






Welcome to the webcast! We will be starting shortly. In the meantime, you can download handouts and ask questions.




⌵




    

----- Raise your hand

----- Ask a question

----- Download Handouts

Want answers? 

Ask the staff a question

Exit Send

# Let's Talk About Mental Health In the Workplace!

Presented by:  
Dana Haulotte, SHRM-CP  
Human Resources Section Coordinator  
Texas Legislative Council



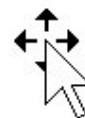
# Join Poll Everywhere Activities



- 1 Go to **PollEv.com**
- 2 Enter **DANAH007**
- 3 Respond to activity



- 1 Text **DANAH007** to **22333**
- 2 Text in your message



**What one word comes to mind when you think about  
mental health in the workplace?**



A photograph of a piece of brown cardboard with a jagged, torn edge. The cardboard is torn to reveal a smooth, light green surface underneath. In the center of the green surface, the word "WHY?" is printed in a bold, red, serif font. The background is a solid, light brown color, matching the cardboard.

**WHY?**

**C**  **VID-19**









#STOP  
ASIAN  
HATE

CAN YOU SEE  
DO YOU HEAR  
WE ARE HURT.  
BREAK your ST  
OPEN your H  
OFFER your  
DON'T LET  
BE KILL









Regular

499  $\frac{7}{10}$

Plus

519  $\frac{9}{10}$

V-Power

529  $\frac{9}{10}$

-1.31%

-3.87%

-8.05%

-6.66%

-5.14%

-4.33%

-7.32%

0.43%

8.32%

-7.24%

-1.31%

-67.43

-29.7%











Welcome

ROBB  
ELEMENTARY  
SCHOOL

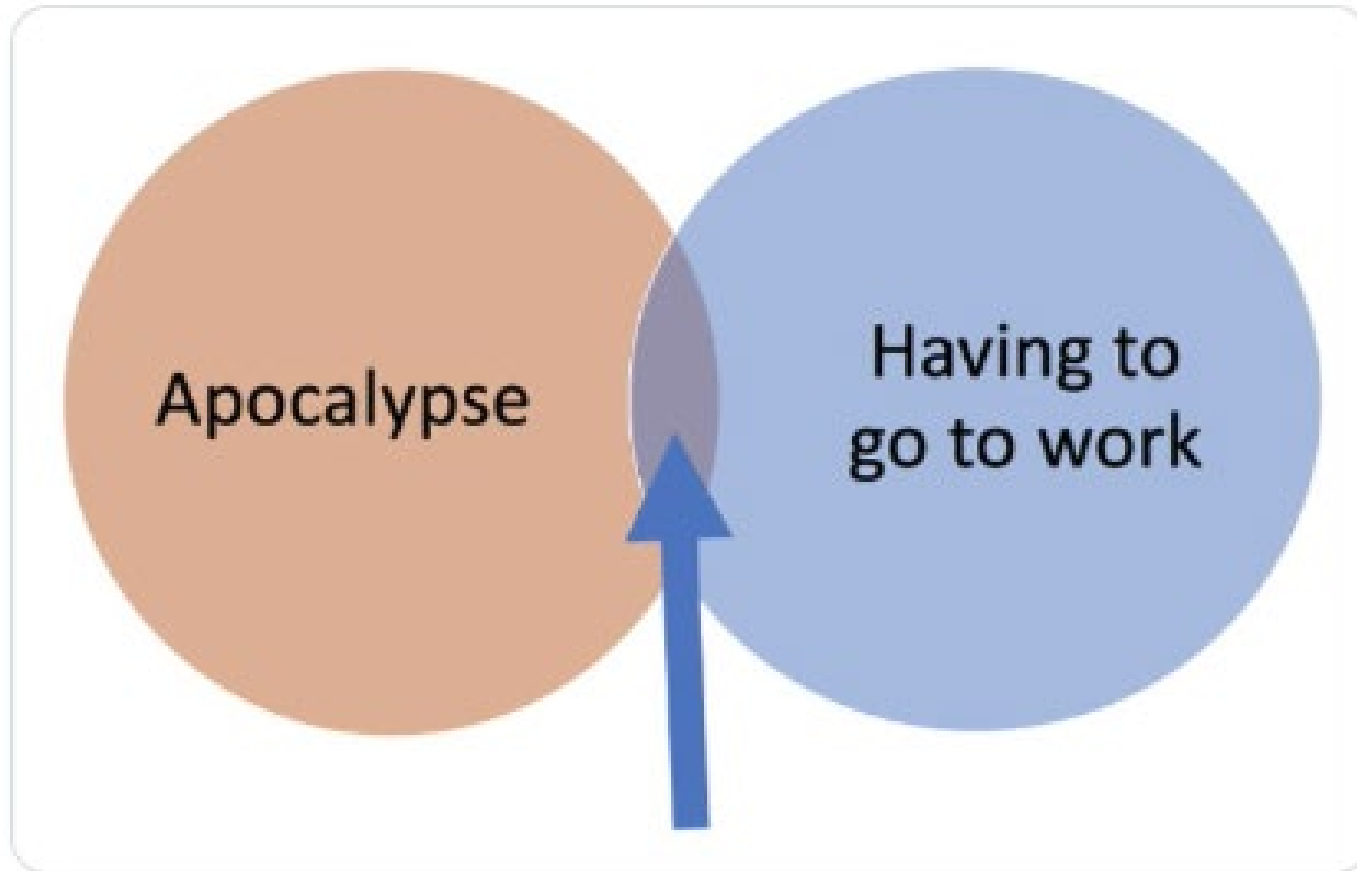
UNITED  
WE  
PRAY

MARENNA KAVIER  
TESS NEVAEN  
JAMIE

UNITED  
WE  
PRAY

You will NEVER  
Pro-life if you don't  
defend it  
JAMIE

Somehow we ended up here



**According to a Boston University Poll, depression among adults in the United States \_\_\_\_\_ in early 2020.**

Stayed the same **A**

Doubled **B**

Tripled **C**

Quadrupled **D**

🌐 When poll is active, respond at [pollev.com/danah007](https://pollev.com/danah007)

📱 Text **DANAH007** to **22333** once to join

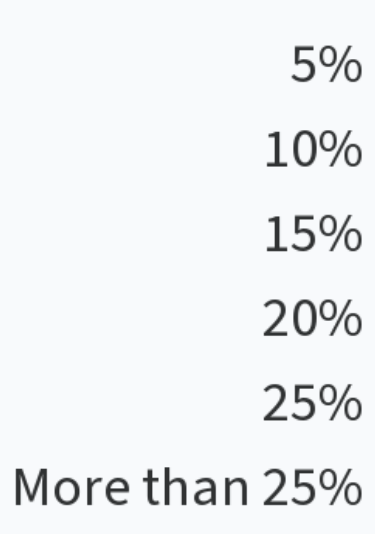
**That same poll found that in 2021, the depression rates worsened, affecting 1 in every \_\_\_\_\_ American adults.**

3  
5  
8  
12  
15

When poll is active, respond at [pollev.com/danah007](https://pollev.com/danah007)

Text **DANAH007** to **22333** once to join

**According to the World Health Organization, the COVID-19 pandemic triggered a \_\_\_% increase in the prevalence of anxiety and depression worldwide.**



