

“Warming Up” to Support Mental Health in the Workplace

Supporting Insulation Workers through
Mental Health Awareness and Suicide Prevention

Susie Arbo MS LPC CRADC



**Women In
Insulation**

**Cares about
YOU!**





I'm Susie Arbo

- Licensed Professional Counselor
- Professional & Motivational Speaker
- My mission is to get the word out about mental health to the masses
- Goal Setter & Animal Lover
- Group Practice Owner



Country Crossroads Counseling



- Group private practice
- Speaking engagements
- Company trainings
- Tele-Health
- Specialty counseling
- Animal Assisted Therapy
- Individual therapy for all ages
- Couples counseling





**Are there
any NFL fans
here?**

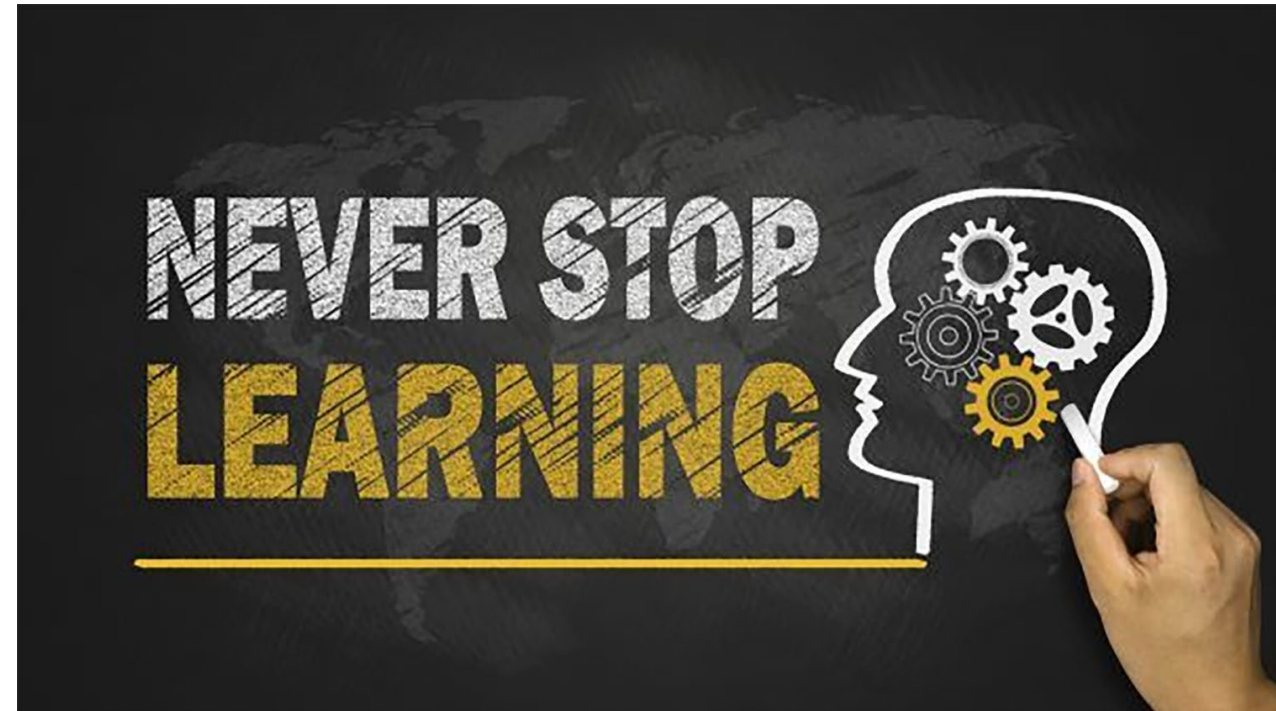
13 years in the
NFL

Kansas City
Chiefs started
my speaking
career



What are we going to talk about today?

- State of wellness and mental health in the insulation field today
- Early warning signs that someone is experiencing challenges
- Coping skills
- Taking care of the leader
- Questions and answer section

