



## Supporting Employee Emotional Wellness

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### Objectives

- Importance of Mental and Emotional Wellbeing
- Stress and stress management
- Identifying signs of distress
- Leader's role in creating a healthy workplace
- Techniques to support employees
- Importance of self care for leaders
- Resources

A close-up of two hands, one pointing at a small object held by the other.

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## Mental Health Facts IN AMERICA

**Fact:** 43.8 million adults experience mental illness in a given year.

1 in 5 adults in America experience a mental illness.

Nearly 1 in 25 (10 million) adults in America live with a serious mental illness.

**1st**

Depression is the leading cause of disability worldwide, and is a major contributor to the global burden of disease.

**-\$193b**

Serious mental illness costs America \$193.2 billion in lost earning every year.

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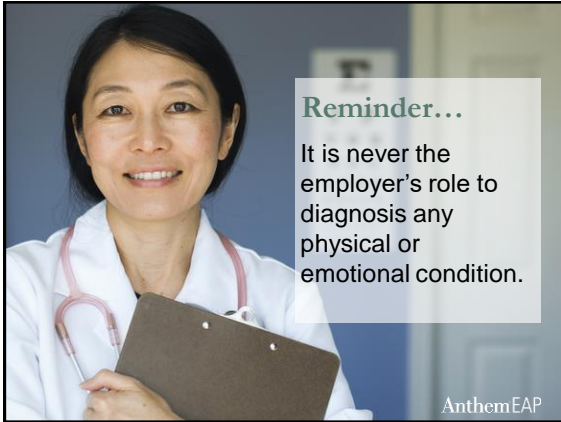
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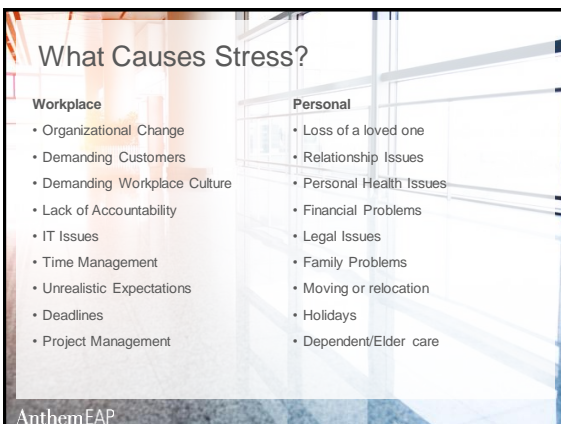
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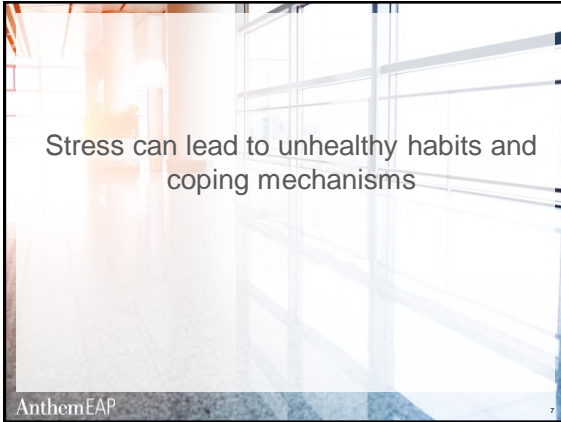
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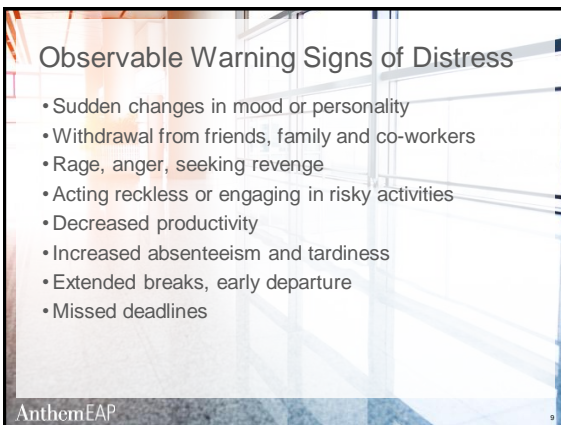
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### Additional Warning Signs of Distress

