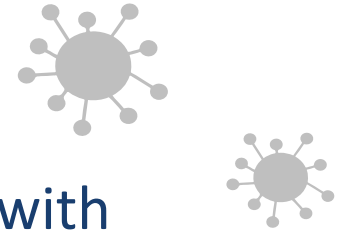


Regaining Hope for a Brighter Tomorrow

Erin Wallace
*Project Manager,
The Stay Well program*

STAY-WELL
Michigan.gov/StayWell

MICHIGAN'S STAY WELL PROGRAM



A behavioral health intervention program to help residents cope with emotional distress from the COVID-19 pandemic.

1 Behavioral Health Outreach

Trained outreach specialists provide education and support through online workshops, group meetings, and materials development. Resources are customized for these populations:

- Seniors and older adults.
- First responders and frontline workers.
- Children and families.
- Homeless and housing insecure.
- K-12 educators.
- Immigrants and ESL.
- People with substance use disorder.
- People with intellectual and developmental disabilities.
- People experiencing health disparities.

2 Counseling

Trained counselors provide phone-based emotional support and referral information.

Dial 988

Counseling available 24/7/365.

Agenda

- Phases of a disaster.
- Managing stress and our response to stressors.
- Healing amidst uncertainty.
- Setting the stage for the future.
- Stay Well Resources.