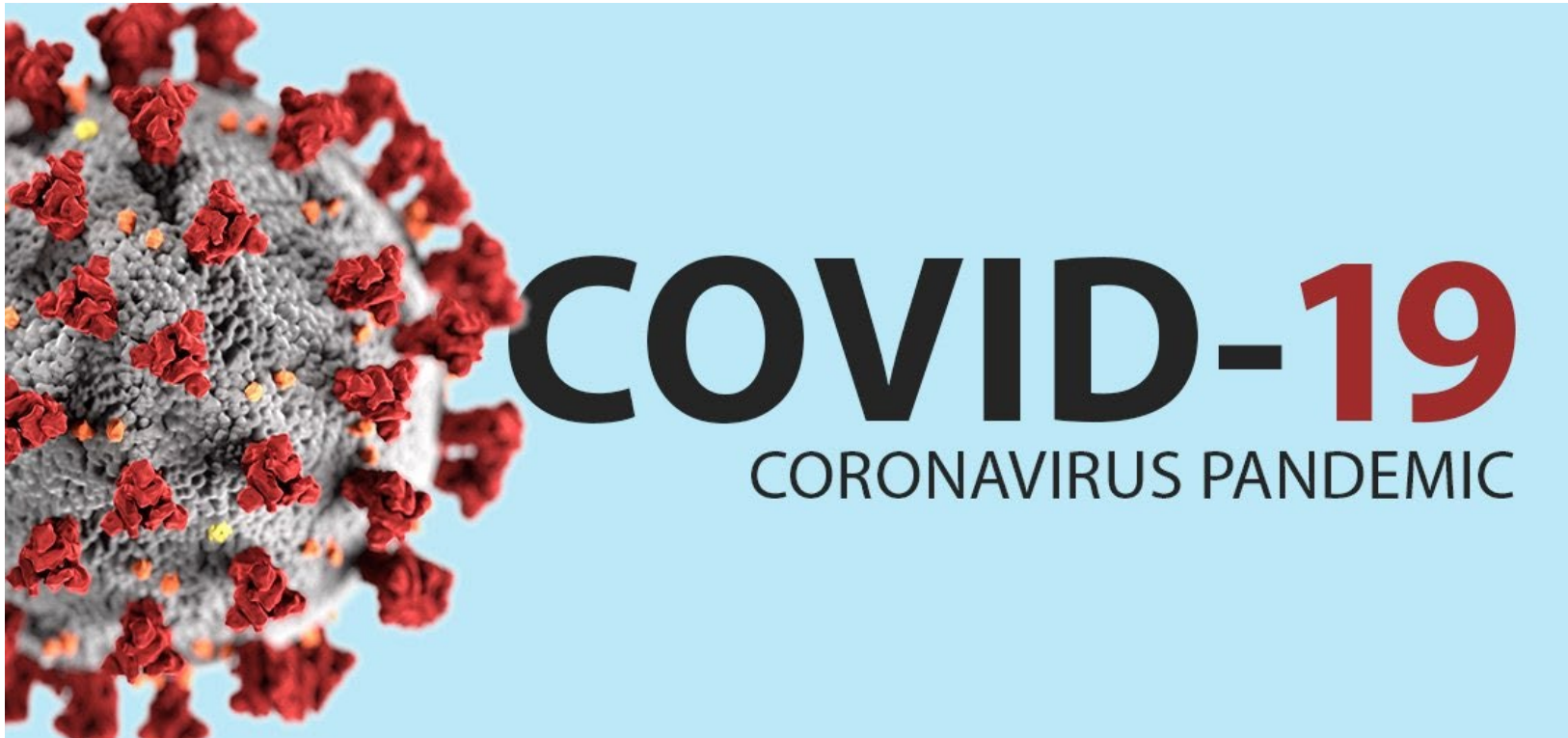




Core Beliefs

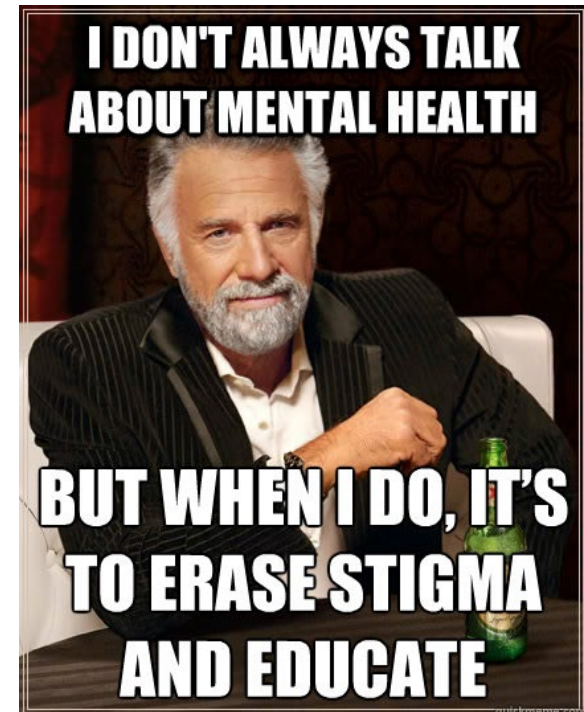
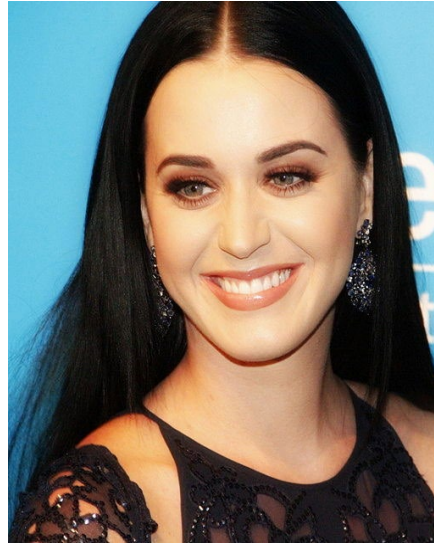
Who raised you has a whole lot to do with how you behave today!

STILL DEALING WITH THE AFTERMATH Affected Everyone's Mental Health



THE ONE GOOD THING...

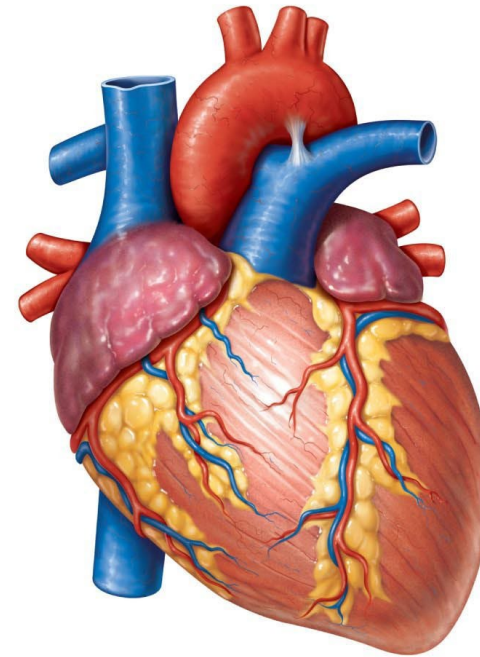




A Toothache....



**Our “mental” health is just as
important as
our “physical” health!**



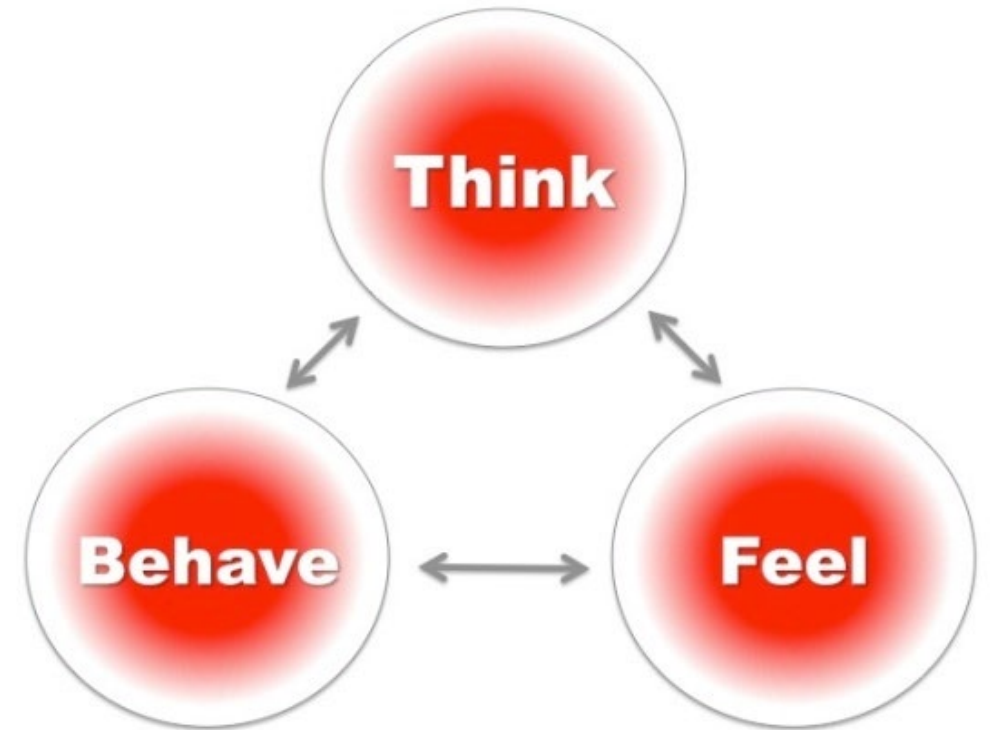
Mental health and **mental illness** are not the same. Mental health affects all people, while only some experience diagnosed mental illnesses.

MENTALLY WELL can recognize their potential to cope with stressors.



Mental health in the workplace

- 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.
- Mental health is important at every stage of life, from childhood and adolescence through adulthood.