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**Buffalo**



**VS**



**Cow**





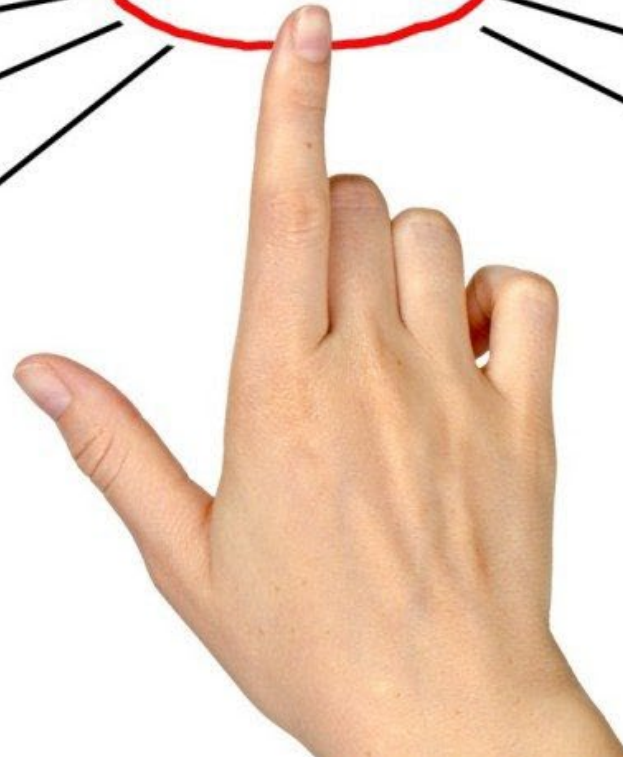
**CHARGE THE STORM**



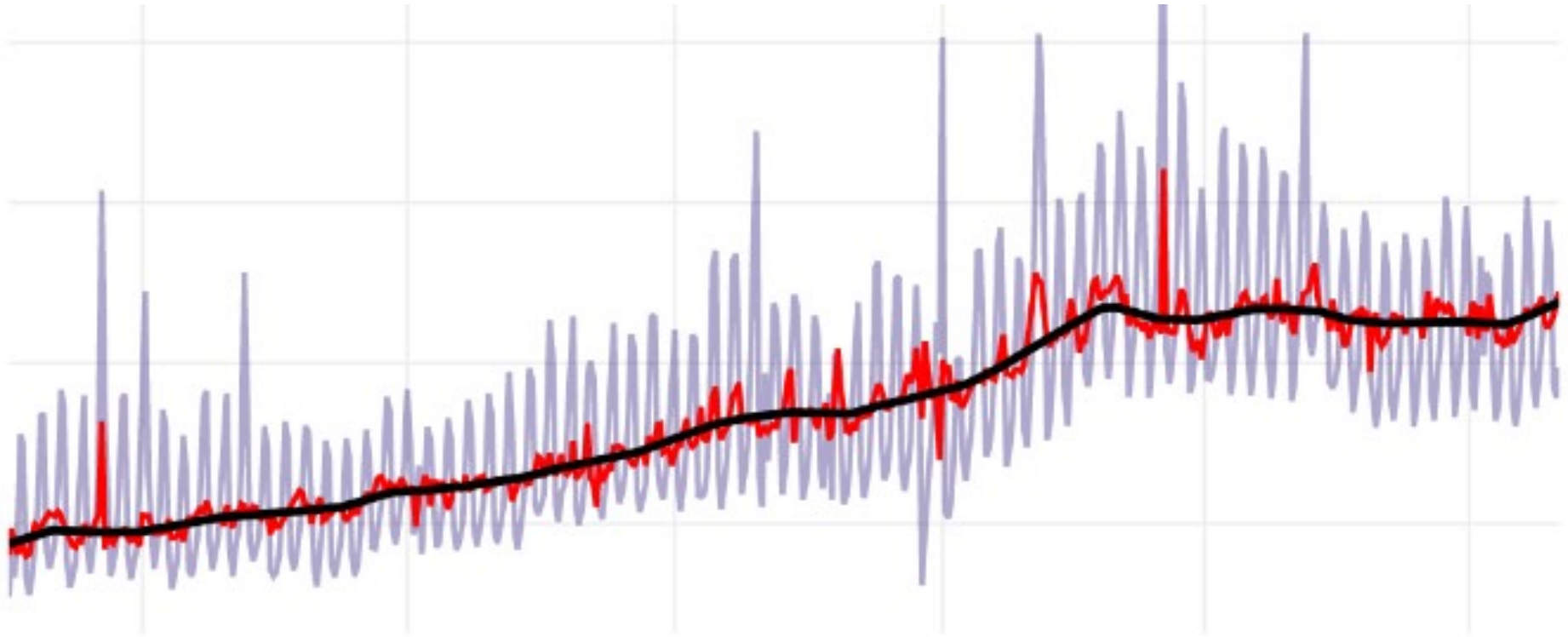
# WHAT IS MENTAL HEALTH?

