



# ALASKA SHRM STATE COUNCIL



## I'M (NOT) OKAY: MENTAL HEALTH CRISIS AND INTERVENTION

PRESENTED BY  
HEIDI FROST

- PROGRAM HANDOUTS: [HTTP://ALASKA.SHRM.ORG/SLIDES](http://alaska.shrm.org/slides)
- BOOKMARK OUR PAGE: [HTTP://ALASKA.SHRM.ORG](http://alaska.shrm.org)
- FOLLOW US ON FACEBOOK  
[HTTP://WWW.FACEBOOK.COM/AKSHRMSTATECOUNCIL](http://www.facebook.com/akshrmstatecouncil)

# Volunteers Wanted!

We're looking for passionate individuals to join our team in 2022! Multiple positions are available. Email [akshrmtreasurer@gmail.com](mailto:akshrmtreasurer@gmail.com) for more information.



# I'm (Not) Okay: Mental Health Crisis and Intervention

Heidi Frost – Consultant

# Learning Objectives

- An overview of mental health - statistics and facts
- An understanding of why we need to address stress/mental health issues
- Strategies to use to improve mental health - tips and tools
- Resources for people in crisis

# Mental Health Overview

- What is your definition of mental health?
- Why is mental health important?
- Who is impacted by mental health issues?
- Mental health is more than the absence of mental disorders. It is an integral and essential component of health.
- It's fundamental to our being as much as our physical health and impacts our ability to think, feel, act, and interact with others.
- Everyone.

# Mental Health Overview con't

## What causes mental health issues?

- Mental health issues can be long or short-term health concerns.
- Usually more than one factor is involved; factors such as psychological, social, and biological
- But, also things such as rapid social change, stressful work/home conditions, discrimination, social exclusion, unhealthy lifestyle, physical ill-health and a pandemic impact a person's state of mental health.

# Myths and Facts

## **Myths and Facts about Mental Illness:**

Myth: *Once you have a mental illness, you'll always have a mental illness.*

Fact: Most people get better.

Myth: *People with mental illness can't handle work or school.*

Fact: Stressful situations can be difficult for all people, not just those who live with mental illness. People with mental health conditions have jobs, go to school, and are active members of their communities.


Myth: *I can't help someone who has a mental health issue.*

Fact: Everyone can help those living with mental illness by speaking and acting in a way that preserves personal dignity. If you are a part of removing mental illness stigma in our society you are helping everyone affected by a condition.

## Statistics

### In 2019:

1 in 5 adults (in US) lived with a mental illness. 

Nearly **1/3 of U.S. adults** experienced an **anxiety disorder at some time** in their lives. 

MAJOR DEPRESSION is one of the most common mental illnesses in America.

Suicide was the 10th leading cause of death in the US.

**In Alaska, it was the 5th leading cause of death overall.**

It was **also** the:

☀️ **Leading cause of death** for people between of **10-24 years old.**

☀️ **2nd leading cause of death** for those between **25-44 years old.**

☀️ **4th leading cause of death** for people between **45-54 years old.**

Reports of **suicidal ideation** have continued to **increase among adults** in the U.S. every year since 2012.



# Pandemic and Mental Health

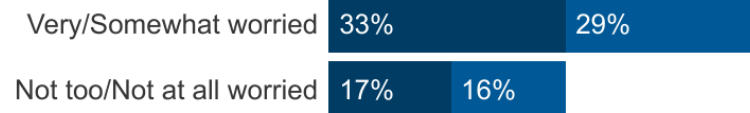
Figure 6

## Nearly Six In Ten Adults Worried About Getting Sick From COVID-19 Say It Has Had A Negative Impact On Their Mental Health

Percent who say they feel that worry or stress related to coronavirus has had a **major** or **minor** negative impact on their mental health:

■ Major impact ■ Minor impact

Among those who say that they are  
... that they or someone in their  
family will get sick from  
coronavirus:



NOTE: See topline for full question wording.

SOURCE: KFF COVID-19 Vaccine Monitor (March 15-22, 2021)

[KFF COVID-19  
Vaccine Monitor](#)

# Mental Health and Business

Poor mental health and stress  
can negatively affect employee:

Job  
performance &  
productivity.

Engagement  
with one's work.

Communication  
with coworkers.