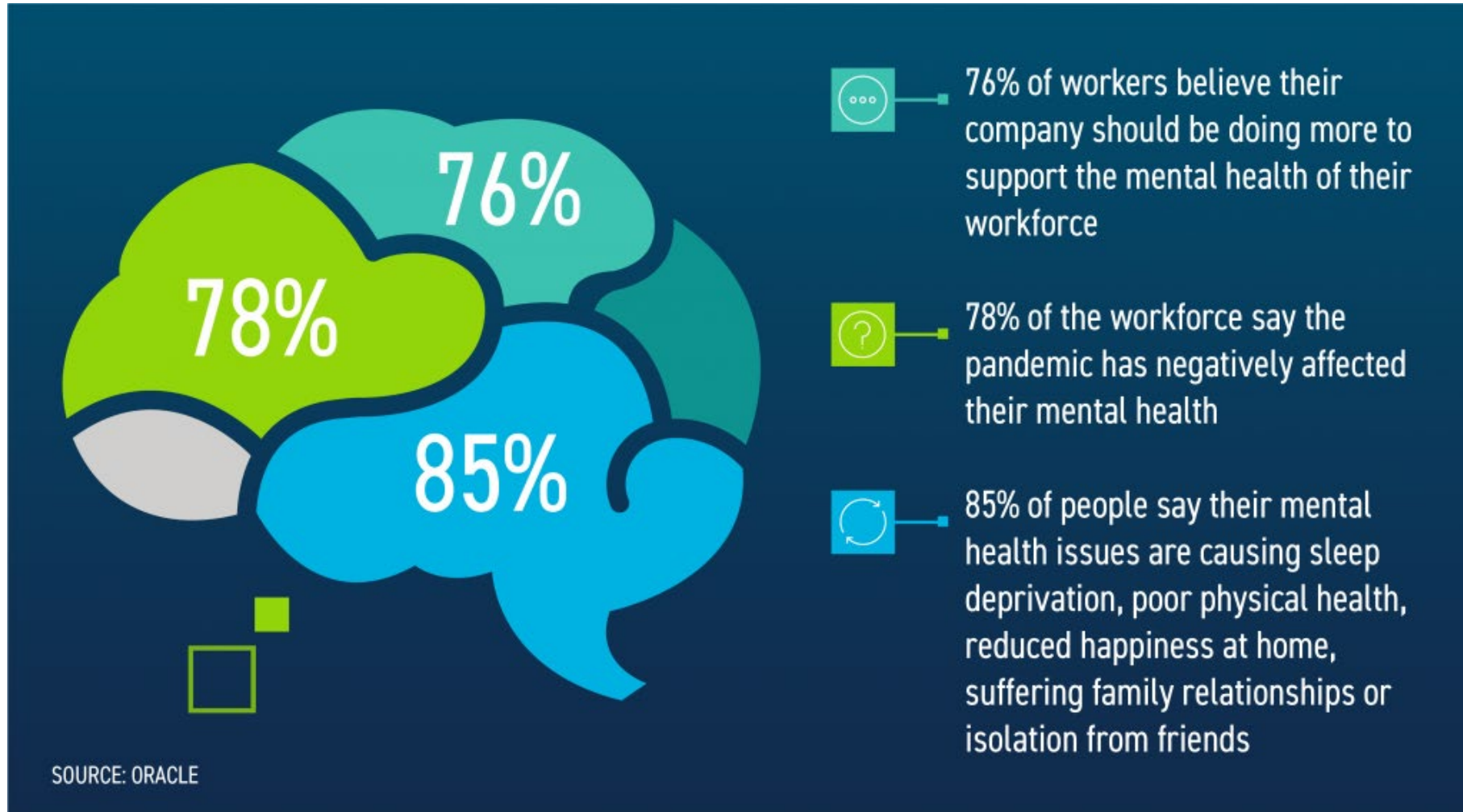
People who don't “feel” good mentally



- Disengaged employees
- Poor communication
- High turnover
- Safety liabilities
- Poor job performance
- Low productivity
- Poor decision making
- Decreased profits
- Increased absenteeism



A recent study reported



77% of people said that they have experienced burnout in their current job!

Burnout



Burnout is **a form of exhaustion caused by constantly feeling swamped**. It's a result of excessive and prolonged emotional, physical, and mental stress. In many cases, burnout is related to one's job.

Burnout happens when you're overwhelmed, emotionally drained, and unable to keep up with life's demands.



What does burnout look like?

- Every day is a “bad” day
- Feel like nothing you do is appreciated
- Not sleeping well
- Can’t tell one day from the next
- Feeling unconnected from your work
- Lack of interest in your work any more
- Work performance is dropping
- Feel exhausted all the time
- Increased use of drugs or alcohol as a way to get through the day
- Hard to concentrate



The “GREAT RESIGNATION”



STRESS



It's a progression

**The truth of
it is...**

**We have all lost someone to
suicide**





Coworkers will be the FIRST in line to notice when someone isn't feeling ok

That makes them a valuable person who can save a life which means,
education is everything



The Statistics

- Suicide is the 10th highest leading cause of death for all ages— nearly 41,00 every year **but construction workers are at a greater risk of suicide than the average worker**
- In 2017, nearly 38,000 people of working age (16-64) died by suicide, **a 40% rate increase in less than 20 years**
- Men out-pace women in suicide deaths four-to-one
- The 2nd highest leading cause of death in men 25-54 years of age is suicide
- An occupation in the construction industry falls within the top **nine fields** at risk for suicide
- Construction workers are four times more likely to die by suicide than other professions as compared to the general population