Negative

Positive



# Know Your Emotional Baseline





## What's a Mental Illness?

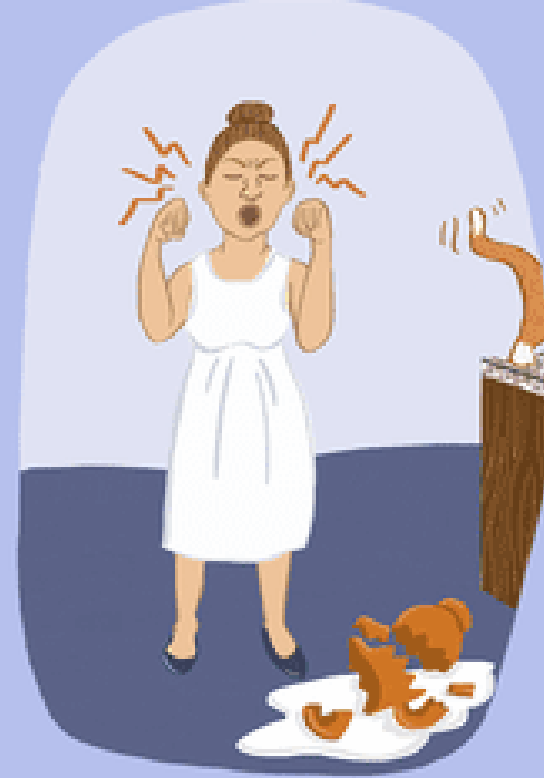
A mental health condition that has a negative effect on the way an individual...



**thinks**



**feels**



**and behaves**

DIAGNOSTIC AND STATISTICAL  
MANUAL OF  
MENTAL DISORDERS

FIFTH EDITION

DSM-5®





MENTAL ILLNESS IS:

A CHOICE

NOT A  
CHOICE

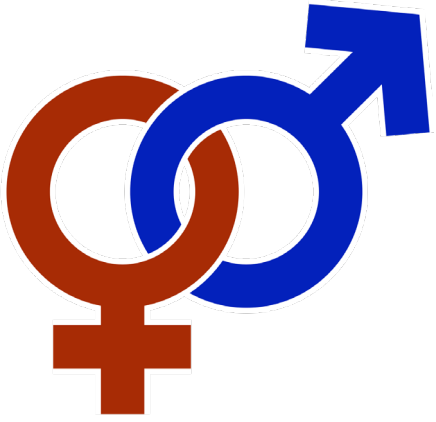




A word cloud centered around the word "STRESS". The word "STRESS" is the largest and most prominent, written in a bold, red, sans-serif font. Surrounding it are various other words in black, sans-serif fonts of varying sizes. The words are arranged in a roughly circular pattern around the central word. The words include: appointments, bills, work, new home, relocation, job review, change, pressure, deadlines, neighbors, divorce, boss, work, up all night, spouse, tension, fatigue, change, pressure, workload, weekdays, family, grades, report cards, money, children, death, headaches, marriage, sick day, employer, new school, retirement, responsibilities, new boss, and promotion. The overall composition is a dense cluster of text related to stressors and their effects.

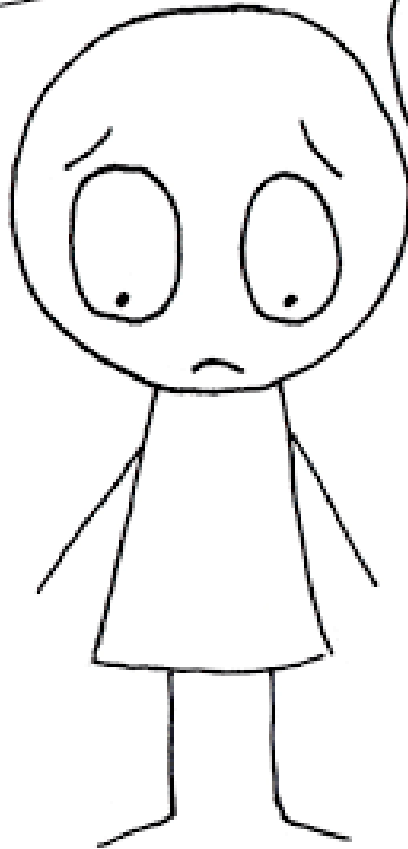
appointments  
bills  
work  
new home  
relocation  
job review  
change  
pressure  
deadlines  
neighbors  
divorce  
boss  
work  
up all night  
spouse  
tension  
fatigue  
change  
pressure  
workload  
weekdays  
mondays  
family  
grades  
report cards  
money  
children  
death  
headaches  
marriage  
sick day  
employer  
new school  
retirement  
responsibilities  
new boss  
promotion





That's just my OCD acting up.

