

# TRIGGER WARNING






# The Mental Health Imperative for Extraordinary Leaders



Prioritizing Self-Care  
and Building a Supportive Workplace Culture





Check in on those  
around you.



x

#YouAreNotAlone

# OBJECTIVES

- Key components of mental health and its importance in the workplace.
- Discuss definitions and examples (for instance) of joy, grief, and trauma.
- Use mindfulness and creative expression techniques to manage stress and trauma.
- Apply assessment tools to evaluate workplace mental health.

# OBJECTIVES

- Recognize the impact of global events on workplace mental health
- Evaluate the role of organizational leadership in building and maintaining mental wellness and a positive culture
- Develop a comprehensive wellness plan
- Identify resources relevant to your particular organizational situation

# Impact on Mental Health

World Health Organization and Observations

## Individual psychological and biological factors

- Emotional Intelligence
- Social Interactions
- Substance Abuse
- Genetics (DNA) / Epigenetics (Gene Expression)

## Exposure to unfavorable social, economic, geopolitical, and environmental circumstances

- Poverty
- Violence, local, national, and international
- Inequality
- Environmental Deprivation


## Risks from all stages of life

“a condition that exists when a population has experienced multigenerational trauma resulting from centuries of slavery and continues to experience oppression and institutionalized racism today.”

POST TRAUMATIC SLAVE SYNDROME (PTSS)

# Mental

**Health** is a  
state of well-being  
that enables us to  
cope with the  
stresses of life,  
realize our  
abilities, learn well  
and work well, and  
contribute to our  
community



**Emotional, Social  
& Psychological  
Well-Being**





# **“Inside Out” Activity**

Why

Vs.

What

TRAUMA



TRAUMA





Acute



T R A U M A





Chronic



TRAUMA



Complex

T R A U M A

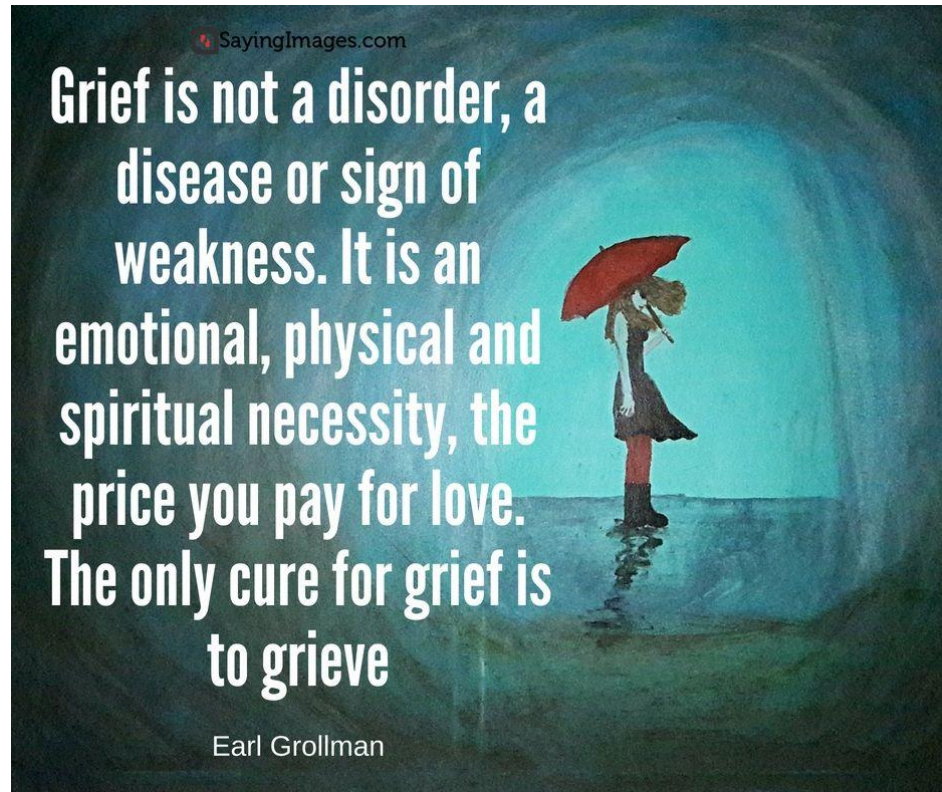
# HHS WORKPLACE LANDSCAPE

76%

of respondents reported at least one symptom of a mental health condition, an increase of 17 percentage points in just two years.



# GRIEF



- TRAUMA

- Acute,
- Chronic
- Complex-

Something that happened to you or a catastrophic event.

- Grief is a loss.