Per the CDC

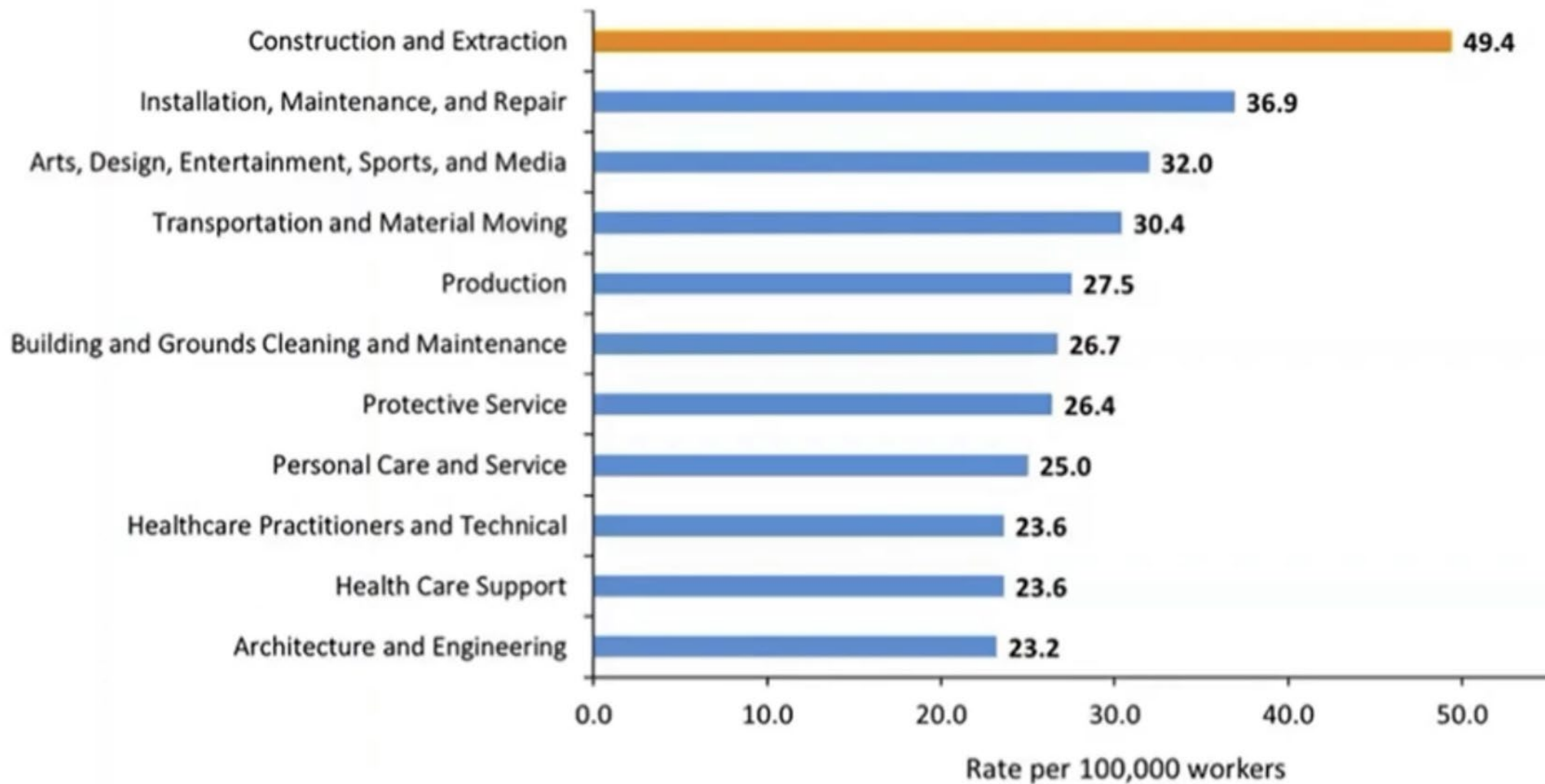


The Construction Industry

- **MALE** construction workers have a suicide rate 65% higher than all U.S. male workers
- Loses **1,000** workers a year from accidents
 - Falling
 - A trench collapsing
 - Being electrocuted
 - Hit in a construction zone
- **5,500** a year to suicide
- Daily we will lose 1-2 to accidents and **10-15** that will take their lives



Suicide rates among male U.S. workers, by major occupation group, 2016



Source: CDC MMWR – Suicide rates by major occupation group –32 states, 2016. <https://www.cdc.gov/mmwr/volumes/69/wr/mm6903a1.htm>



Your fine, put your game face on!





It's hard work!

- Physically Straining
- Psychologically Straining
- Shame and Fearlessness
- Sleep Disruption
- Cyclical Work Season
- Working in tough conditions
- Bullying
- Undiagnosed Issues



DRUGS, ALCOHOL & OPIOID ABUSE

Around 15% of all construction workers in the United States have a substance abuse disorder compared to 8.6% of the general population of adults, according to data from the National Survey on Drug Use conducted by the Substance Abuse and Mental Health Administration.





EARLY WARNING SIGNS



Higher attempt rates

- Depression
- Anxiety/PTSD
- Schizophrenia
- Borderline Personality Disorder
- ADHD
- Substance Abuse
- Bipolar Disorder
- Past Trauma
- OCD
- ODD
- Genetic
- LGBTQ (not a disorder)



You are not alone!



Anxiety

- Worrying all the time
- Worst case scenario
- Over thinking
- Avoiding situations
- Being self conscious
- Stomach aches/headaches
- Trouble concentrating

Depression

- Sadness
- Crying
- Hopelessness
- Loss of interest in things
- Low self esteem
- Suicidal thoughts





In at least 90% of people, suicidal thoughts and feelings arise from disturbances in brain chemistry.



Paying attention

Identify Verbal Warning Signs

- Talking about feeling hopeless or lost
- Talking about feeling trapped or stuck
- Talking about being a burden
- Talking about being isolated
- The words can be masked...
 - “I just can’t take this anymore.”
 - “What is the point?”
 - “May as well end it.”

Identify Non-verbal Warning Signs

- Behaving overly agitated or anxious
- Undergoing severe mood swings
- Not showing up on time or at all
- Odd behavior
- Increased use of drugs or alcohol
- Withdrawing or isolating themselves
- Odd behavior as in giving things away things

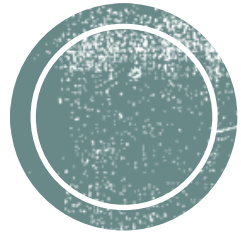


- Being fired
- A recent or unwanted move
- Loss of a major relationship
- Death of a loved one/friend



- Trouble with the law
- Anticipate loss of financial security
- Fear of becoming a burden to others
- A serious or terminal illness
- Physical pain





Its important to know

If someone has a plan, intent to act, or the means to do it, they need help right away don't wait. Call 911 or take them to the local ER.

GATEKEEPER

1. ASK QUESTIONS!
2. Persuade and keep them safe.
3. Connect them to help.

**You are about
to become a
Gatekeeper
with
3 steps!**



Asking

- Are you feeling overwhelmed?
- You have been through so much, sometimes when people have been through so much pain, they can't take it any more. Have you thought this way?
- Do you ever wish you could go to sleep and never wake up?
- I have noticed things are different for you, and you seem like your not yourself. Have you been thinking about harming yourself?
- Are there things in your life that are too hard to handle?



What you are not doing...

Putting the idea of suicide
in their head.

They have already thought
about it or not.

That is a myth that keeps
people from talking about it
with others.



How NOT to ask the suicide question

- “You OK?”
- “You aren’t thinking of killing yourself, are you?”
- “You wouldn’t do anything stupid, would you?”
- “Suicide is a dumb idea.
You wouldn’t do that, would you?”



Listen and Respond

Learn Appropriate Responses

- “Would you like to tell me more about what you are going through?”
- “I am so glad you reached out to me.”
- “Thank you for trusting me.”
- “Do you want to look into getting help?”
- **“You are not alone.”**



LISTEN



- Listen to the problem and give them your full attention.
- Remember suicide is not the problem, only the solution to a perceived unsolvable problem.
- Do not jump to judgement; that stops conversation.
- Not the time for advice.
- Offer hope of any kind.
- Remember feelings **ALWAYS** change.



Some ways to be effective!

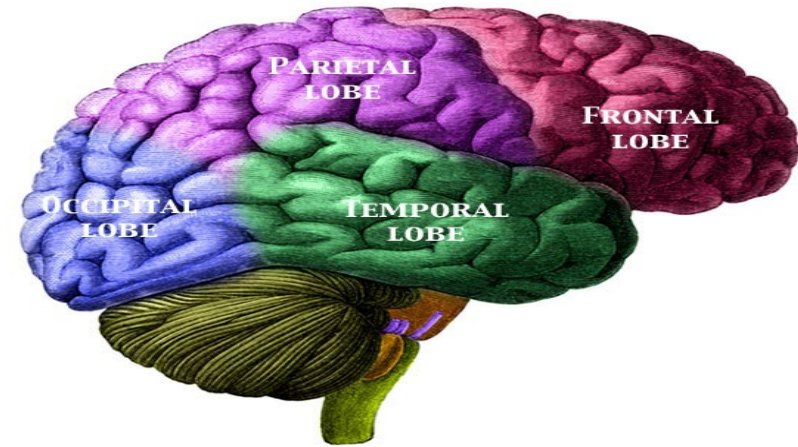


- Say “I want you to live; I’m on your side. We’ll get through this!”
- Get others involved. Ask the person who else might help family, friends, brothers, sisters, pastors, or doctors. Join a team.
- Follow up with a phone call, visit or text. Let the person know how much you care about what happens to them. Caring may save a life.
- Have a plan and your people should know who they talk to and who you can refer out to.
- Call or text 988.



The Good News!