I'm a bit Bipolar today



I would probably kill myself if that happened.

Abraham Lincoln Winston Churchill Buzz Aldrin **Virginia Woolf** Kurt Cobain  
Charles Dickens **Sylvia Plath** Carrie Fisher Lionel Aldridge *Leo Tolstoy*  
**Ernest Hemingway** Michelangelo **Maurice Benard**  
Brian Wilson **Jimmy Piersall** John Keats **Vincent Van Gogh**  
Jane Pauley **Patty Duke** **Beethoven** Isaac Newton Tennessee Williams  
**MIKE WALLACE** Terry Bradshaw **Tipper Gore**

**PEOPLE WITH MENTAL ILLNESSES  
ENRICH OUR LIVES.**

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These people have experienced one of the major mental illnesses of Schizophrenia, Bipolar Disorder or Major Depression.

To learn more, visit [www.nami.org](http://www.nami.org) or call 1 (800) 950-NAMI.

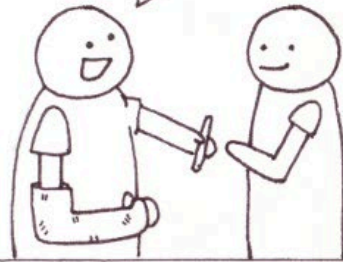






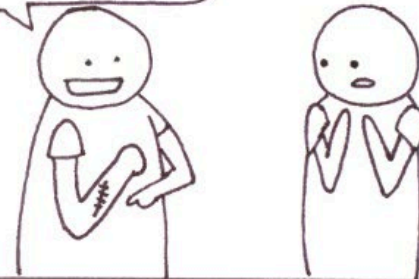
When we break a bone:

Sign my cast!




When we get a bad cut:

Check it out!  
12 stitches!






When we get the flu:

 **Jibby McJibbers**  
Today at 5:32 AM · 🌐

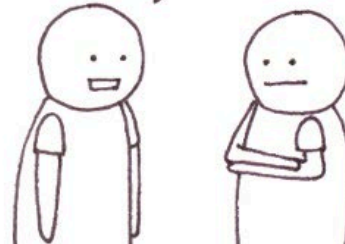
I just threw up all over everything I own. I need an old priest and a young priest.

21 Likes

 Like  Comment  Share

When we struggle with mental health issues:

Hey.