# GRIEF



- T R A U M A

- A c u t e ,

- C h r o n i c

- C o m p l e x -

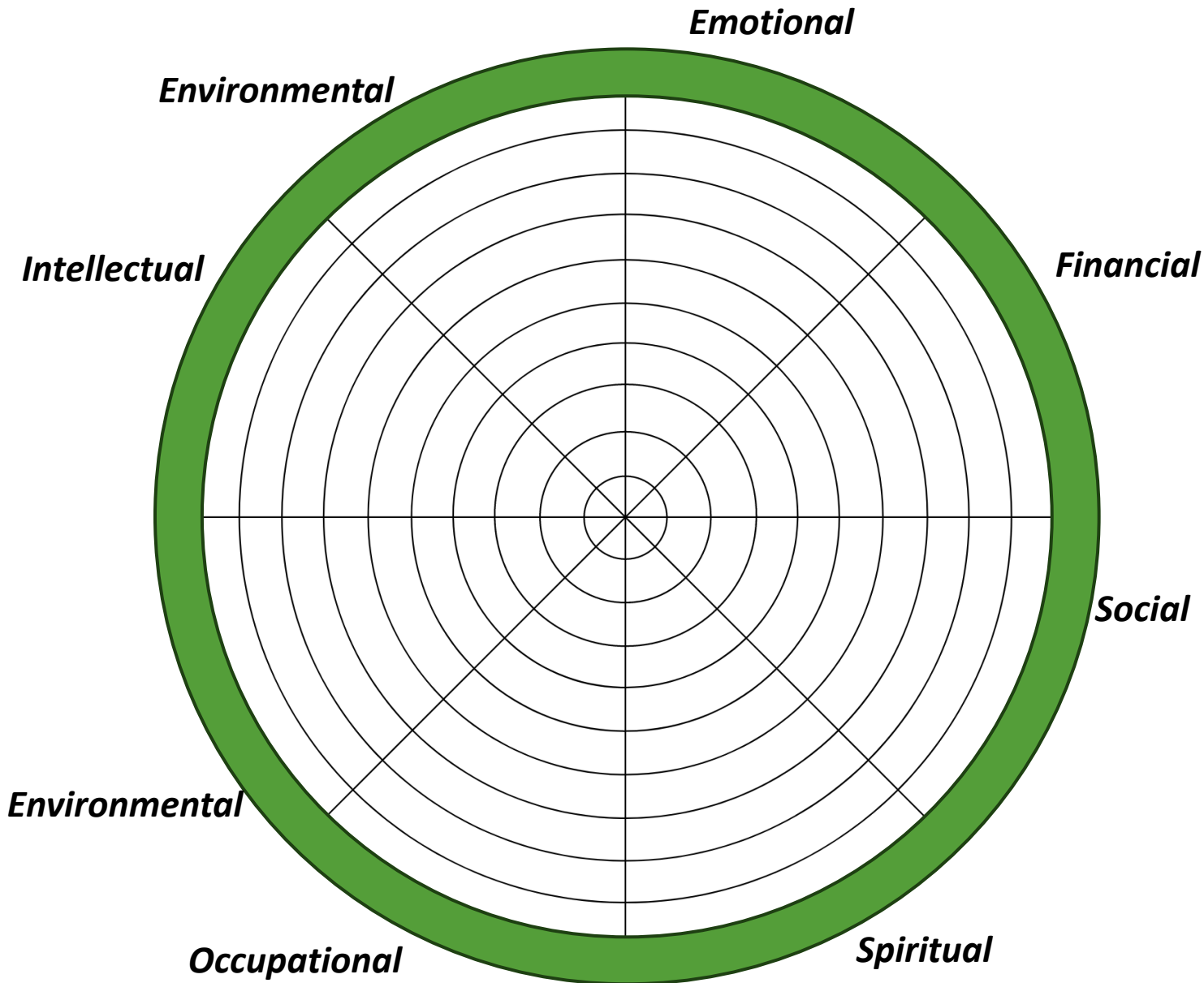
S o m e t h i n g   t h a t  
h a p p e n e d   t o   y o u   o r  
a   c a t a s t r o p h i c  
e v e n t .

- G r i e f   i s   a   l o s s .





**PUT ON YOUR  
OWN MASK FIRST**



# Wellness Wheel

Examine the 8 areas of your life, chart from 1-10 the health of that area of your life



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# Wellness Wheel

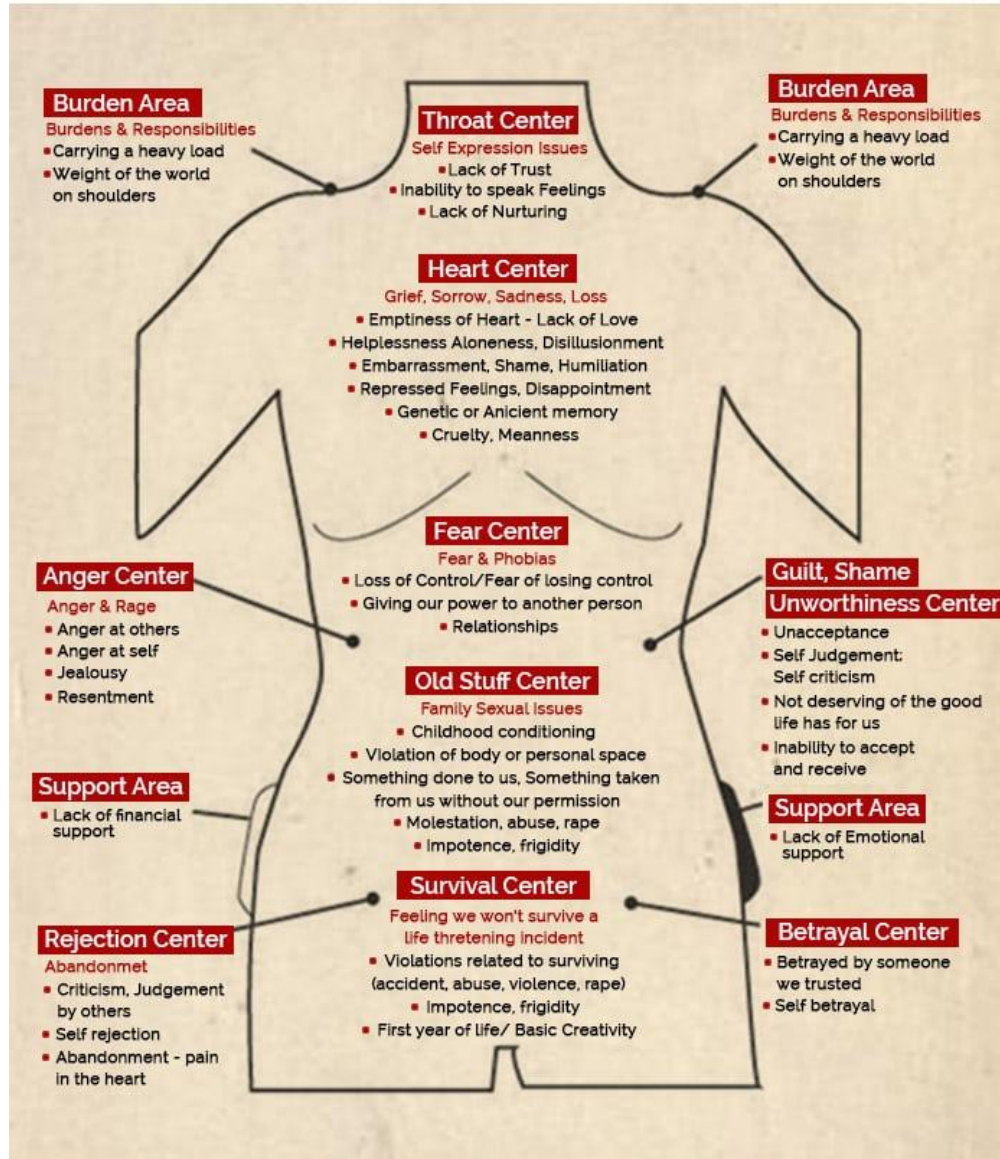
Examine the 8 areas of your life, chart from 1-10 the health of that area of your life

