

Supporting Mental Health: Awareness to Action

*SupportLinc Employee
Assistance Program (EAP)*

Spectrum Brands



Disclaimer

This training session is designed to provide general guidance, strategies, and coping skills for personal and professional well-being. The content shared reflects the insights and expertise of the presenter and is intended for informational purposes only. While the session offers valuable tools and perspectives, it may not fully apply to every individual's unique situation. For personalized support, we encourage you to consult with a licensed professional.

Each session is structured to have time at the end for decompression and review.

This time is intended for reflection and to process the information covered. At the conclusion of the session, you will find reflective questions designed to foster deeper thinking and encourage practical application of key concepts.

CuraLinc Healthcare and the training department are not responsible for any actions taken solely based on this presentation. Participants are encouraged to use their discretion and seek professional advice when needed.

Objectives

This training is designed to help you:

- Become aware of the prevalence of mental health concerns
- Identify common signs and symptoms
- Understand how to help someone with a mental health concern
- Learn hands-on skills that you can apply in real life situations
- Discuss the importance of stress management

Perceptions

- Mental health
- Mental illness
- Depression
- Anxiety
- Stress



Mental health statistics

- 1 in 5 adults in the U.S. experiences a mental illness every year
- Approximately 1 in 20 adults in the U.S. experiences a serious mental illness in a given year that substantially interferes with at least one major life activity
- 1.1% of adults in the U.S. live with schizophrenia
- 2.8% of adults in the U.S. live with bipolar disorder
- 7.8% of adults in the U.S. had at least one major depressive episode in the past year
- 19.1% of adults in the U.S. experienced an anxiety disorder, such as post traumatic stress disorder, obsessive-compulsive disorder and specific phobias

Workplace signs and symptoms

Symptoms of distress

Sleep problems

Lack of concentration

Slowed thoughts

Aches and pains

Forgetfulness

Alcohol/substance abuse

Irritability or tearfulness

Low motivation or morale

Signs that affect work productivity

- Lower quality work, lateness to work

- Procrastination, more accidents on the job

- Indecision or trouble making decisions

- Trips to the doctor, increased healthcare costs

- Poor quality of work

- Missed deadlines, absenteeism

- Poor relationships with co-workers, boss or clients

- Decreased productivity

Signs of potential crisis

Ideation	Talking about wanting to hurt or kill themselves
Substance abuse	Increased substance use (alcohol or drug)
Purposelessness	No reason for living; no sense of purpose in life
Anxiety	Anxiety, agitation or sleeping too much or too little
Trapped	Expressing feeling trapped (like there's no way out)
Hopelessness	Expressing feelings of hopelessness or helplessness
Withdrawal	Withdrawal from friends, family and society
Anger	Rage, uncontrolled anger or seeking revenge
Recklessness	Acting reckless or engaging in risky activities
Mood changes	Dramatic mood changes

Seek help when you or someone you know is struggling. Contact your Employee Assistance Program, The National Suicide & Crisis Lifeline or the Trevor Project. **Always call 911 in an emergency.**

When to get back-up or seek help

Low concern:
Pass on resources and
have a conversation

Moderate concern:
Assist in accessing
resources

Imminent concerns:
Contact emergency
services

Seek help when you or someone
you know is struggling.
*Contact your Employee Assistance
Program, The National Suicide &
Crisis Lifeline or the Trevor Project.*
Always call 911 in an emergency.

Be prepared

- Am I willing to genuinely listen?
- Can I give as much time as needed?
- Do I understand that I can't fix it?
- Do I accept they may not be ready to talk?
- Have I chosen a private place?
- Am I the right person?



R U OK?

Meaningful connections

Sense of responsibility

Sense of belonging

1. Ask
2. Listen
3. Encourage action
4. Check-in



Ask “R U OK”?



- You don't seem yourself lately...
- How are you doing?
- How have you been lately?
- What's going on?
- Is there something on your mind?
- Do you want to talk about it?
- **How are you doing, really?**

Alternatives

What not to say

Try instead

“You seem depressed.”

- “You’re not your usual self.”

“Snap out of it.”

- “Do you want to talk about it?”

“Think positive.”

- “It’s always OK to ask for help.”

“I know exactly what you’re going through.”

- “I can see that it’s distressing for you.”