Time To Talk About  
**Mental Health**  
**At The Workplace**





# Do's and Don'ts of Discussing Mental Health at Work

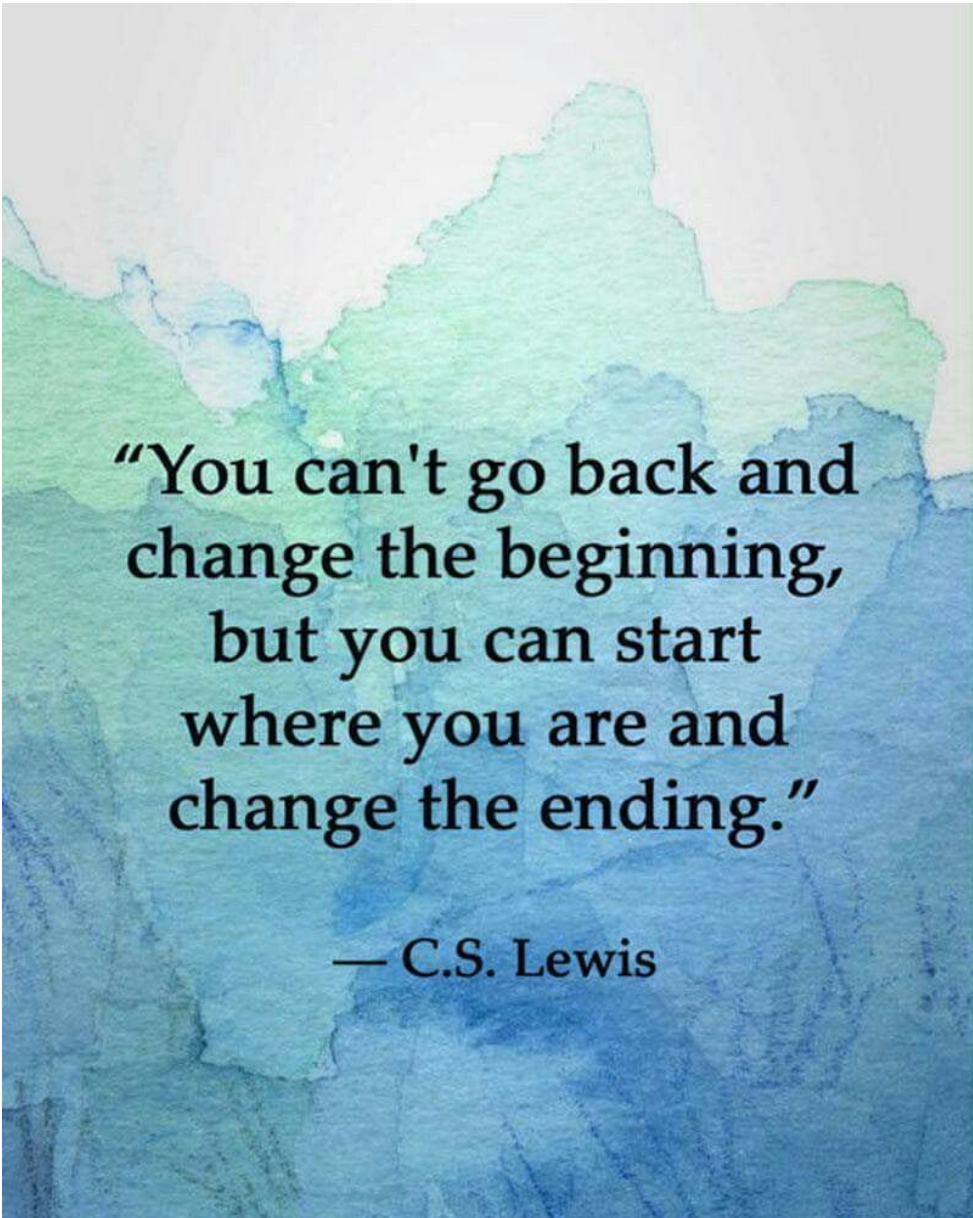
## Do's:

- Rehearse ahead of time
- Be direct and clear
- Share a list of accommodations
- Express your motivation and commitment to work

## Don'ts:

- Share info your employer doesn't need
- Complain about your workplace
- Assume how your boss will react





**“You can't go back and  
change the beginning,  
but you can start  
where you are and  
change the ending.”**

**— C.S. Lewis**





Manage Expectations

A close-up photograph of a whiteboard with the words "Manage Expectations" written in a cursive font. The word "Manage" is written in red marker, and "Expectations" is written in black marker. A hand is visible on the right side, holding a white marker and drawing a thick black underline that starts under "Manage" and extends under "Expectations". The whiteboard is mounted on a wall, and the photo has a white border.

# 6 KEY ACTIVE LISTENING SKILLS



1. PAY ATTENTION.



2. WITHHOLD JUDGEMENT.



3. REFLECT.



4. CLARIFY.





5. SUMMARIZE.



6. SHARE.





A word of  
advice, don't  
give it.



empathy

vs.

sympathy

# *Empathy Video*

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📱 Text **DANAH007** to **22333** once to join

## Which of the below is a response showing empathy?

"I remember when I lost my cat too. We couldn't find her for days. I was just so upset."

"Don't worry, things aren't so bad. After all, behind every cloud is a silver lining."

"Oh you poor thing! I am sooo sorry this happened to you! I brought you some cookies, now just eat up and you'll feel better."

"Joe was so mean to you. If I were you I'd complain to his manager. You shouldn't let people walk all over you!"

"So, you're feeling exhausted because of your hard day at work, right?"

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# Toxic Positivity

*(noun)*

The overgeneralization of a happy, optimistic state that results in the denial, minimization and invalidation of the authentic human emotional experience.