WHERE DO YOU FEEL IT?



# 11 Emotional Energy Centers

## In Our Body



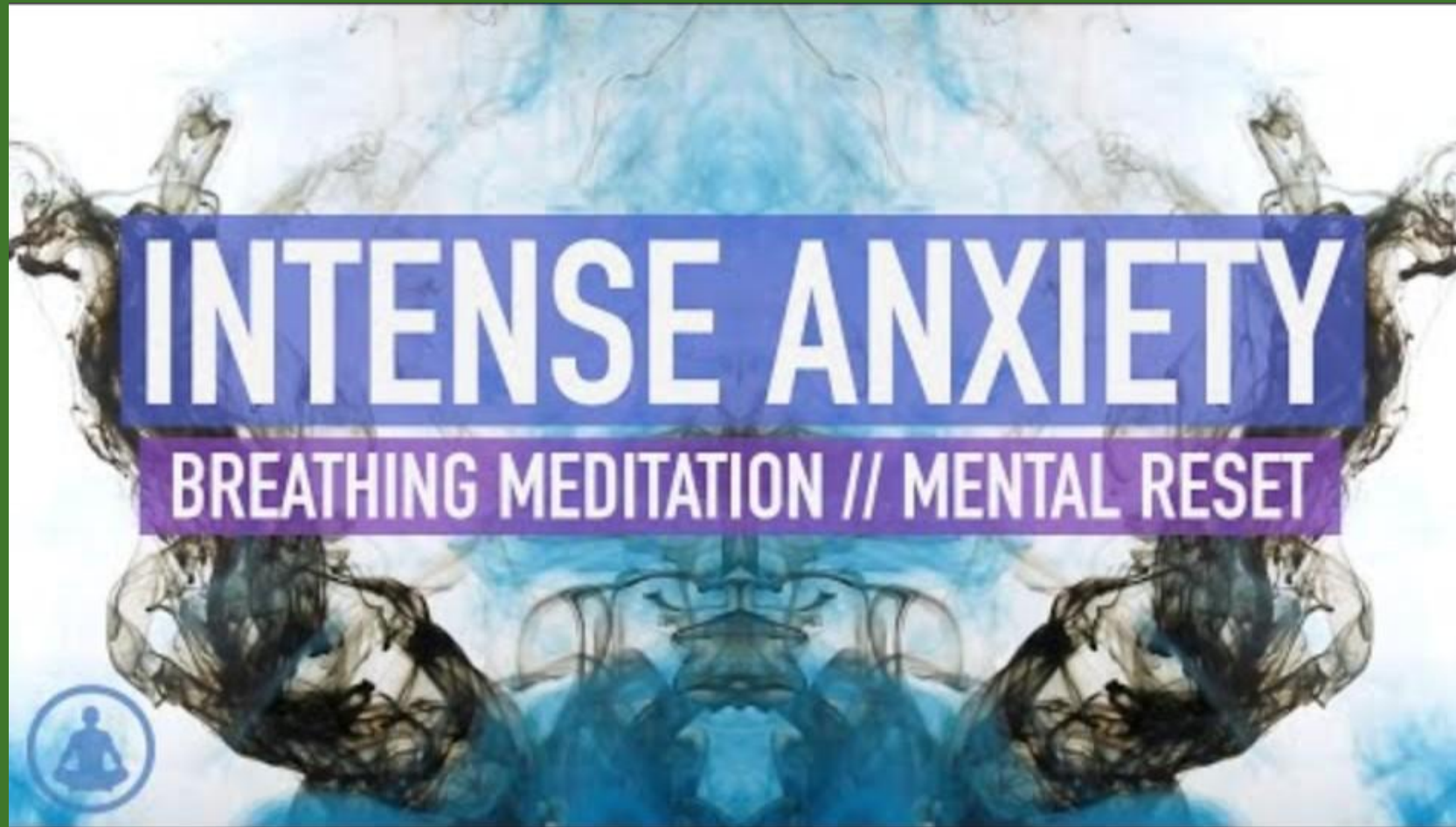
**Learn more in article**

MINDJOURNAL

Where  
do  
you  
feel  
it?

Emotional  
Centers





INTERRUPT

& Breathe

# IN CASE OF EMERGENCY



## My Emotional Emergency Kit

Check off the tools you think would be most useful to use when you feel overwhelmed by emotions. Add additional ideas at the bottom of this page.

### \_\_\_\_ A “grounding” object such as a small ball or stone

Just squeezing this object, and paying attention to your physical reaction, can help calm your emotions.

### \_\_\_\_ A list of people you can call

This list would include three or four people who are emotionally supportive. If you can’t reach them, write down what you want to say, but don’t send them an email or text. Wait until you can actually talk to the people on this list to ask for support.

### \_\_\_\_ A journal to write down your feelings or to draw and doodle

You can do this digitally or the old fashioned way with a notebook and pen or pencil.

### \_\_\_\_ Positive photographs

Have a few photographs or videos easily accessible. These could be of people, pets, or special places. Looking at these pictures should stimulate positive feelings and happy memories.