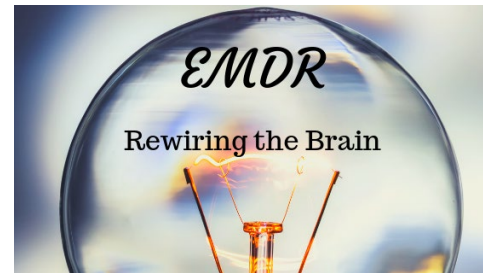
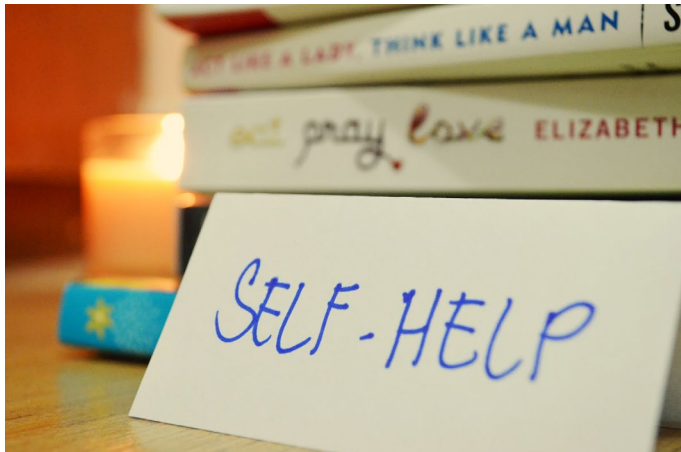
- The world is changing.
- We know that treatment saves lives.
- We are learning to talk comfortably about mental health and suicide.



Neuroplasticity
==
Ability to rewire brain



What can we do?



**When you plant the seeds
that you care, it provides
hope and hope will
save a life.**





A HAPPY, HEALTHY LIFE

**Go to work,
happy, come
home
happy...repeat**

Let your people know
that you care about
their mental/emotional
health

One of the biggest
protective factors



What can you do to help?

- Find ways to make your team feel supported, cared for, connected to, ask how people are.
- Create support that prioritizes wellness and mental health.
- People will stay more for a positive workplace culture that cares about them over the pay.
- Provide education to your field.
- Post on social media about mental health.



What can your company do?



- Speak up! Tell people “Its OK to not be OK.”
- Psychological safety.
- Provide ongoing trainings in small intimate groups.
- Communicate with them why this is important and how much you care about them.
- Hang posters about mental health.

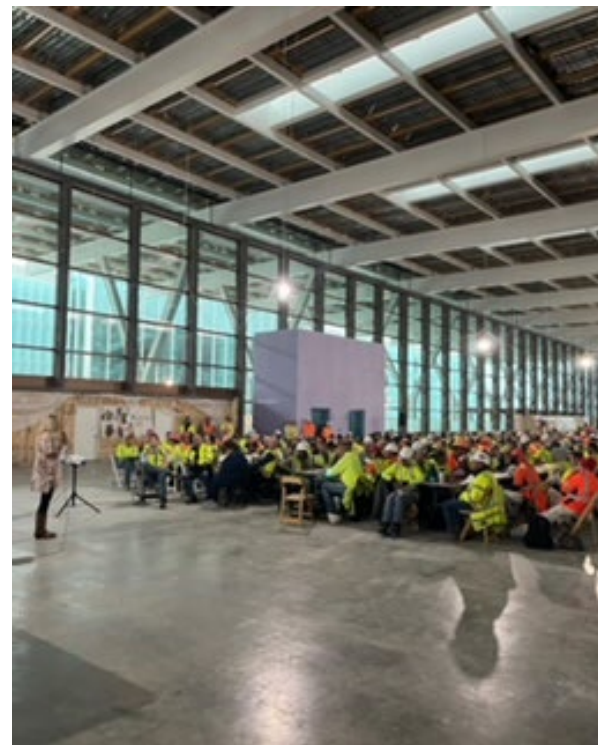


What can your company do?

- Partner with a local therapy group that you can get your employees in if needed
- Educate them on their benefits or employee assistance programs
- Start somewhere! Assign a team who cares to initiate it.
- May is Mental Health Month! September is Suicide Awareness month, Perfect time to post about it on social media

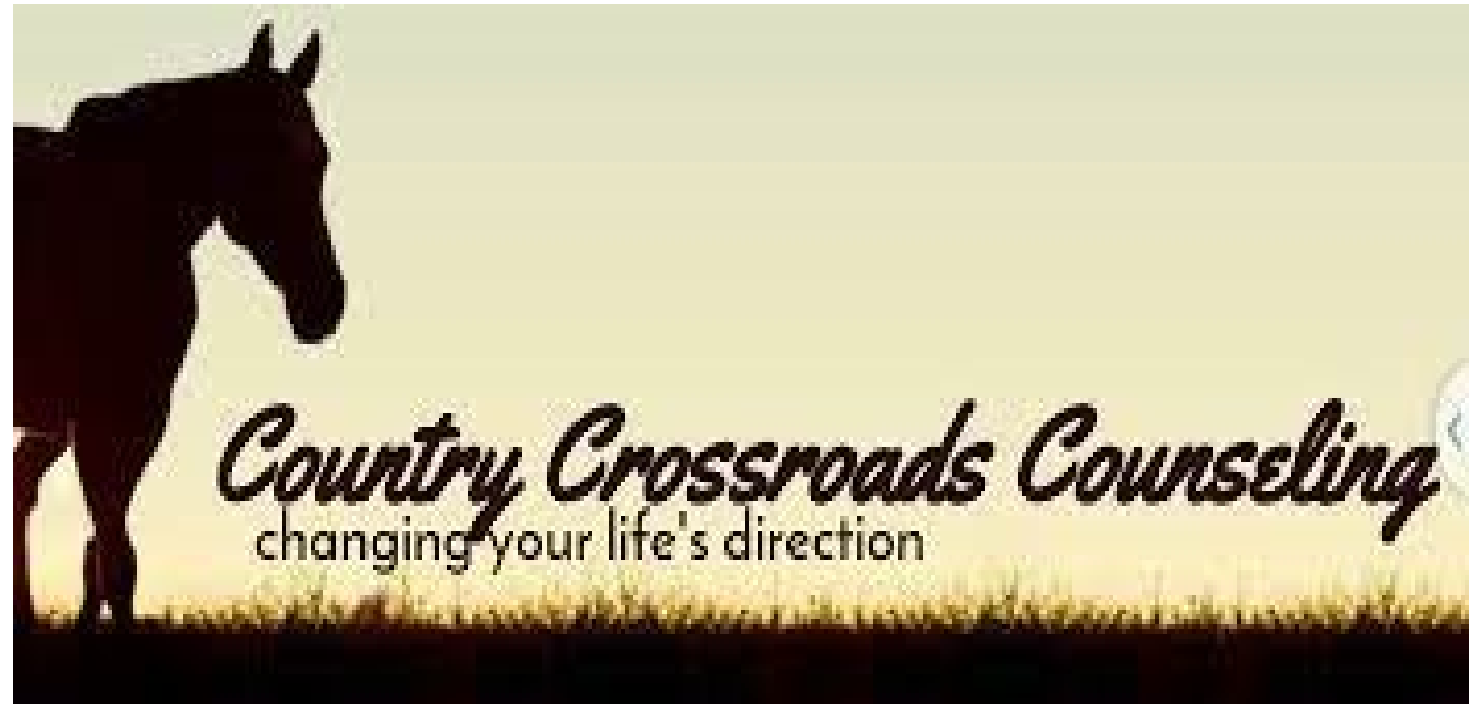


Provide Training



Workplace Culture of CCC

- We want people to stay long term
- 1 on 1's, rounding
- Monthly buddies
- Photo shoots
- Trainings
- Community events
- Group me app
- Birthday bash
- Monthly consult group
- Give people a role to grow into