Physical  
capability &  
daily  
functioning.

# Why Address Mental Health @ Work?



Workplaces are changing. The pandemic changed a lot of the landscape, especially when combined with the last few years of discourse and social unrest. Here's what we know from two Harvard Business Review studies (2019 and 2021):

- ❖ More employees are leaving their jobs for mental health reasons, including those caused by workplace factors like overwhelming and unsustainable work.
- ❖ Mental health challenges are now the norm among employees across all organizational levels.
- ❖ More employees are talking about mental health at work than in 2019.
- ❖ Demographics continue to play a strong role in workplace mental health, with younger workers and historically underrepresented groups still struggling the most.

# Ways to Address Mental Health @Work

- Create Health and wellness programs
- Engage in culture change
  - Leadership should be engaged/encourage process
  - Identify barriers/opportunities
  - Empower others to remove barriers/increase opportunities
    - Initiative has a workplan, budget, and desired outcomes
- Provide resources and trainings to current employees
  - Self-assessments, clinical screenings, and free/subsidized clinical screenings
  - Distribute materials: brochures, videos, workshops/trainings
- Review work/life balance and related stressors

# Job Accommodation Network

- JAN provides free consulting services for all employers, regardless of the size of an employer's workforce. Services include one-on-one consultation about all aspects of job accommodations, including the accommodation process, accommodation ideas, product vendors, referral to other resources, and ADA compliance assistance.
- Businesses, not for profit agencies, government agencies can access JAN services in a variety of ways:
  -  Telephone
  -  E-Mail
  -  Online Tools
  -  Publications/Resources
- Individuals with medical conditions and disabilities seeking information about job accommodation solutions, employment rights under the ADA, and self-employment and entrepreneurship opportunities; and
- Family members and rehabilitation, medical, educational, and other professionals in their effort to support successful employment outcomes for individuals with medical conditions and disabilities.

# JAN: About Mental Health Conditions

## **What it covers:**

- About Mental Health Conditions
- Mental Health Conditions and the Americans with Disabilities Act
- Accommodating Employees with Mental Health Conditions
- JAN Publications & Articles Regarding Mental Health Conditions
- Events Regarding Mental Health Conditions
- Other Information Regarding Mental Health Conditions

## **Example Accommodations:**

- Flexible Schedule
- Modified Break Schedule
- Rest Area/Private Space
- Support Animal
- Support Person
- Identify and Reduce Triggers
- Rest Area/Private Space:
- Identify and Reduce Triggers:

# Other Resources Available

- Alaska Division of Vocational Rehabilitation – connects individuals and employers connect
- Alaska Tribal Vocational Rehabilitation – helps Alaska Native and American Indians with disabilities find employment and works with businesses to ensure solid connection is made.
- Veteran's Administration Vocational Rehabilitation – works with veterans and businesses.
- Centers for Independent Living – help connect individuals and businesses to resources.
- Northwest Americans with Disabilities Act Center (NWADAC) – provides training and technical help.

# Healthy Ways to Cope with Stress





Take breaks from watching, reading, or listening to news stories

Disconnect from your phone, tv, and computer screens for a while.

Take care of your body

Take deep breaths, stretch, or meditate

Try to eat healthy, well-balanced meals

Exercise regularly

Get plenty of sleep

Avoid excessive alcohol, tobacco, and substance use

Continue with routine preventive measures

Get vaccinated with a COVID-19 vaccine

Make time to unwind — Try to do some other activities you enjoy

Connect with others — Talk with people you trust about your concerns and how you are feeling

Connect with your community or faith-based organizations

## The 5 Senses

Run through what each of your senses is experiencing in that moment.

- Look around you. See the movement of a clock's hands.
- Feel the chair beneath you.
- Listen to your teacher's voice.
- Smell the faint aroma of the chalkboard.
- Taste/chew a piece of gum.

Running through your senses will take only a few seconds and will **help keep you present** and focused on what is real, on what is happening right now.

5-3-7

Breathe in for 5  
seconds  
Hold the breath  
for 3 seconds  
Breathe out for 7  
seconds

## NIX NEGATIVITY

1. Recognize the thought
2. Relax for a moment
3. Name a positive

## Re-framing

**Notice your stress and what is causing it.**  
**Challenge your thoughts**  
**Reframe the negativity into positivity**

An aerial photograph of a river delta, showing a complex network of white, sandy channels branching out from a larger body of water. The surrounding land is covered in dense green vegetation. A teal-colored callout box with a white border is positioned in the lower right quadrant of the image.