### \_\_\_\_ Water

Sitting and relaxing with a drink of water can have an immediate effect on your mood. Don’t gulp it down, but rather sip, relax, and be “mindful” of how you are feeling.

### \_\_\_\_ Inspirational reading

Many people find comfort in reading poems, prayers, or inspirational stories.

### \_\_\_\_ Funny videos

If you can’t find something to make you smile or laugh on YouTube®, there are dozens of websites that are designed to lighten up your day. No matter what you’re mood, your favorite video can help.





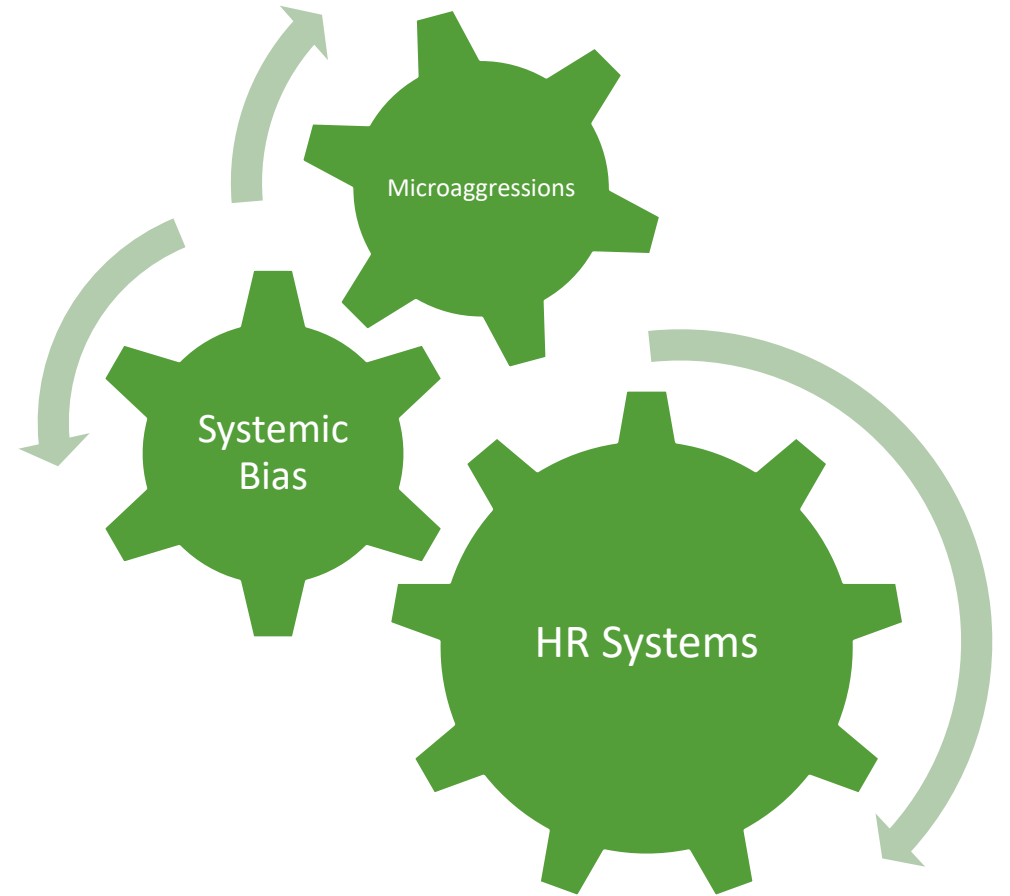
vevo

# ORGANIZATIONAL FOCUS

Now that you have your Oxygen Giving Mask...

# Systems and Mental Health

- Acknowledge
- Define the root cause
- Evaluate Solutions
- Implement
- Analysis





## Five Essentials for Workplace Mental Health & Well-Being

Centered on the worker voice and equity, these five Essentials support workplaces as engines of well-being. Each Essential is grounded in two human needs, shared across industries and roles.



## Components

Creating a plan with all workers to enact these components can help reimagine workplaces as engines of well-being.

### Protection from Harm

- Prioritize workplace physical and psychological safety
- Enable adequate rest
- Normalize and support mental health
- Operationalize DEIA\* norms, policies, and programs

### Connection & Community

- Create cultures of inclusion and belonging
- Cultivate trusted relationships
- Foster collaboration and teamwork

### Work-Life Harmony

- Provide more autonomy over how work is done
- Make schedules as flexible and predictable as possible
- Increase access to paid leave
- Respect boundaries between work and non-work time

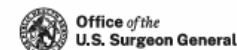
### Mattering at Work

- Provide a living wage
- Engage workers in workplace decisions
- Build a culture of gratitude and recognition
- Connect individual work with organizational mission

### Opportunity for Growth

- Offer quality training, education, and mentoring
- Foster clear, equitable pathways for career advancement
- Ensure relevant, reciprocal feedback

\*Diversity, Equity, Inclusion & Accessibility



## ESSENTIALS

Protection from Harm

Connection and Community

Work-Life Harmony

Mattering at Work

Opportunity for Growth

- Leadership & Navigation (Leadership)
- Creating An Inclusive & Diverse Work Culture (Leadership)
- Relationship Management (Interpersonal)
- Relationship Building (Interpersonal)
- Business Consultation (Business)

What is **YOUR** responsibility for creating and maintaining a healthy Culture?



# LEADERSHIP & NAVIGATION

- Hershey and Blanchard-Situational Leadership
- Hertzberg Theory
- Servant Leadership



# CREATING AN INCLUSIVE & DIVERSE WORK CULTURE

- Identifies and communicates need for Mental Health support
- Advocates an enterprise-wide Mental Wellness program
- Ensures staff has current knowledge of the Mental Health Imperative





# RELATIONSHIP MANAGEMENT

- Identifies and communicates need for Mental Health support
- Advocates an enterprise-wide Mental Wellness program
- Develops policies and programs to create a workplace culture and team that support and reinforce the principles of psychological safety



# RELATIONSHIP BUILDING

- Develops and maintains a pattern of reciprocal exchanges of support, information and other valued resources with colleagues.
- Demonstrates concern for the well-being of colleagues
- Leverages relationships to learn about best practices for and new approaches to building competitive advantage.