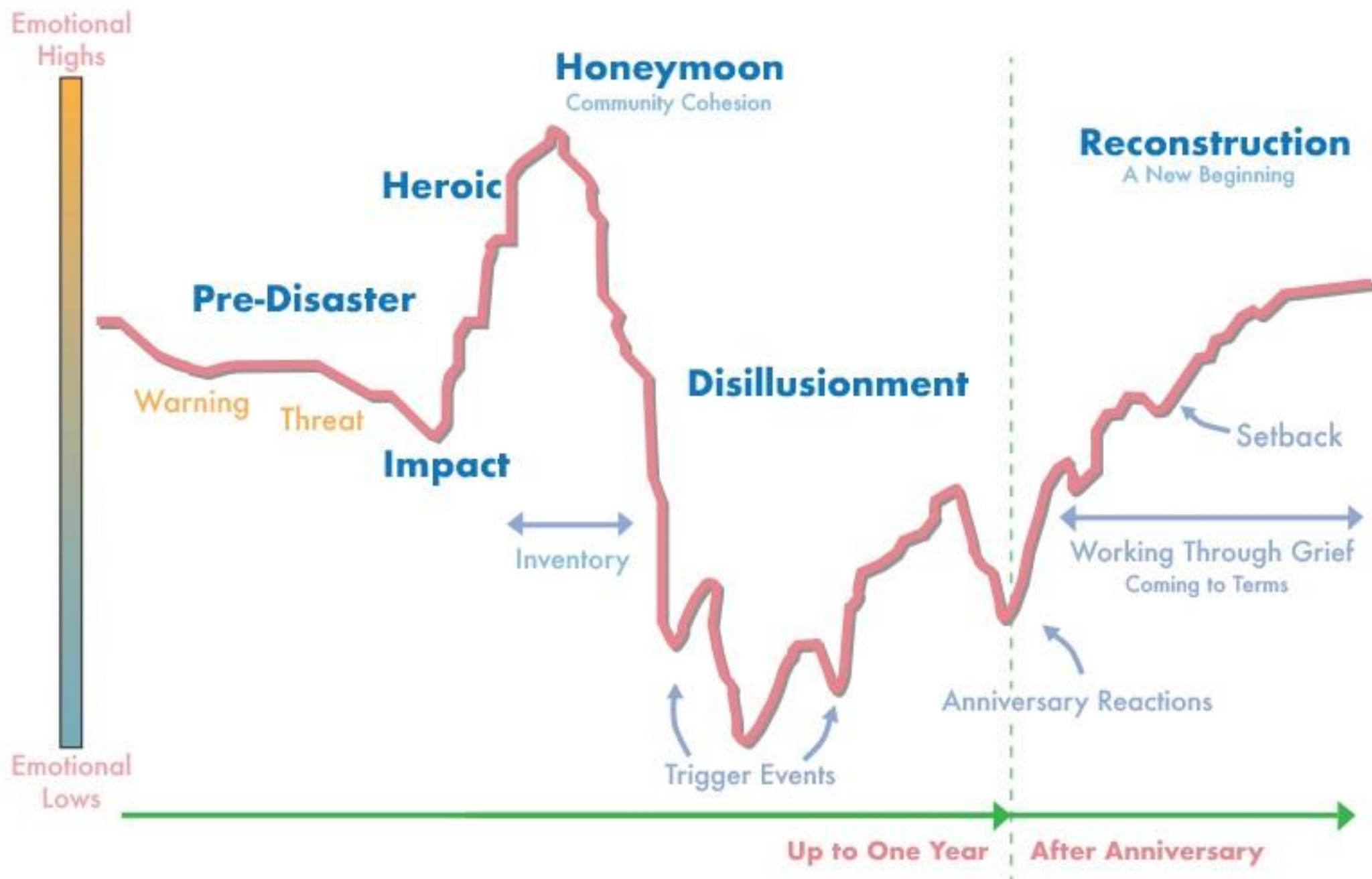


What is Wellness?

Wellness is an active process through which people become aware of, and make choices toward, a more successful existence.

Flashback to 2020...





The Eight Dimensions of Wellness



WELLNESS

Source: Adapted from Swarbrick, M. (2006). A Wellness Approach. *Psychiatric Rehabilitation Journal*. 29(4). 311-314.



Disaster Response in Real Life

- 5.4 million people took a mental health screening – a 500% increase.
- 78% of people who took a psychosis screen showed at-risk for psychotic-like episodes.
- Screenings indicated a large percentage of youth experiencing emotional, attentional or behavioral difficulties during the pandemic.
- Significant increases in the percentage of people scoring at-risk for PTSD, severe anxiety, and psychotic-like experiences from 2019-2021.



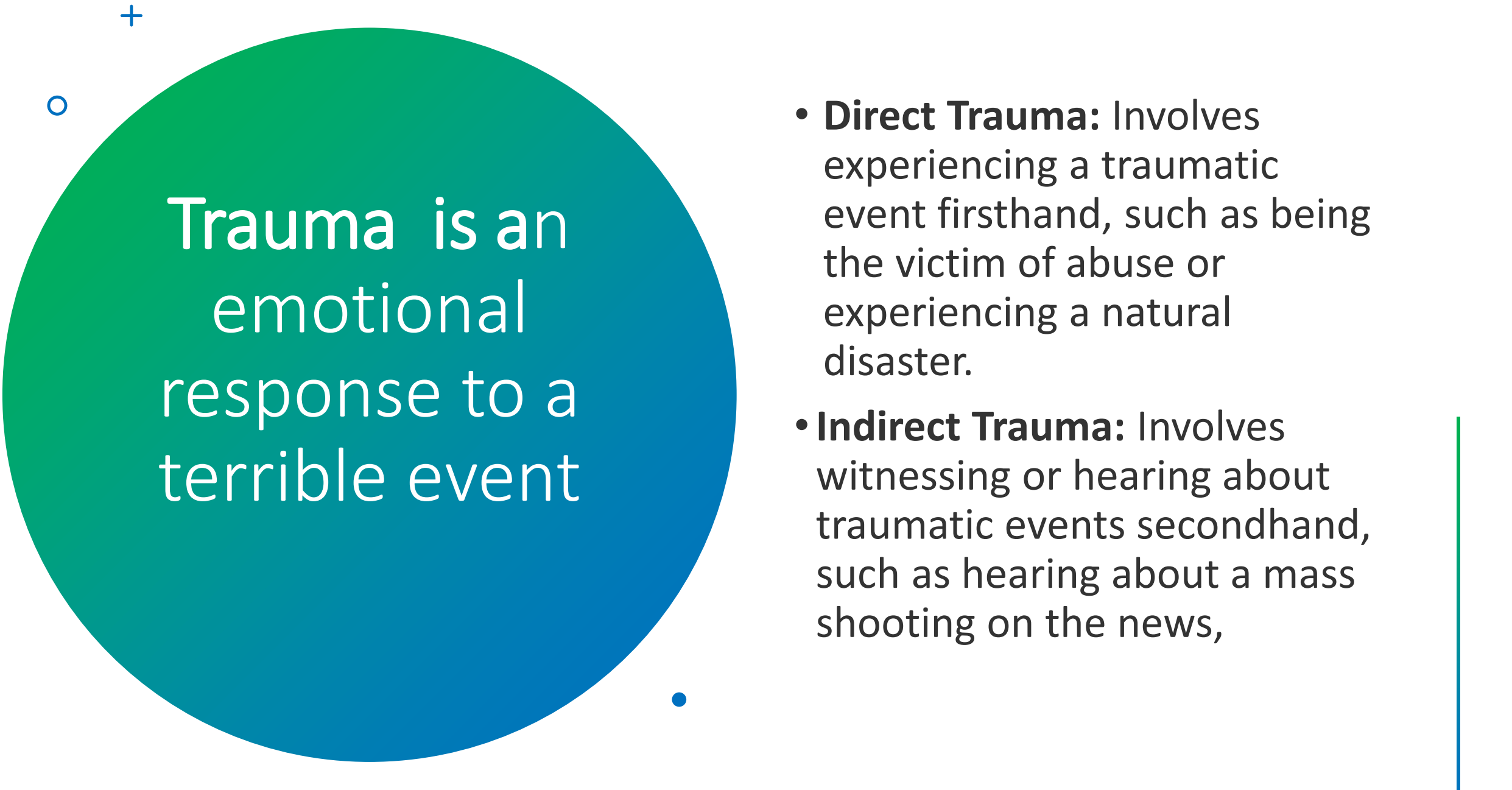
Disaster Response in Real Life, continued

