



Managing Your Mental Health

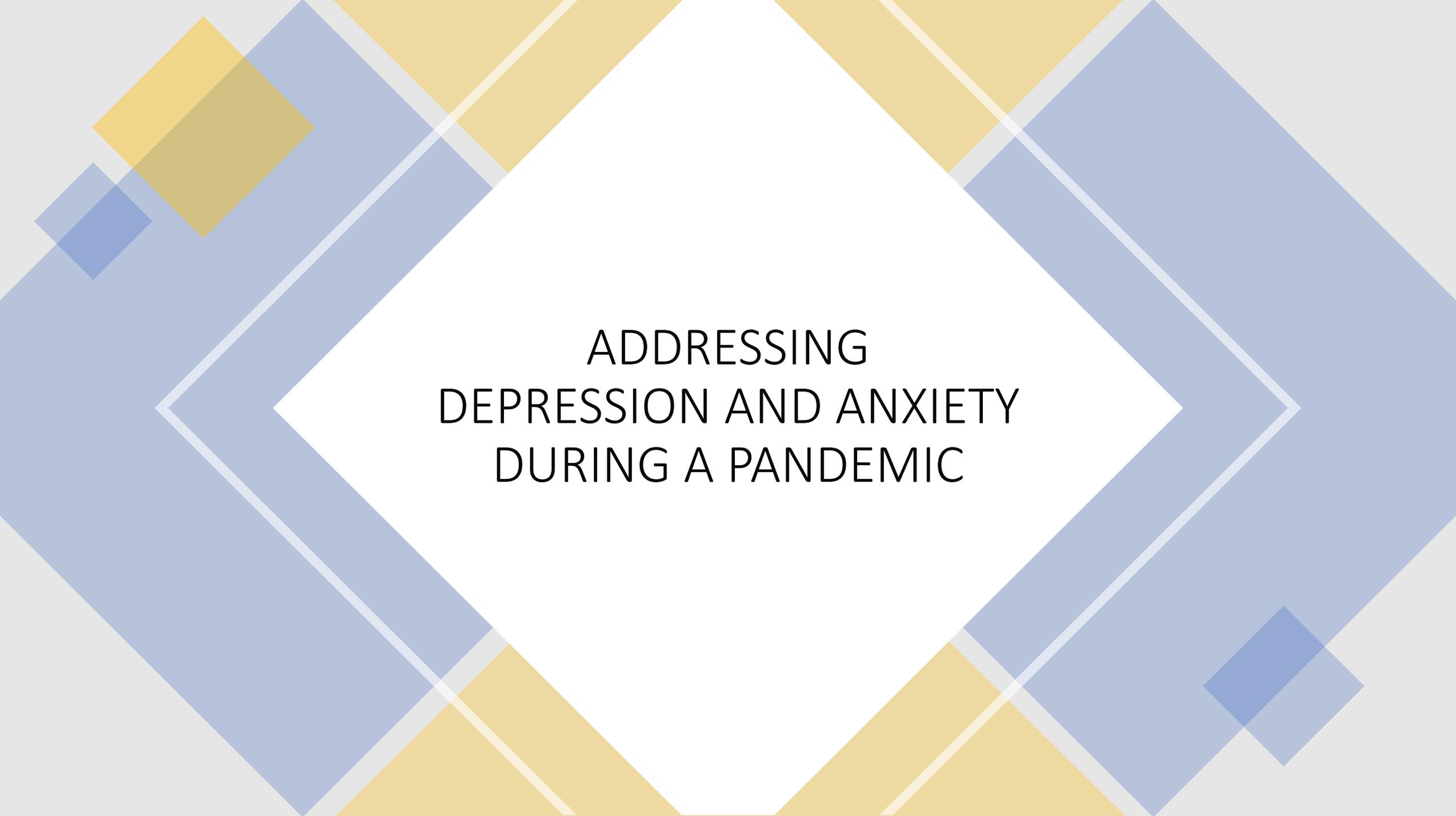
Tuesday, April 21, 2020





COVID 19 Webinar

Allied Trades Assistance Program
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Managed Care Supervisor



ADDRESSING
DEPRESSION AND ANXIETY
DURING A PANDEMIC

Personal Stress related to COVID 19

- 77% percent of American women and 61% of men are currently reporting an increase in personal stress due to the Pandemic related to COVID 19.
- 69% of individuals are reporting an overwhelming concern for not only themselves but their family members in relation to becoming infected



Psychological Health

- According to a recent poll by, the American Psychiatric Association, found that more than one-third of Americans think the coronavirus crisis is seriously affecting their psychological health
- As a result, calls and texts messages to mental health hotlines have dramatically increased.
- Currently ATAP is seeing an increase in calls related to outpatient mental health services that are available.
- Individuals are dealing with an increase in signs and symptoms related to mental health as individuals are experiencing job related stress, financial uncertainty and family dysfunction.