# BUSINESS CONSULTATION

- Obtaining leadership buy-in; building a case for change; engaging employees; communicating change; removing barriers
- Analysis and solution pertaining to Mental Health and Wellness, making a recommendation; implementation of sustainable program/services
- Build in a way to track services provided without breaking confidentiality





## CONSIDERATIONS

Workplace  
Well-Being

from OPM  
*(Office of Personnel  
Management)*





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GATHER  
INFORMATION

ASK!



GATHER  
INFORMATION

ASK!



Page 1

Q1

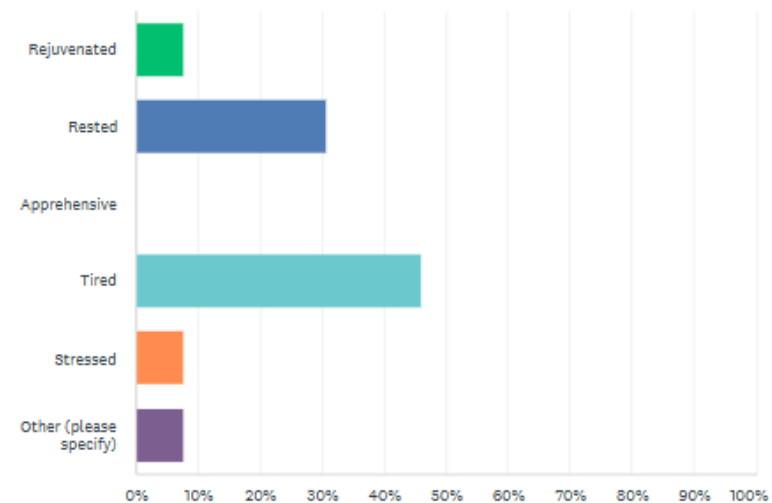


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How do you feel when you wake in the morning?

Answered: 13 Skipped: 0



| ANSWER CHOICES           | RESPONSES |    |
|--------------------------|-----------|----|
| ▼ Rejuvenated            | 7.69%     | 1  |
| ▼ Rested                 | 30.77%    | 4  |
| ▼ Apprehensive           | 0.00%     | 0  |
| ▼ Tired                  | 46.15%    | 6  |
| ▼ Stressed               | 7.69%     | 1  |
| ▼ Other (please specify) | 7.69%     | 1  |
| TOTAL                    |           | 13 |



Q2

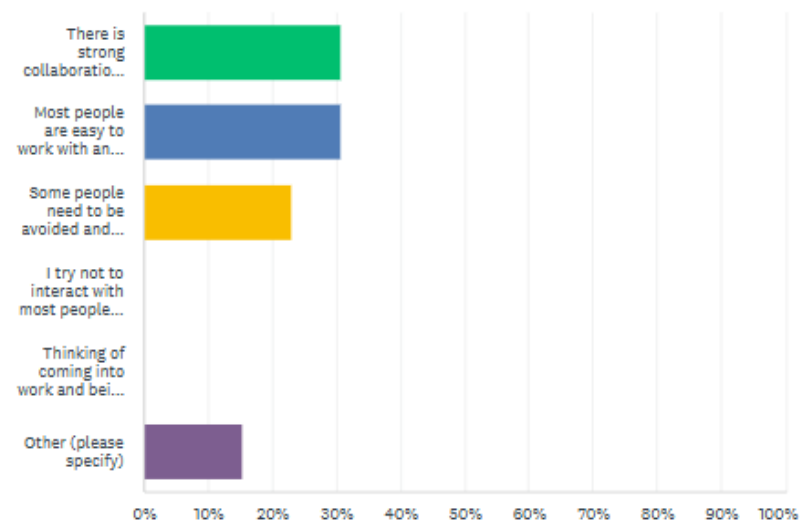


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When you think about your work interactions, do you feel

Answered: 13 Skipped: 0



ANSWER CHOICES

RESPONSES

|   |                  |    |
|---|------------------|----|
| ▼ There is strong collaboration, support and communication; I am free to do my best work        | 30.77%           | 4  |
| ▼ Most people are easy to work with and I enjoy my team   | 30.77%           | 4  |
| ▼ Some people need to be avoided and cause me stress; I hold back and am not always appreciated | 23.08%           | 3  |
| ▼ I try not to interact with most people this place is a land mine                              | 0.00%            | 0  |
| ▼ Thinking of coming into work and being here depresses/angers me                               | 0.00%            | 0  |
| ▼ Other (please specify)  | Responses 15.38% | 2  |
| TOTAL   |                  | 13 |





Q2

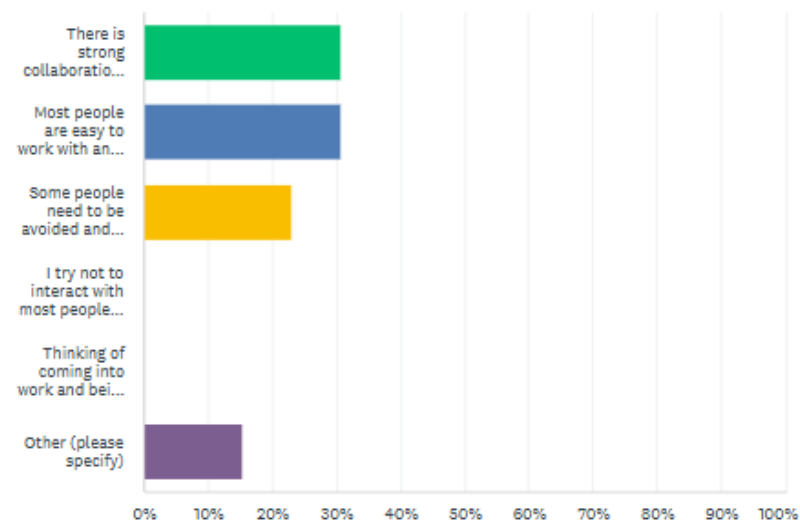


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When you think about your work interactions, do you feel