- Suicidal ideation:
 - Highest rating of thought and ideation since survey began in 2014.
 - Highest in youth, specifically LGBTQ+
- Individuals scoring with moderate to severe mental health conditions reported the following:
 - Loneliness, isolation – 63%
 - Past trauma – 49%
 - Relationship problems – 37%

Mental Health and Well-being at work

- 76% of U.S. workers reported at least one symptom of a mental health condition.
- 84% of respondents said their workplace conditions had contributed to at least one mental health challenge.
- 81% of workers reported that they will be looking for workplaces that support mental health in the future.





Trauma is an
emotional
response to a
terrible event

- **Direct Trauma:** Involves experiencing a traumatic event firsthand, such as being the victim of abuse or experiencing a natural disaster.
- **Indirect Trauma:** Involves witnessing or hearing about traumatic events secondhand, such as hearing about a mass shooting on the news,

Psychological and Physical Impacts of Trauma

Uncomfortable emotions:

Feelings most likely surface include anger, fear, sadness, and shame – though exact feeling may be hard to define.

Emotional Dysregulation:

This can create a sense of being caught between feeling too much (overwhelmed) or too little (numb), which can lead to self-medication and substance abuse.

Perceived personal vulnerability:


Traumatic events can challenge a person's beliefs that they are safe, which can result in excessive worry, intrusive thoughts, and trauma induces hallucinations or decisions

Physical Symptoms:

Ailments such as sleep disturbances, gastrointestinal distress, and respiratory issues can manifest as a result of traumatic experiences. Many are unaware of the connection between their emotions and physical symptoms.



Traumatic stress can lead to an overproduction in stress hormones like cortisol, which in turn cause inflammation, can weaken immune systems, and increase risk for physical illness.



Stress in the Workplace

- 83% of U.S. workers suffer from work-related stress.
- 25% say their job is the number one stressor in their lives.
- Approximately 1 million Americans miss work each day due to stress.
- 76% of U.S. workers report that workplace stress affects their personal relationships.


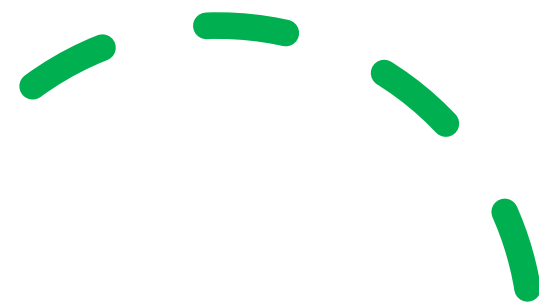
Where is burnout in this conversation?

Burnout (or occupation burnout) is a psychological term referring to a general exhaustion and lack of interest or motivation regarding one's work.

Signs of burnout:


- Exhaustion or feeling overwhelmed
- Physical symptoms such as chronic headache or fatigue
- Anger or irritability
- Distancing themselves from their work
- Nervousness or feeling uncertain
- Low motivation
- Sadness
- Difficulty concentrating





Common Sources of Workplace Stress

- Low salaries.
- Excessive work loads.
- Few opportunities for growth.
- Work isn't engaging or challenging.
- Lack of social support.
- Not having control over job-related decisions.
- Conflicting demands or unclear performance expectations.

A modern office lounge area with several red and black armchairs arranged around a central black coffee table. Large windows in the background offer a view of a cityscape. The room is brightly lit, and the furniture is contemporary.