Listen

- Take what they say seriously
- Don't rush the conversation
- Stay calm
- Don't interrupt
- Encourage them to elaborate
- Don't take their reaction personally



Encourage action

- How can I help?
- What have you done in the past?
- Where do you think we go from here?
- What would be a good next step?
- What do you need from me?

In the potentially harmful category:

- Putting off the conversation until later in the week
- Suggesting they simply work it out with their manager
- Telling them to “just hang in there”

Scenario

Michelle has been late to team meetings. When you speak to her about work on the phone, she seems out of it, unable to focus on the topic at hand and frazzled. She then starts crying.

How do you proceed?

Life saving resources

Employee Assistance Programs

- Call for eligibility, please note contact information at the end

Domestic Violence

- National Domestic Violence Hotline
P: 1-800-799-SAFE (7233)

Sexual Assault

- National Sexual Assault Hotline
P: 1-800-656-HOPE (4673)

Suicide Prevention

- National Suicide & Crisis Lifeline
P: 1-800-273-TALK (8255) or text 988

Trevor Project

- LGBTQIA+ mental health support
P: 866 488 7386 or text 678678 or chat option available online

Additional tips:

- ***Remember to always call 911 in an emergency***
- *Add these numbers to your contacts for easy reference.*

Check-in



- Check back in a few days
- Ask how they're doing
- Ask if they pursued help
- Provide encouragement
- Offer assistance
- Be patient but gently persist

Managing stress

- Exercise
- Counseling
- Hobby or activity
- Social connection
- Healthy diet
- Quality sleep
- Meaning and purpose





SupportLinc Toolkits



Mental Health Toolkit

Develop skills to identify, understand and respond to signs of mental illness. <https://mentalhealthtoolkit.tools>



Mindfulness Toolkit

Discover the benefits of mindfulness, navigate distractions and live fully in the present. <http://mindfulness.tools/>



Resiliency Toolkit

Overcome various challenges with resources to apply energy and passion into taking care of yourself. <http://resiliency.tools/>



Meditation Toolkit

Boost self-confidence, empathy, compassion and patience to find peace and clarity. <http://meditate.tools/>



Sleep Fitness Toolkit

Learn habits to get a good night's sleep instead of tossing and turning. <http://sleepfitness.tools/>



Addiction Toolkit

Understand the types of addiction and get the support you need. <http://addictiontoolkit.tools/>



Additional Resources

Tap into an extensive library of fresh content to help improve and support your emotional, physical and overall wellbeing. <http://wellbeing.place/>



Grief and Loss Toolkit

Equip yourself with knowledge, support, and the right tools to discover a way to live with your grief and move forward. <http://griefandloss.tools/>

✓ No log in needed!

✓ Utilize yourselves

✓ Share with others



What is SupportLinc?

How can we help?

SupportLinc is an Employee Assistance Program (EAP) offered, at no additional cost to you, by your employer. It is a health benefit, separate from your medical insurance, that assists you with managing life's daily challenges.

SupportLinc counselors can refer you to professional counseling & community resources that will help you, and your eligible family members, resolve a broad range of personal and/or work-related concerns.

Work-life benefits



Legal consultation

- Free in-person or telephonic consultation



Financial consultation

- Guidance and consultation from financial planners and budget specialists



ID theft consultation

- Free consultation and tailored recovery action plan



Dependent care resources

Childcare referrals

- Daycare centers
- Home childcare
- Nannies
- Recreational programs

Elder care referrals

- Adult daycare
- Assisted living
- Home health care
- “Meals on Wheels”
- Retirement communities



Convenience and concierge resources

Expert referrals for everyday needs

- Home improvement
- Entertainment services
- Pet care
- Auto repair
- Wellness
- Travel
- Plumbers and handymen
- Volunteer opportunities

Support that's here for you

Whether you're looking for guidance, tools or someone to talk to, support is available to meet you where you are and help you move forward with confidence.



Help is always within reach

mysupportlinc.com | Group code: **spb**

1-888-881-LINC (5462)





Next Steps

Intentional Reflection

Small changes often matter the most. Like adjusting your perspective or trying one new strategy, these can have a meaningful & significant impact.

Know your resources!

Moving Forward



What can you do in the next 24 hours to apply these concepts?

Who can be a support for you to make change?

What did you get out of today's presentation?

Which concepts are working in your life and why?

What 3 ideas are going to be the most helpful for you?

How can you support someone else with change?

Which concepts are *not* working in your life and why?

What are your biggest barriers for change?