Feelings of...

Depression, anxiety, fear, uncertainty, loneliness and boredom can easily escalate during this time.



POTENTIAL THREAT TO THOSE WITH SUBSTANCE USE DISORDER

Health Implications



Physical health implications

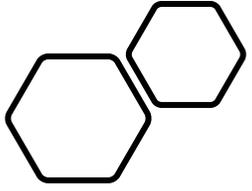
- The physical health implications of the Coronavirus is that it attacks the lungs and for some the drug of choice makes them particularly more vulnerable due to those drugs effects on respiratory and pulmonary health.
- This is concerning especially for those individuals who misuse opiates and methamphetamine.
- For individuals who use opioids at high doses medically or who have Opiate Use Disorder face separate challenges to their respiratory health.

Accessing Services

For someone with substance use disorder, accessing (emergency or addiction) services is going to be more difficult.

They are likely to be discriminated against, they may not have proper insurance and they may be afraid to seek out help when they need it.





Social Support

ATAP has recently been providing an increased presence on social media to provide different ways to cope with isolation and anxiety regarding COVID-19 which can also act as a trigger for those in recovery.



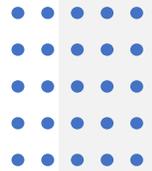
Social support and active involvement in the program both play a huge role in recovery.



The absence of these, isolation and emotional distress can be significant triggers to relapse.



MAINTAINING YOUR RECOVERY DURING SOCIAL DISTANCING



THE GOAL OF
SOCIAL
DISTANCING IS TO
BE SEPARATED,
NOT ALONE

- Recovering individuals can utilize different tools to cope during this time staying virtually connected in the program
- AA/NA and other support groups have virtual meetings available online
- Other options to stay include telephone or email

EFFECTS ON MENTAL HEALTH AND PRODUCTIVITY

Impact of COVID 19



COVID-19 related stress is having an impact on productivity

- Nearly 70% of workers claim that this is the most stressful time of their entire professional careers, even when compared to major events like the September 11 terror attacks, the 2008 Great Recession and others.
- 62% of workers reported losing at least one hour a day in productivity due to COVID-19 related stress, with 32% losing more than two hours per day.
- For the average U.S. worker, at least two hours of lost productivity a day totals to at least \$12,000 in lost productivity per person over the course of a year.
- The impact of this crisis will undoubtedly persist long after the pandemic slows.

Statistics

- 93% of workers believe that the companies which will survive COVID-19 will be those that support employee mental health.
- According to a new survey by alcohol.org, about 32% of Americans and 38% of Pennsylvania residents report drinking at home during working hours. A fifth of Americans said they have stockpiled alcohol in preparation for self-isolation and 35% of Americans said they are more likely to drink alcohol while self-isolating.
- Men are at a greater likelihood to drink than women.



Return on Investment for Employers

- For employers, providing access to treatment can produce substantial savings, exceeding costs by a ratio of 12 to 1.
- When individuals with substance use disorder receive treatment and recover, absenteeism decreases by 36% and work turnover decreases by 13% compared to a person with an active substance use disorder.
- \$1 of investment in treatment for depression and anxiety leads to a return of \$4 in better health
- For every \$1 put into scaled up treatment for common mental disorders, there is a return of \$4 in improved health and productivity in the US.



FRAMEWORK

NO WRONG
DOOR
MOVEMENT

What can you do as a leader to keep the communication open and comfortable for your employees?