Answered: 13 Skipped: 0



| ANSWER CHOICES  | RESPONSES        |    |
|---|------------------|----|
| There is strong collaboration, support and communication; I am free to do my best work        | 30.77%           | 4  |
| Most people are easy to work with and I enjoy my team   | 30.77%           | 4  |
| Some people need to be avoided and cause me stress; I hold back and am not always appreciated | 23.08%           | 3  |
| I try not to interact with most people this place is a land mine                              | 0.00%            | 0  |
| Thinking of coming into work and being here depresses/angers me                               | 0.00%            | 0  |
| Other (please specify)  | Responses 15.38% | 2  |
| TOTAL   |                  | 13 |



Q3

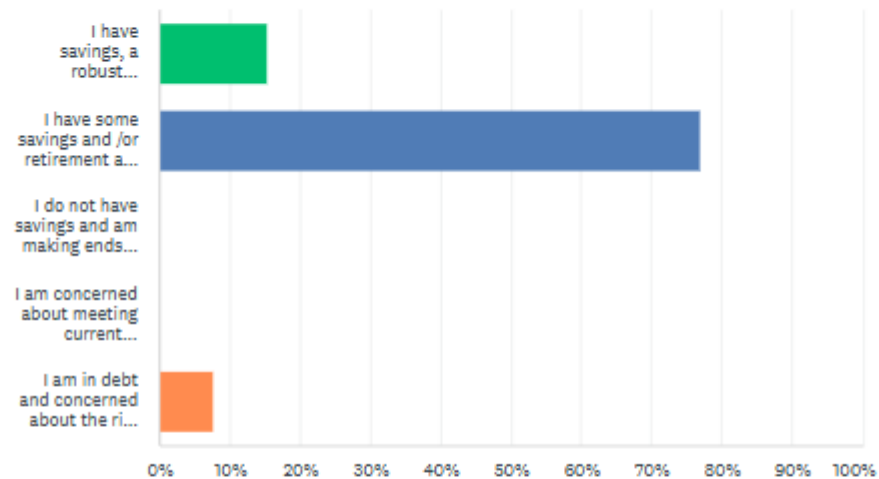


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When I think about my personal finances and my future,

Answered: 13 Skipped: 0



ANSWER CHOICES

RESPONSES

|   |        |    |
|---|--------|----|
| I have savings, a robust retirement plan and live comfortably now                                     | 15.38% | 2  |
| I have some savings and /or retirement and are ok now but do not have a lot of disposable income      | 76.92% | 10 |
| I do not have savings and am making ends meet (paying bills near the due date not necessarily before) | 0.00%  | 0  |
| I am concerned about meeting current financial obligations and cannot see how to plan for the future  | 0.00%  | 0  |
| I am in debt and concerned about the right now, my credit score and my future                         | 7.69%  | 1  |

TOTAL

13



Q4

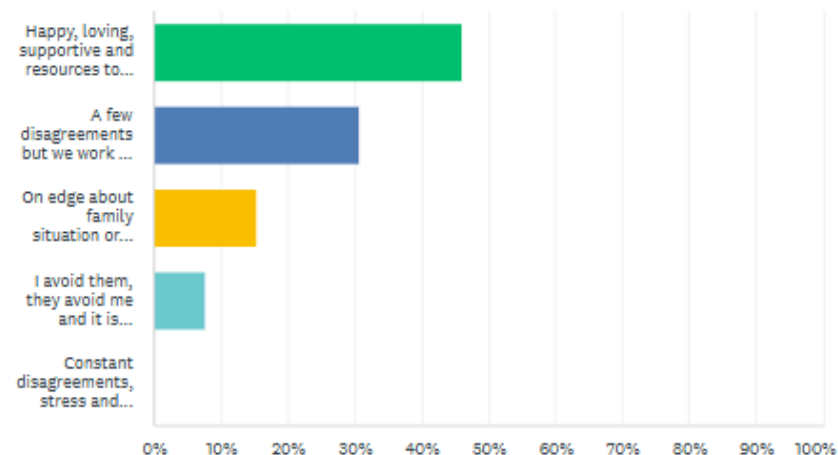


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When you think about family dynamics the description that best conveys your situation is

Answered: 13 Skipped: 0



| ANSWER CHOICES  | RESPONSES |    |
|---|-----------|----|
| ▼ Happy, loving, supportive and resources to take care of children and/or parents                           | 46.15%    | 6  |
| ▼ A few disagreements but we work it out all the time and/or some stress with children and/or parental care | 30.77%    | 4  |
| ▼ On edge about family situation or drama at least once a week  | 15.38%    | 2  |
| ▼ I avoid them, they avoid me and it is stressful   | 7.69%     | 1  |
| ▼ Constant disagreements, stress and conflict   | 0.00%     | 0  |
| TOTAL   |           | 13 |

ASK:



Q5

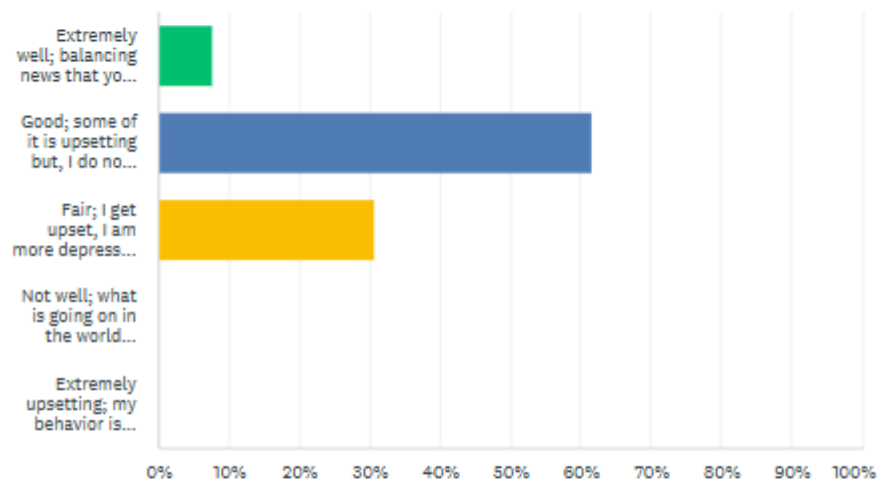


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If you think about the issues in the news including world events, you are handling it