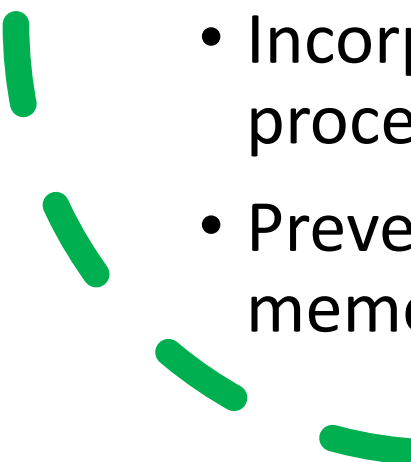
The workplace, “post- pandemic”

- Employees now think in terms of “contributorship.”
- Staff experiencing challenges in other areas of wellness are essentially frozen in place.
- Staff who don’t feel valued, or in a profession that helps them feel better, are leaving their jobs.
- Forbes poll: 70% of employees now demand purposeful work.



Trauma Informed Workplace

Trauma informed workplaces are places of employment in which all people, both leaders and employees seek to:

- Understand the impact of trauma and stress on the mind and body.
 - Cultivate an environment of safety, agency, and respect for team members.
 - Incorporate knowledge about trauma into workplace policies, procedures, and standards.
 - Prevent unnecessary trauma triggers that result in bringing up a memory of traumatic experience to mind.
- 

Steps Toward Managing Stress

- Track your stressors.
- Develop healthy responses.
- Establish boundaries.
- Take time to recharge.
- Learn how to relax.
- Talk with your supervisor/leadership.
- Don't be afraid to ask for support.



Healing Despite Adversity

Types of adversity:

- Self-doubt
- Physical injuries
- Rejection
- Poverty
- Losing a loved one
- Struggling to succeed in your selected career





Healing Despite Adversity

- We have the ability to choose how we respond.
- The internal dialogue you have with yourself contributes to your emotional experience.
- Consider how you view the challenge
 - How I see the obstacle...
 - How I respond to this adversity...
 - How I maintain my composure when facing adversity...
 - The story I tell myself about what is going on...



Managing expectations can help you move forward.

- If expectations go unmanaged, you will experience more stress.
- Trying to be perfect is unrealistic and will cause more anxiety and stress.
- Ask yourself these three questions:
 1. What do I really want?
 2. What can I really do?
 3. Who can really help?



Build resilience by embracing a “quest” mindset.



What do we need to move forward?

- Safety
- Calm
- Self and team efficacy
- Social connection
- Hope

BE KIND TO YOUR MIND

STAY WELL
Michigan.gov/StayWell



Now Available: Mental wellness toolkit for organizations!

STAY-WELL
Michigan.gov/StayWell

WELLNESS SURVEY TEMPLATE

Surveying employees on their level of wellness is a great way to get a better understanding of the kind of information to share with them.

Employees or volunteers may be interested in workplace wellness. Administering a survey is a great way to get their input open. Likewise, coworkers may be interested in an Employee Assistance Program.

Consider using any of the questions below to help you plan.

STAY-WELL
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WORKPLACE WELLNESS ACTIVITY IDEAS

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SUPPORTING WELLNESS: TIPS FOR SUPERVISORS

An effective supervisor exhibits multiple traits: the ability to manage the day-to-day success of the team; the ability to motivate individuals on the team to meet goals; and an understanding of how to support “the whole person” when a team member is struggling.

When it comes to upholding mental wellness in the workplace, supervisors can supply encouragement and support while respecting their employees’ humanity and boundaries. This can sometimes be a challenge to balance.

This document outlines practices for supporting employees who may be struggling with mental wellness at work. It provides:

- Suggestions for offering help in a professional manner.
- A list of behaviors to help recognize emotional stress in the workplace.
- Mental health and wellness resources you can offer staff in need.

Check in with your team

1. Regular meetings are a great place to emphasize the importance of employee wellness and get a feel for how your team is doing.

- The goal is to lay a foundation for an empathetic workplace that allows teams to

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UNDERSTANDING THE

PANDEMIC’S EFFECTS ON OUR WELLNESS

Brought to you by:

The Stay Well program

Michigan Department of Health & Human Services

STAY-WELL
Michigan.gov/StayWell



Wellness resources available at Michigan.gov/StayWell



Resources
for Teens



Help Lines
(Phone &
Text)



Resources
for
Schools



Mental
Wellness
Webinars



Emotional
Health
Guidance



Videos



Items to
Print and
Order



Cultivating Joy

A video series produced by the Stay Well program.

Stay Well
CREATIVE COPING:
An art-based workshop for kids and parents

Thank You

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For more information, visit: Michigan.gov/StayWell



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