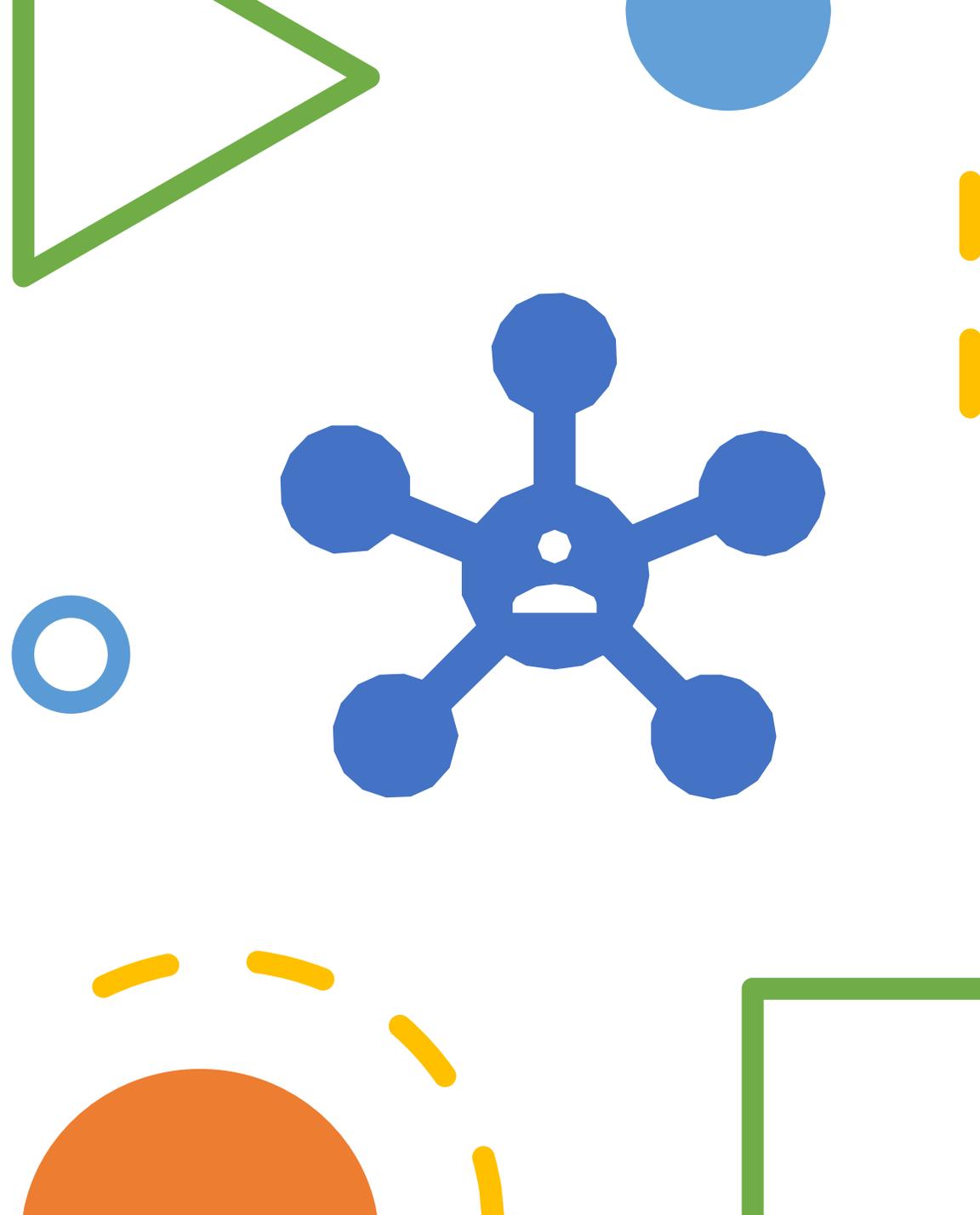
What can we do as Leaders?

All leaders must lean in to support the physical and mental health needs of their employees.

Mental health must rise to the top of the agenda of every executive, leader and board member.

Start with empathy

Share all the resources
provided by your benefits
providers and community
programs



Provide access to
Employee Assistance
Programs (EAPs).

EAPs can assist employees in dealing with stress-related, emotional and psychiatric pressures that may limit their effectiveness on the job.

EAPs have generally been underutilized, now is an ideal time to communicate the usefulness of EAPs to employees.

EAPs address personal and professional challenges that employees may face, including financial problems, substance misuse, grief, family issues and stress.

These areas could be greatly impacted by the COVID-19 outbreak.