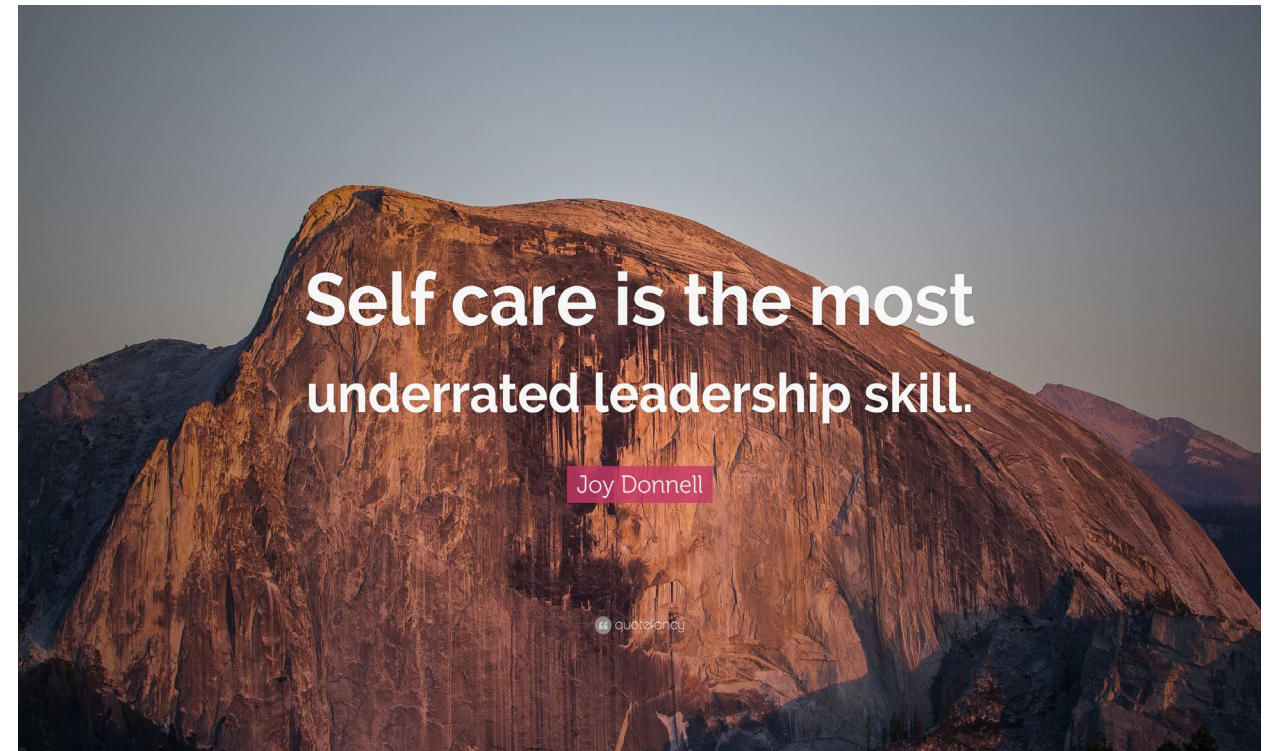
Taking Care of YOU!

Strategies to be your best SELF!

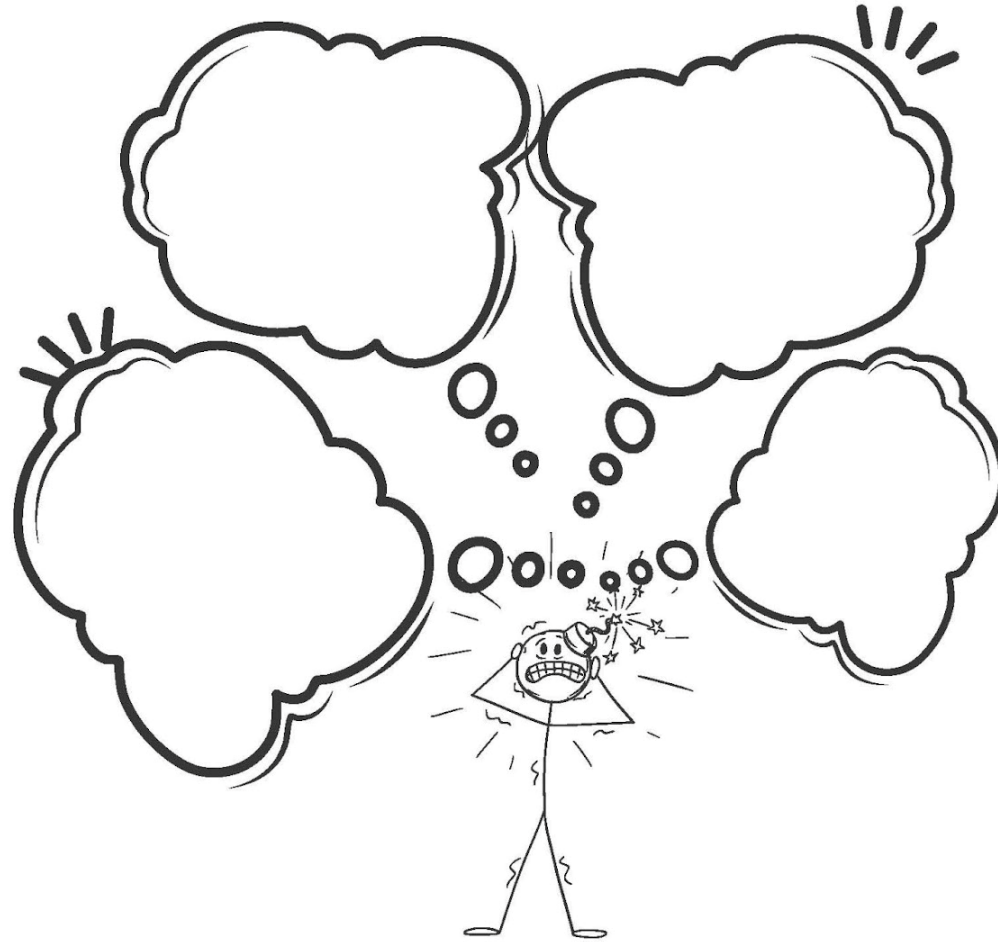


Taking Care of YOU!

- It can be a lonely job!
- Everyone expects you to have it all together.
- You can't pour from an empty cup.
- Self care for 5-30 minutes a day
- Prioritize work life balance: Be an example.



What's Stressing You Out?



Country Crossroads Counseling

Susie Arbo

countrycrossroadscounseling.com



Stress Activity

1. Think about one thing that is currently “stressing you out!”
2. Is it in your control or out of your control?
3. Rate it on a scale or 1-10.
4. What is one small thing you could do to reduce that stressor?



