corey's story:

Corey is a 17-year-old in 12th grade. Corey is a quiet person, but he has gradually built his trust in you and has been enthusiastic about trying new things to build up his skills in readiness to work. For some weeks he was eager to show you any homework he had completed from your previous session.

Over the past two weeks, he has become very negative about his homework, his friends, and life in general, and much less willing to participate in any activities with you. This week when he shows you his homework, you notice multiple scars on his arm, some healed or partially healed, and some which appear to be recent injuries.

Valerie's Story:

You have been living with your roommate Valerie for more than a year. Valerie, Dave (your other roommate), and you all live in a spacious apartment and get along well. You didn't know Valerie from before but met her through Dave and agreed on her moving in when your old roommate moved out. Valerie is a talented Graphic Designer and works for a marketing company in the city. You all share a refrigerator and pantry, so although you don't always eat together, you are pretty aware of who is eating what and when. You noticed fairly soon into Valerie moving in that she appears focused on her weight. Valerie also has some odd behaviors around food. She always reads the ingredients very carefully and when she makes dinner, things have to be arranged just so. She usually laughs it off as "part of her quirky personality". One night, you come home late and she is crying on the couch. You sit down and talk with her and she shares a story about her older brother who was killed in Iraq when she was 6. They were very close and sometimes she has nightmares about it.

Scenario 2

Employee Assistance Program



EAP offers support to employees and dependents struggling with personal and work-related problems.



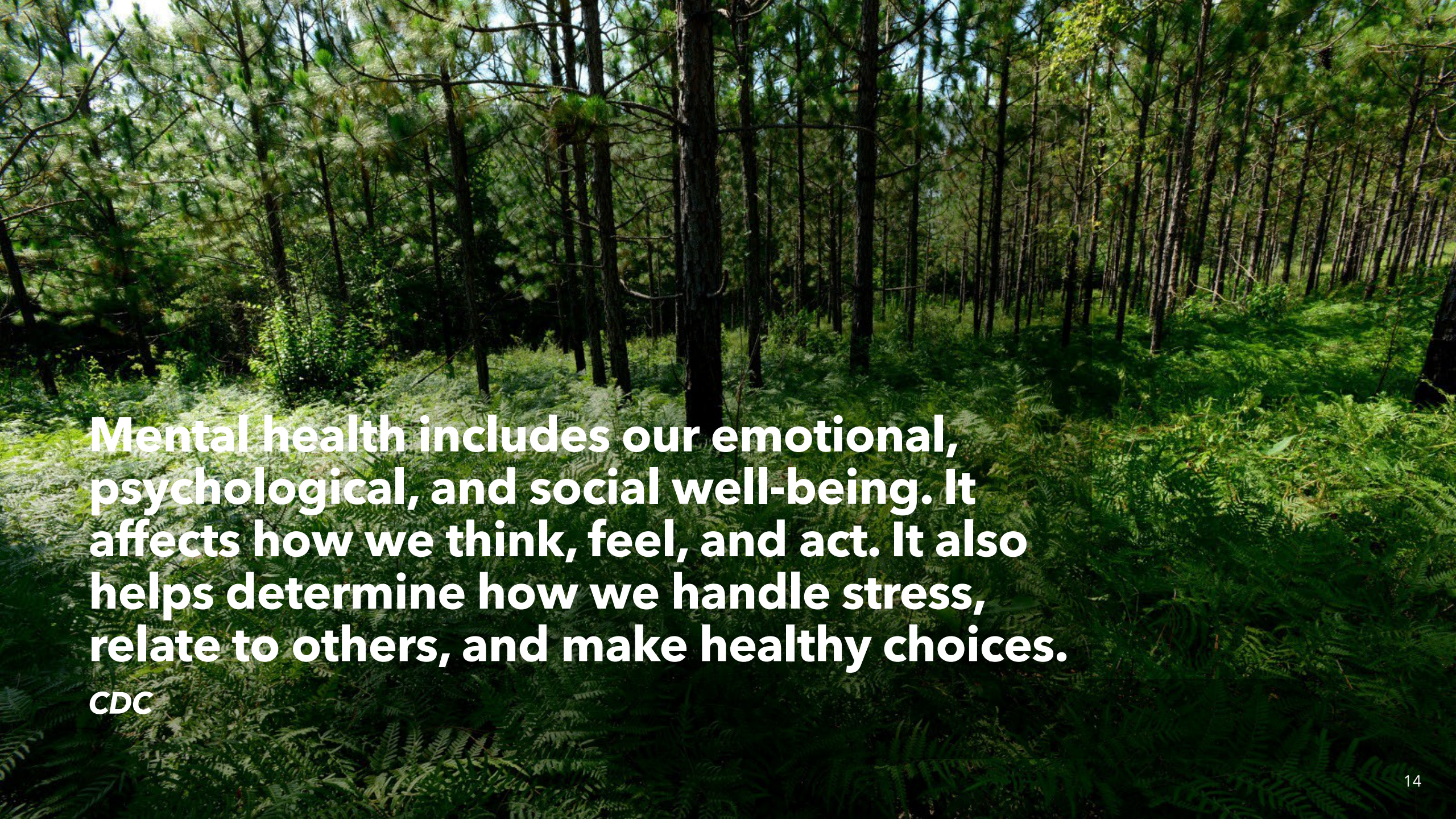
Support can be counseling, referrals, or follow-up services.



Help with finding resources for work-life balance



Offers managers and supervisor training on available EAP services and general workplace resources.



Mental health includes our emotional, psychological, and social well-being. It affects how we think, feel, and act. It also helps determine how we handle stress, relate to others, and make healthy choices.

CDC

Takeaways



PROVIDE TOOLS AND
RESOURCES FOR SOMEONE
IN CRISIS



PRACTICE HARD
CONVERSATIONS



LEAN INTO EAP AND
VENDOR PARTNERS

Mental Health Resources

- [988 Suicide and Crisis Lifeline](#) - 988
- [NAMI Multnomah HelpLine](#) - For help navigating resources, 1.503.228.5692
- [Suicide LifeLine](#) - Call 1.800.273.8255 (24/7)
- [YouthLine](#) - Call 1.877.968.8491 (24/7)
- [Text teen2teen](#) to 839863 - Teens are available to help daily from 4 p.m. - 10 p.m. (adults are available by phone at all other times)
- Surrounding Portland Metro Area County Crisis Supports
 - [Clackamas County | Mental Health Services](#) 24/7 Crisis Line - (503) 655-8585
 - [Clark County | Crisis Services](#) 24/7 Crisis Line - 1 (800) 626-8137
 - [Columbia County | Mental Health Support](#) - 24/7 Crisis Line (503) 782-4499
 - [Multnomah County | Behavioral Health Crisis Intervention](#)- 503-988-4888
 - [Washington County | Crisis Services](#) 24/7 Crisis Line - (503) 291-9111
 - [Yamhill County | Crisis Services](#) 24-Hour Crisis Line - 1 (844) 842-8200
 - [Skamania County | Behavioral Health](#) 24-Hour Crisis Line - (509) 427-3850

Thank you

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