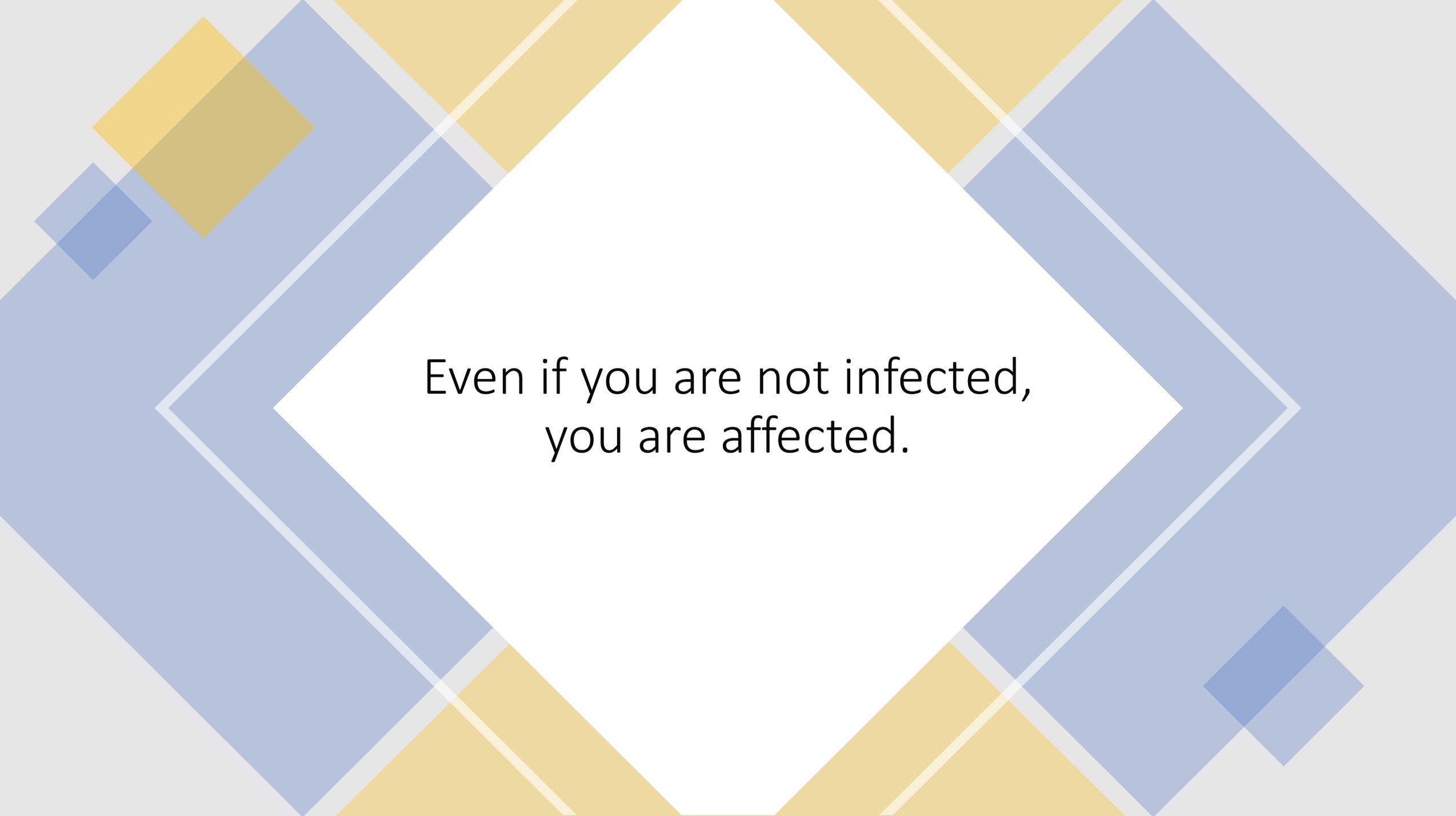


ATAP Services:

- EAP sessions both virtually and face to face/site visits
- 24-hour Emergency Helpline with direct contact with ATAP staff
- Telephonic assessment and referrals
- Provider Network and Relations – telehealth services
- Training, Education and consultation
- Critical Incident Stress Debriefing
- Social Media
- Future development of Round Table virtual discussion groups related to the effects of COVID-19

ATAP Supportive and Educational Services:

- Peer Advocacy
- Building Trades Support Group
- Education Programs
- Onsite Employee Orientation



Even if you are not infected,
you are affected.

successful together.