10 Overwhelmed

9

8

Emotional

**“We shouldn’t say
everything we think”
Susie Arbo**

7

6

5

4

3

Logical

2

1

Calm, happy



Coping Skills



**Deep breathing:
1 big, 2 baby, out slow
4,7,8**

Take a BREAK!

Feelings always change.



POSITIVE DISTRACTION

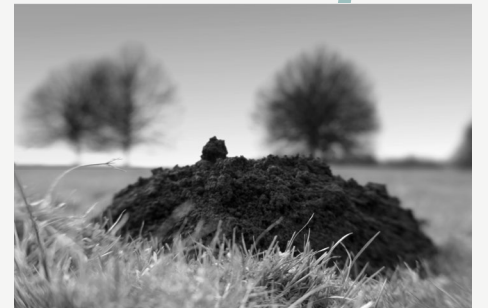
- Do a hobby you enjoy
- Take a break
- Go for a walk in nature
- Love on a pet
- Listen to music
- Do art
- Watch a video
- Learn something new
- Journal
- Take a bath or shower
- Read
- Play a game



Change your perspective!

- 5 min, 5 hour, 5 week or 5 year problem?
- Will this make the 6:00 pm news?
- 85% of the things we worry about will never happen!
- Come up with a solution to try
- Are you making a mountain out of a mole hill?

5



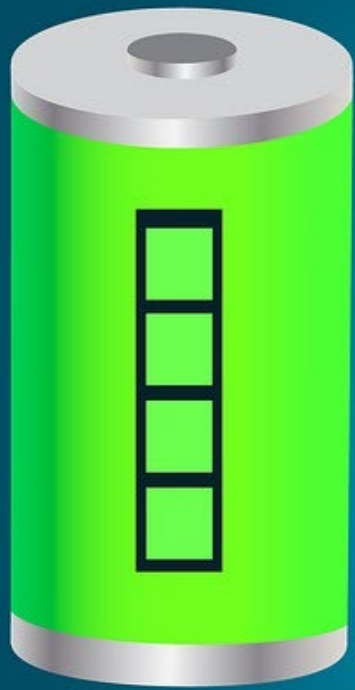
Thought Stopping: CHANGE THAT 2nd THOUGHT “NOT HELPFUL”



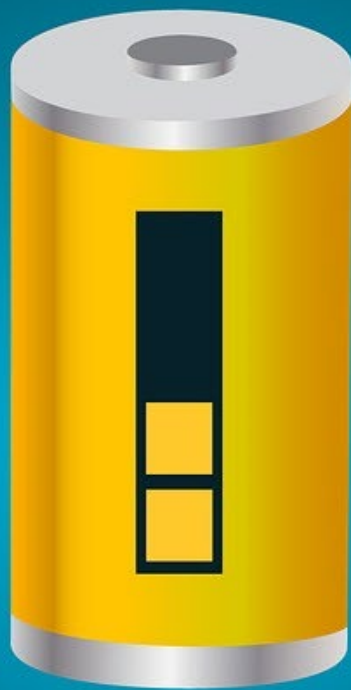
SELF-CARE

Self Care: the practice of taking action to preserve or improve one's own health. The practice of taking an active role in protecting one's own well-being and happiness, in particular during periods of stress.

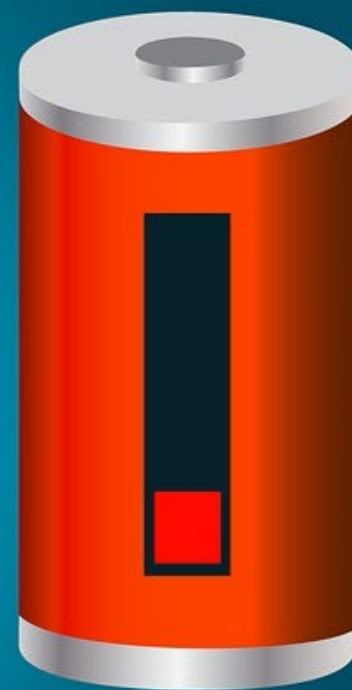




100%



50%



25%



Health & Wellness Wheel



Group Discussion:

Describe your top strategies for your own health and wellness as a leader.



Leadership: It's the greatest thing you will ever do!

- Don't take things personally
- It has nothing to do with us
- You care so much
- Negative vibes
- "Its truly a gift!"



PERSONAL DEVELOPMENT IS KEY!

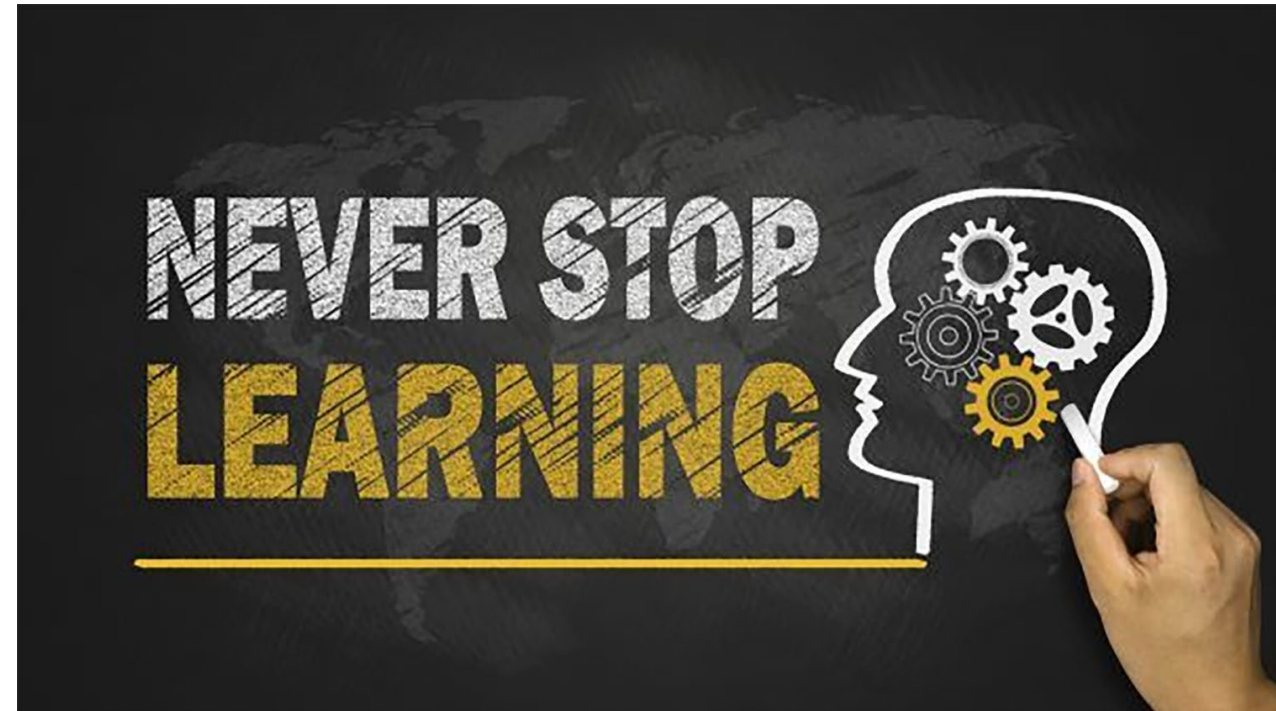


**You will only gain
in life if you keep
learning and
investing in
yourself!**



What did we cover?