@thepsychologygroup



## toxic positivity

being negative won't help you

good vibes only

you'll get over it

other people have it a lot worse

smile, crying won't help

just stay positive

## Genuine Optimism

it's important to let it out. is there anything i can do to make this easier for you?

i love you through all your emotional states

you are so resilient, and your strength will get you through it

you are not alone, and there is support to help you

it's okay to cry, we all do. can i get you a tissue or a hug?

things are tough right now. do you wanna talk about it, or do something lighthearted?

@crazyheadcomics







**Check in with  
yourself**



It's okay  
to **talk** about  
mental health

A stack of sticky notes is placed on a light-colored wooden surface. The top sticky note is orange and has the words "DO NOT ASSUME" written in black, bold, capital letters. Below it, several yellow sticky notes are visible, partially obscured. The entire scene is framed within a circular border with a light gray gradient.

**DO NOT  
ASSUME**





Privacy

*Maslow Video*

# Having mental health needs met impacts which level(s) of Maslow's Hierarchy of Needs?

Self-actualization

Esteem

Love/Belonging

Safety



Physiological

All of the above

# Maslow's Hierarchy of Needs







**YES**  
**YOU CAN TALK ABOUT**  
**MENTAL**  
**HEALTH**  
**AT WORK**

**HERE'S WHY**

*(and How to Do it Really Well)*

MELISSA DOMAN, MA





Take Action

empower  
yourself





*Fight the Inertia of Stigma*

“Start doing what’s necessary, then  
do what’s possible; and suddenly  
you are doing the impossible.”

-Francis of Assisi





A screenshot of an iPhone home screen with a low battery notification. The notification is a semi-transparent white box with rounded corners, centered on the screen. It contains the text "Low Battery" in a large, bold, black font, and "10% of battery remaining" in a smaller, regular black font below it. At the bottom of the notification is a "Dismiss" button in a white rounded rectangle with a black border. The background shows various app icons like Photography, YouTube, Calendar, Social..., Maps, Utilities, Triplt, and Music, along with a dock at the bottom containing icons for Phone, Mail, Safari, and App Store.

# Low Battery

10% of battery remaining

Dismiss

How are you today?

**“I’M FINE”**

“I’M FINE”

ANGRY SAD DEPRESSED KEEPING UP APPEARANCES ALONE TIRED  
ASHAMED EXHAUSTED UGLY WALKING THROUGH MUD TRYING WEAK  
STRUGGLING FRUSTRATED LONELY OVERWHELMED SELF-LOATHING ALIENATED  
STUCK PRESSURED HUNGRY NOT-ENOUGH WORTHLESS REJECTED UNWORTHY  
USELESS DIFFERENT LOST FORGOTTEN TRAUMATIZED AT WAR SCARED RUINED  
SPOILED BROKEN MISUNDERSTOOD HATED BURDENSOME INEFFECTUAL SUFFERING  
TWISTED CONFUSED EMPTY ANXIOUS GUILTY UNLOVABLE CASUALTY AFRAID  
SCARRED DISSOCIATED TRAPPED PANICKED IRREPARABLE SPINNING  
SENSITIVE RAW LETHARGIC UNFORGIVEN INVISIBLE DISTRUSTFUL

---

Develop Your Emotional  
Intelligence





*Connect with Others*



Seek Balance



# Practice Gratitude

---

IT NEVER  
HURTS TO  
KEEP LOOKING  
FOR SUNSHINE.



-EEYORE

# Practice Mindfulness

---



*Mindfulness Video*

A large, circular watercolor splash in shades of orange and red, centered on a white background. The splash has a textured, painterly appearance with various tones and some darker spots.

BE

*You*

**In a word, what is one thing you can do to improve your mental health?**





## Americans With Disabilities Act

A disability is a physical or mental impairment that substantially limits one or more major life activities.



## Americans With Disabilities Act

Employers must provide reasonable accommodations to qualified applicants or employees with psychiatric disabilities (and other disabilities) unless this causes undue hardship on the employer.