- Substance abuse or increased use
- Feelings of guilt
- Long periods of “blues”
- Thoughts of suicide (either spoken or written down)
- Hopelessness – no reason for living
- Life changes-divorce or relationship status
- Financial problems
- Sudden changes in eating or sleeping patterns

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**What do you see as the most important aspects of your job as a Leader?**



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### Your Role As A Leader

- Employees don't leave Companies, they leave Managers.
- You set the tone for your department, be a positive role model.
- Make time to really know all your team members –as human beings.
- Be able to recognize if something is not right with any of them.
- Learn what motivates each of your employees.
- Help your organization become a supporter of it's workforce

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What you can do to help and support your employees through challenges they're facing:

- Listen
- Normalize
- Offer Hope



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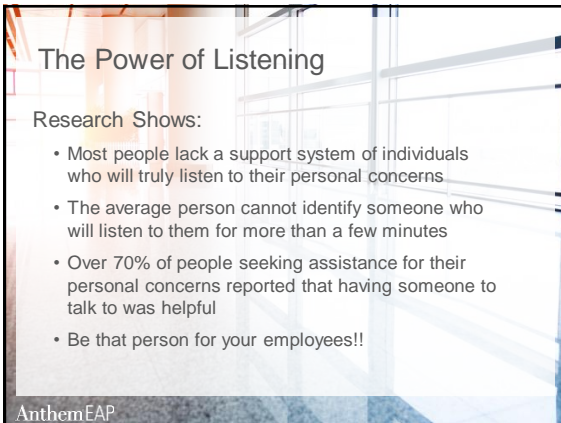
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The Power of Listening

Research Shows:

- Most people lack a support system of individuals who will truly listen to their personal concerns
- The average person cannot identify someone who will listen to them for more than a few minutes
- Over 70% of people seeking assistance for their personal concerns reported that having someone to talk to was helpful
- Be that person for your employees!!

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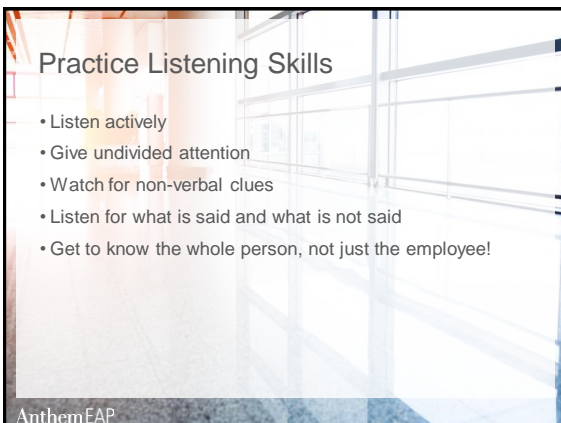
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Practice Listening Skills

- Listen actively
- Give undivided attention
- Watch for non-verbal clues
- Listen for what is said and what is not said
- Get to know the whole person, not just the employee!

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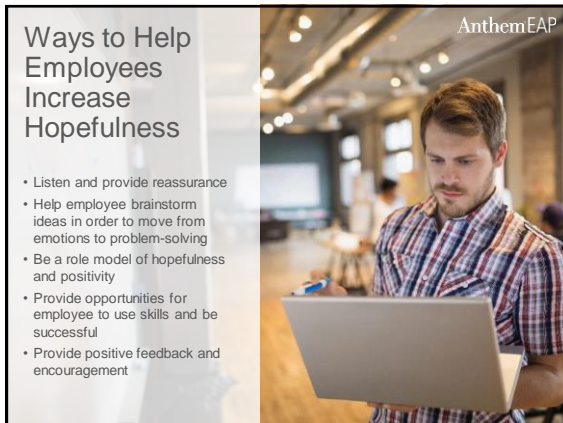
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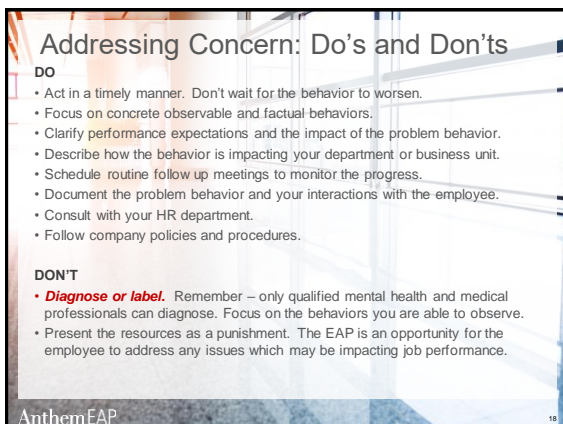
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### Use your EAP to develop a plan of action