**What to say**

# 10 Communication Tips (First Five)

- Speak Directly.

Speak



- Offer to Shake Hands When Introduced

Offer



- Make Eye Contact and Be Aware of Body Language

Make



- Listen Attentively

Listen



- Treat Adults as Adults

Treat



# 10 Communication Tips (Next Five)

Do Not Give  
Unsolicited Advice or  
Assistance

Do Not Blame the  
Person

Question  
Stereotypes of  
Mental Illness

Relax!

See the PERSON

**Last and Greatest  
Recommendation:**

Treat people with  
mental health  
disabilities as you  
would wish to be  
treated.

# Resources for People in Crisis

There is no set definition of when a person is in crisis – it's individual and varies with each situation

# National Resources

- [National Suicide Prevention Lifeline](#)  
(800) 273-8255
- [Nacional de Prevención del Suicidio](#)  
(888) 628-9454
- [National Suicide Prevention Lifeline \(Options for Deaf and Hard of Hearing\)](#)  
For TTY Users: Use your preferred relay service or dial 711 then 1-800-273-8255
- [Crisis Text Line](#)  
Text HOME to 741741
- [National Domestic Violence Hotline](#)  
(800) 799-7233
- [Veterans Crisis Line](#)  
(800) 273-8255, PRESS 1  
Text 838255 -[Chat online](#)
- [National Grad Crisis Line](#)  
(877) 472-3457
- [National Sexual Assault Hotline](#)  
(800) 656-4673
- [Childhelp National Child Abuse Hotline](#)  
(800) 422-4453
- [CDC National HIV and AIDS Hotline](#)  
(800) 232-4636
- [Substance Abuse and Mental Health Services Administration National Helpline](#)  
(800) 662-4357
- [Alcoholics Anonymous](#)
- [Narcotics Anonymous](#)
- [Gamblers Anonymous](#)



# Alaska Specific Resources

- Alaska211.org (Resource Line)
  - **Alaska211.org**
  - **211** – in Anchorage
  - **1-800-478-2221** – toll free outside of Anchorage
- [Aging and Disability Resource Centers \(alaska.gov\)](http://alaska.gov)
  - **907-343-7770** – in Anchorage
  - 1-855-565-2017 – statewide contact
- Anchorage Mental Health Crisis Line
  - **907-563-3200**
- Alaska Mental Health Hotline
  - **1-877-266-HELP (4357)**
  - **839863**
- The Helpline – every day ; 6:00 – 11:00 pm
  - **907-258-4777** – in Anchorage
  - **888-901-9876** – toll free outside Anchorage
- Providence Alaska Medical Center
  - **(907) 212-3111** – emergency services
  - **(907) 212-6240** – substance misuse
- Abused Women's Aid in Crisis (AWAIC) 24 Hour Crisis & Support Line
  - **(907) 272-0100**
- Standing Together Against Rape (STAR)
  - **(907) 276-7273** – in Anchorage
  - **(800) 478-8999** - Statewide/Toll-Free

# Questions?



Heidi Frost  
Consultant

[heidi.j.frost@gmail.com](mailto:heidi.j.frost@gmail.com)



# ALASKA SHRM STATE COUNCIL



## I'M (NOT) OKAY: MENTAL HEALTH CRISIS AND INTERVENTION

PRESENTED BY  
HEIDI FROST

- **CERTIFICATE FOR PROFESSIONAL DEVELOPMENT CREDITS:**  
[HTTP://WWW.ALASKA.SHRM.ORG/CERTIFICATE](http://www.alaska.shrm.org/certificate)
- **PROGRAM HANDOUTS:** [HTTP://ALASKA.SHRM.ORG/SLIDES](http://alaska.shrm.org/slides)
- **BOOKMARK OUR PAGE:** [HTTP://ALASKA.SHRM.ORG](http://alaska.shrm.org)
- **FOLLOW US ON FACEBOOK**  
[HTTP://WWW.FACEBOOK.COM/AKSHRMSTATECOUNCIL](http://www.facebook.com/akshrmstatecouncil)