**What do we mean by  
“qualified”?**



**What is an essential  
job function?**



## Examples of *Reasonable Accommodations*

- Modified break and work schedules
- Time off for appointments and/or leave
- Quiet office space
- Work from home arrangement
- Changes in supervisory methods
  - Written instructions
  - Breaking tasks into smaller parts
- Reassignment
- Job Restructuring
- Assistive Devices



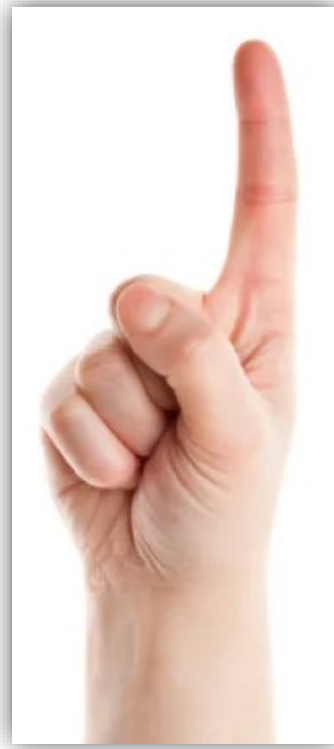


## **Unreasonable Accommodations**

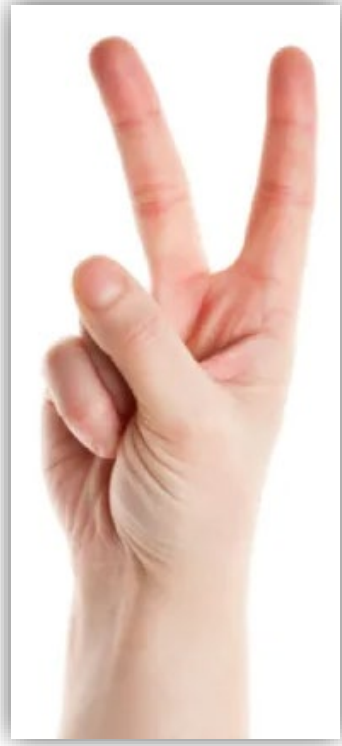
- Lowering a quality or quantity standard
  - Elimination of any essential job function.
- 
- Excusing misconduct
    - Indefinite Leave
  - Creating a new position
  - Transfer to a different supervisor
  - Moving the employee's desk away from others

# The Interactive Process



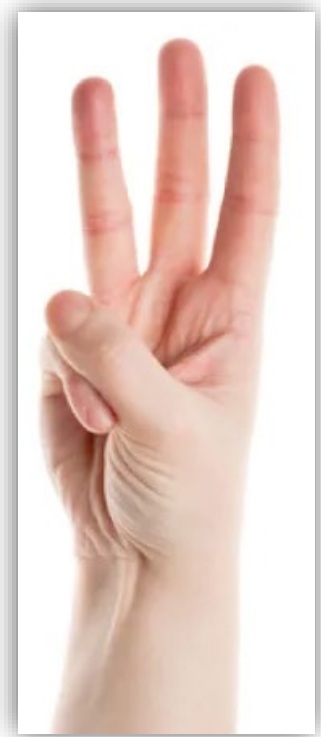


Assess the need for accommodation

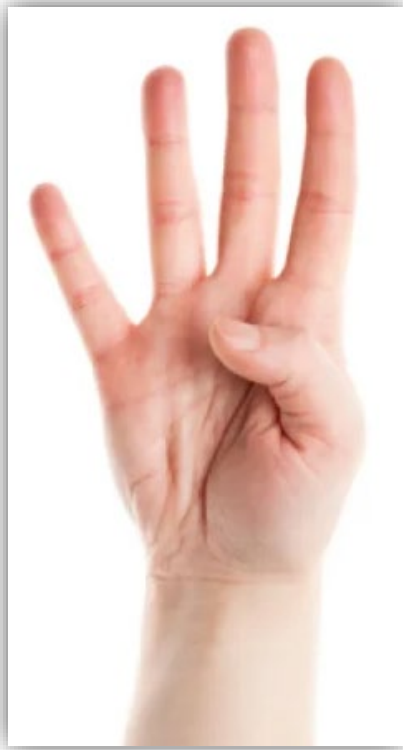


Identify potential reasonable accommodations





Select and implement reasonable accommodation(s)



Follow up



**CHARGE THE STORM**