As a manager, you expect to face routine employee issues. When things get complicated, EAP professionals are here to give you guidance, 24/7, 365 days a year. Contact the EAP for:

- Supporting employees in emotional distress
- employee Conflict Management
- Risk-management consultations
- Performance-management consultations

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### Don't Neglect Yourself: Manager Self-Care

- Check in with yourself and see where you are emotionally
- Make sure you are managing your work/life balance and make adjustments as needed
- Have interests outside of work
- Identify your support system inside and outside of work
- Be mindful of your sleep, nutrition and level of physical activity
- Remember that you can contact EAP too!

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### Maintain Your Work and Life Balance

- Prioritize the most important things in your life. Make a list of things you feel you cant live without outside of work
- Make time for hobbies and leisure to help relax and recharge
- Talk it out with coworkers and friends, use a support system
- Use vacation time to get away
- Maintain a positive attitude!



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# In Summary, Your Role as a Manager

- See your employees holistically
- Create a culture of mental wellness – check in with your employees frequently
- Provide an environment that encourages employees to share
- Promote and support work/life balance
- Create a work environment that is pleasurable and fun
- Have resources easily accessible to share with your employees
  - myStrength App
  - EAP services
  - Behavioral Health benefits
  - Local support agencies and hotlines

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# How EAP can help

- Face-to-face counseling sessions
- Legal/Financial consultations
- Child/Eldercare consultation & referrals
- Daily life resources
- ID theft recovery
- Free credit monitoring
- myStrength – Health Club for Your Mind
- Let's Talk Depression – A Multi Resource Tool Kit
- Comprehensive website
  - Resources
  - Self assessments
  - Health/wellness library
  - Legal forms



**Call Your EAP Today!**  
**800-999-7222**  
 Or visit us online at  
**AntihemEAP.com**  
 Login: Fulton

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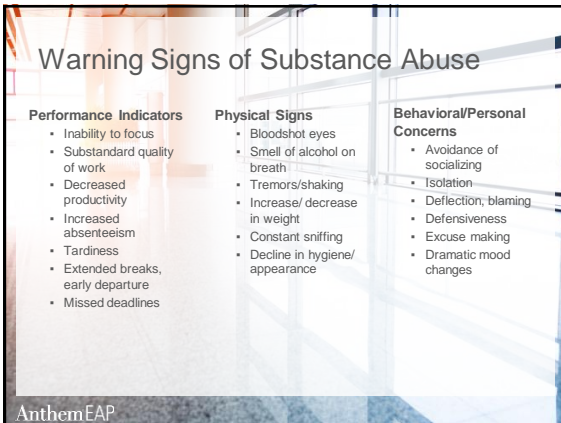
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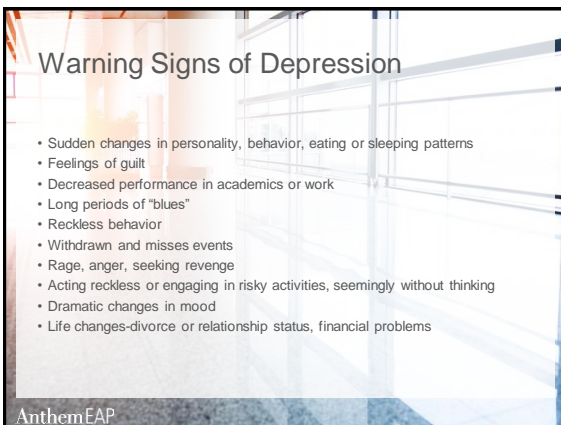
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### Warning Signs of Suicide

- Thoughts of suicide (either spoken or written down)
- Self-harm
- Obsession with death and/or writing about death
- Hopelessness – no reason for living; no sense of purpose in life
- Feeling trapped – like there's no way out
- Withdrawal from friends, family, co-workers or society
- Anxiety, agitation, change in sleep pattern (sleep little or all the time)
- Suicide Contagion

Sometimes there are no warning signs and a particular event can trigger someone to attempt or commit suicide

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