- State of the wellness and mental health
- Early warning signs that someone is experiencing challenges
- What you can do to support your people
- Coping skills
- Positive workplace culture





Set some goals!

Write down something you took from today.



**Thank you for what
you do, its such
valuable and
important work!**

Q and A



Thank you

Stress reduction
Positive workplace culture
Suicide prevention and mental health
Leadership
Conflict resolution/communication



Don't be a stranger! Follow us on FB!

I travel everywhere to connect and speak to people!

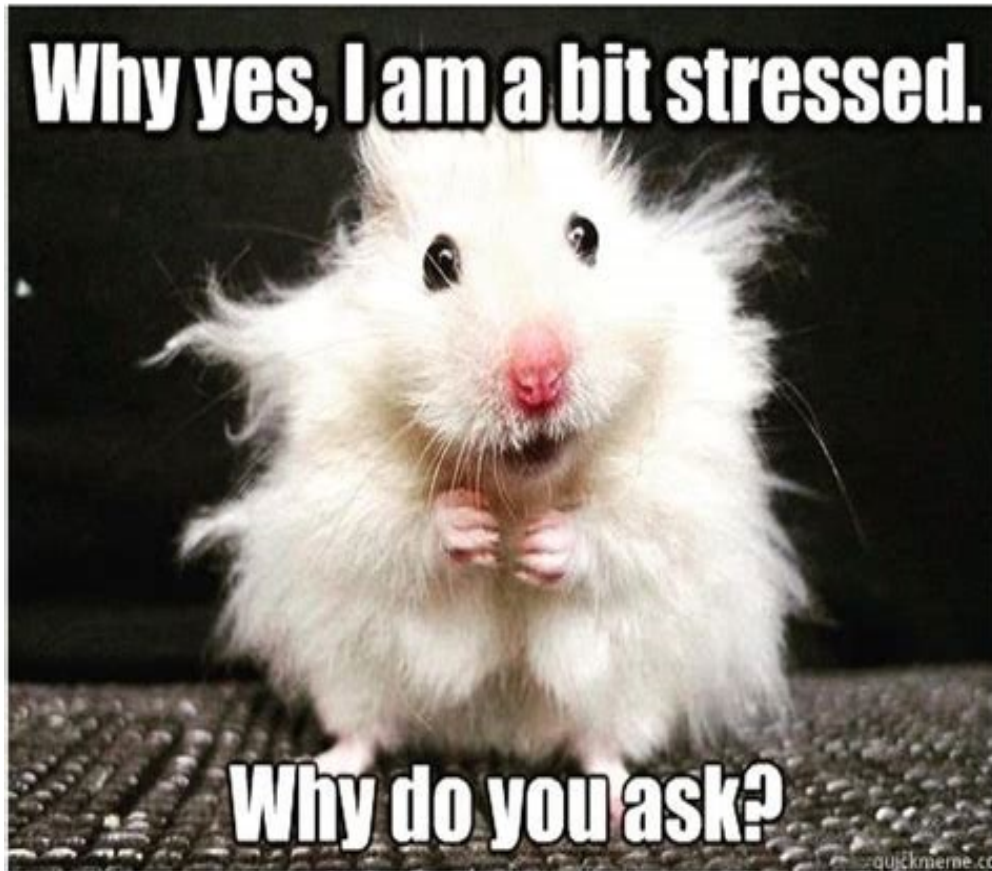
Susie Arbo, Country Crossroads Counseling

BOOKS

- Trust and Inspire
- The Six Habits to Growth
- Mindset
- Crucial Conversations
- Find Your Why



ENDING A 14 HOUR WORK DAY LIKE THIS...



sometimes i feel like i have my life together and then im like

wow

that was a really nice 45 seconds





SEPTAGON
CONSTRUCTION

They are normalizing conversations around mental health and encouraging employees to seek help when they need it.

Country Crossroads Counseling sees their employees and their families. Paid for sessions

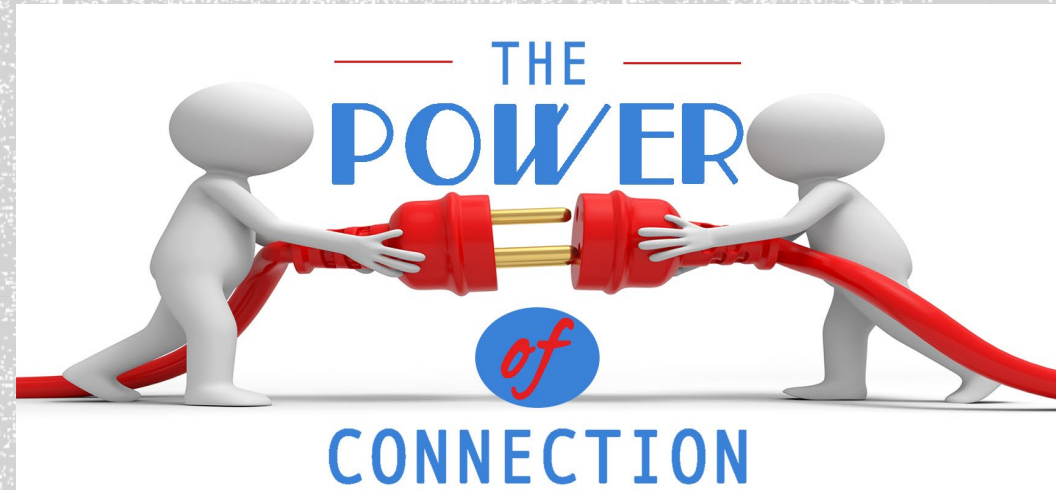
Encourage employees to talk about mental health from the top down.

Providing company trainings on a variety of topics relating to their emotional and mental health. Stress, mental health, suicide prevention, leadership, positive workplace culture

Next up finances and relationships



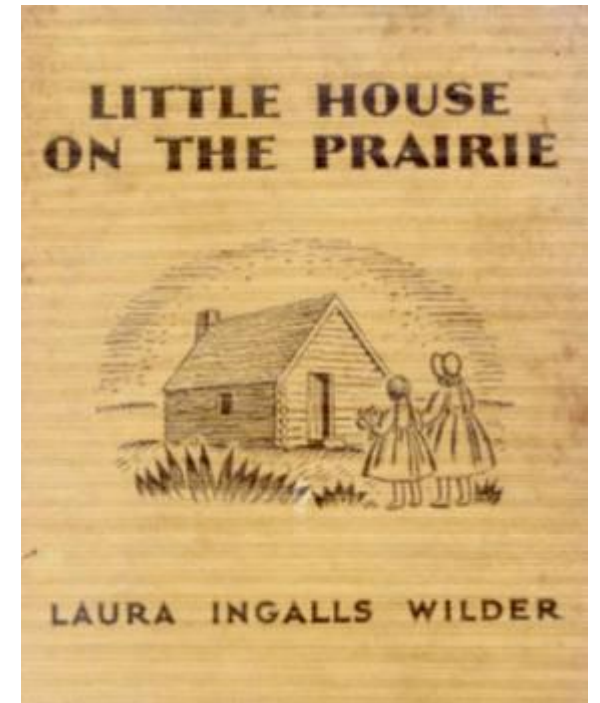
Your turn



- Name
- How long you have been in your role
- Favorite part of your job!



Syverson Family farm, Walnut Grove, MN



Kingsville, MO