Answered: 13 Skipped: 0



ANSWER CHOICES ▾

RESPONSES ▾

|   |        |   |
|---|--------|---|
| Extremely well; balancing news that you need to know and discerning things that you cannot contro | 7.69%  | 1 |
| Good; some of it is upsetting but, I do not let it alter my mood and behavior                     | 61.54% | 8 |
| Fair; I get upset, I am more depressed /upset more than usual                                     | 30.77% | 4 |
| Not well; what is going on in the world consumes my thoughts                                      | 0.00%  | 0 |
| Extremely upsetting; my behavior is altered because of what I see on the news and social media    | 0.00%  | 0 |

TOTAL

13



Q6

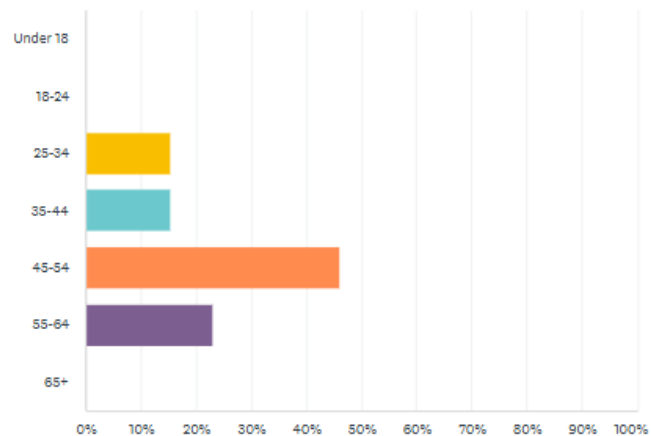


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## Demographics-Age

Answered: 13 Skipped: 0



| ANSWER CHOICES ▼ | RESPONSES ▼ |
|------------------|-------------|
| Under 18         | 0.00% 0     |
| 18-24            | 0.00% 0     |
| 25-34            | 15.38% 2    |
| 35-44            | 15.38% 2    |
| 45-54            | 46.15% 6    |
| 55-64            | 23.08% 3    |
| 65+              | 0.00% 0     |
| TOTAL            | 13          |

Q7

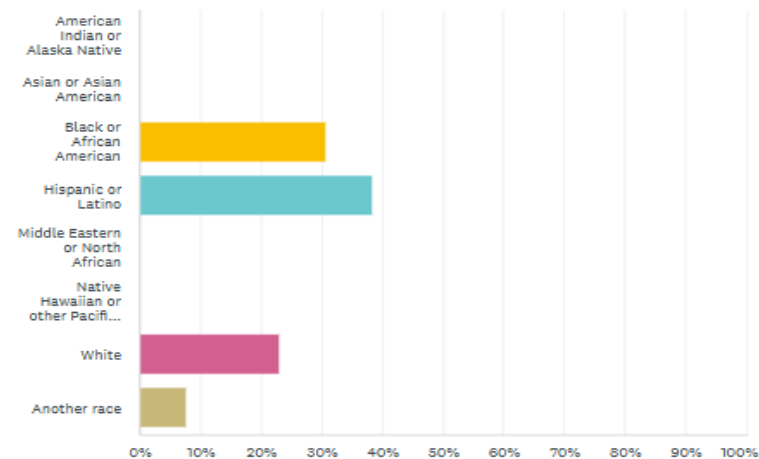


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## Demographics-Race

Answered: 13 Skipped: 0



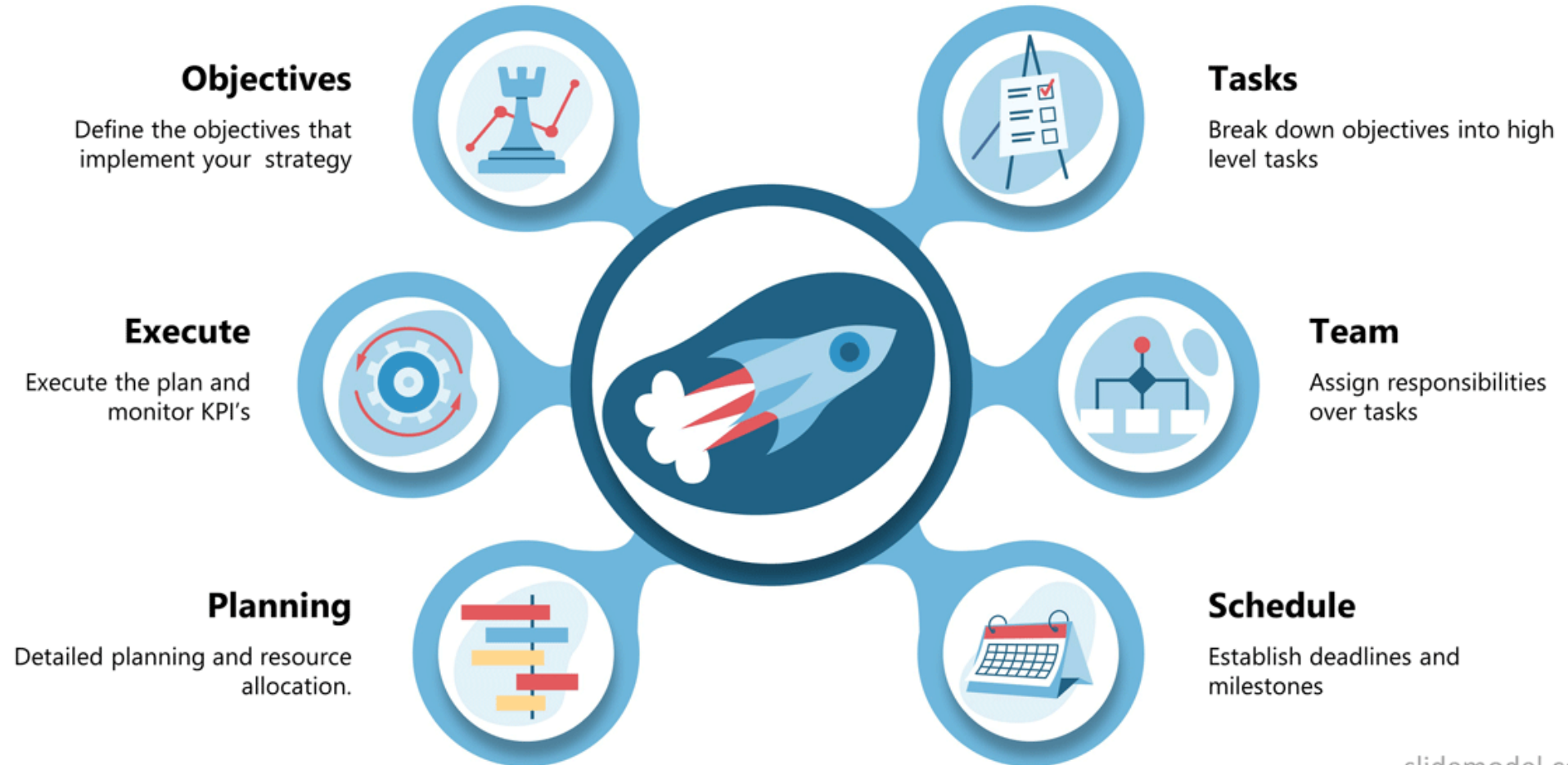
| ANSWER CHOICES ▼                          | RESPONSES ▼ |
|---|-------------|
| American Indian or Alaska Native          | 0.00% 0     |
| Asian or Asian American                   | 0.00% 0     |
| Black or African American                 | 30.77% 4    |
| Hispanic or Latino                        | 38.46% 5    |
| Middle Eastern or North African           | 0.00% 0     |
| Native Hawaiian or other Pacific Islander | 0.00% 0     |
| White                                     | 23.08% 3    |
| Another race                              | 7.69% 1     |
| TOTAL                                     | 13          |



**FACE A FACE**

A graphic featuring two stylized faces in profile, facing each other. The face on the left is light gray with a textured, paper-like appearance. The face on the right is a solid dark navy blue. Between the two faces, the words "FACE A FACE" are written in a bold, sans-serif font. The word "FACE" on the left is dark navy blue, and the word "FACE" on the right is white. A small, dark navy blue letter "A" is positioned between the two "FACE" words.

# HOW TO WRITE AN ACTION PLAN



The purpose of this eBook is to introduce you to the *enhanced* 8 Steps (now known as the 8 Accelerators) and the 4 Change Principles to set your organization up for success. As you read through this eBook, you'll see the 8 Accelerators by number and the Change Principles woven throughout.

## Kotter Change Principles



## THE 4 PRINCIPLES

### SELECT FEW + DIVERSE MANY

More people need to be able to make change happen—not just carry out someone else's directives. Done right, this uncovers leaders at all levels of an organization; ones you never knew you had.



### HAVE TO + WANT TO

Those who feel included in a meaningful opportunity will help create change in addition to their normal responsibilities. Existing team members can provide the energy if you invite them.



### HEAD + HEART

Most people aren't inspired by logic alone, but rather by the fundamental desire to contribute to a larger case. If you can give greater meaning and purpose to your effort, extraordinary results are possible.



### MANAGEMENT + LEADERSHIP

In order to capitalize on windows of opportunity, leadership must be paramount—and not just from one executive. It's about vision, action, innovation, and celebration, as well as essential managerial processes.



As you read through this eBook, you'll see the 8 Accelerators by their number and the Change Principles woven throughout.

# REFERENCES

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## **Lyra Health State of Workforce Mental Health.pdf:**

<file:///C:/Users/NYCHR/OneDrive/Desktop/Lyra%20Health%20State%20of%20Workforce%20Mental%20Health.pdf>

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## **Emotional Emergency Kit:**

[https://www.keepinglifereal.com/storage/app/media/addiction/Creating\\_An\\_Emotional\\_Emergency\\_Kit\\_f031415.pdf](https://www.keepinglifereal.com/storage/app/media/addiction/Creating_An_Emotional_Emergency_Kit_f031415.pdf)

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**Anxiety Reduction Video:** <https://youtu.be/BS1Pji4W-Xk?si=4xmkZANLVeUgaPyM>

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**Square Breathing:** [https://youtu.be/bF\\_1ZiFta-E?si=RKwvIhrLxhCQRdZN](https://youtu.be/bF_1ZiFta-E?si=RKwvIhrLxhCQRdZN)

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**Grounding Exercise:** <https://www.youtube.com/watch?v=30VMIEmA114&t=4s>

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**Kotter's Change Management:** [file:///C:/Users/NYCHR/OneDrive/Downloads/8-Steps-eBook\\_2024-Update2.pdf](file:///C:/Users/NYCHR/OneDrive/Downloads/8-Steps-eBook_2024-Update2.pdf)

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**Writing an Action Plan:** <https://www.projectmanager.com/training/make-action-plan>

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# POLL

[HTTPS://CREATE.KAHOOT.IT/SHARE/THE-MENTAL-  
HEALTH-IMPERATIVE-POLL/CB156ABE-C4BB-4058-8E44-  
CDBE79479EB7](https://create.kahoot.it/share/the-mental-health-imperative-poll/cb156abe-c4bb-4058-8e44-cdbe79479eb7)

# THANK YOU



Deirdre Simmons

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