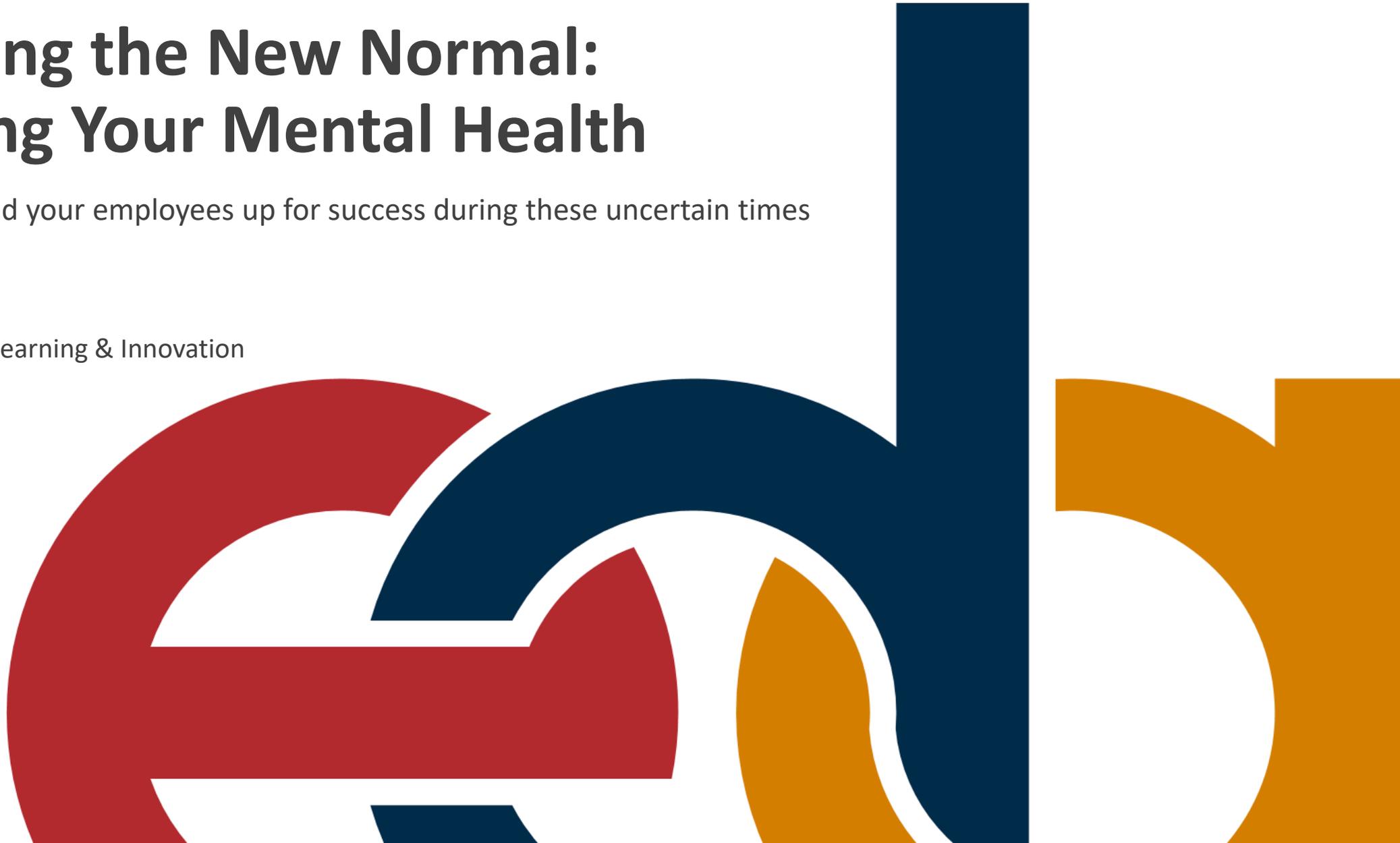
Navigating the New Normal: Managing Your Mental Health

Setting yourself and your employees up for success during these uncertain times

Presented By:

Karissa Czepiga

Coordinator Culture, Learning & Innovation



Thank you GBCA!



The Numbers...

48%

feel anxious about the possibility of getting COVID-19

62%

are anxious about the possibility of family and loved ones contracting COVID-19

57%

of Americans have serious concerns about their finances due to COVID-19

50%

of people are worried about running out of food, medicine and supplies

59%

of people feel COVID-19 has had a serious impact on their day to day lives

The Importance of the Numbers...

\$210 Billion

How much mental health issues cost the U.S. economy each year

56% of employees say stress and anxiety impact their job performance daily, regardless of the current COVID-19 situation

\$105 Billion

Costs employers every year in missed work and lost productivity from their employees

62% of missed worked days can be attributed to a mental condition

Where do we begin:

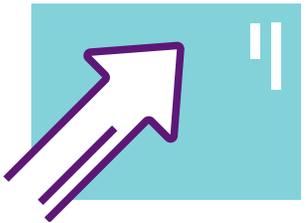
preparedness, response, recovery...



Self-care



**Caring for employee's
mental well-being**

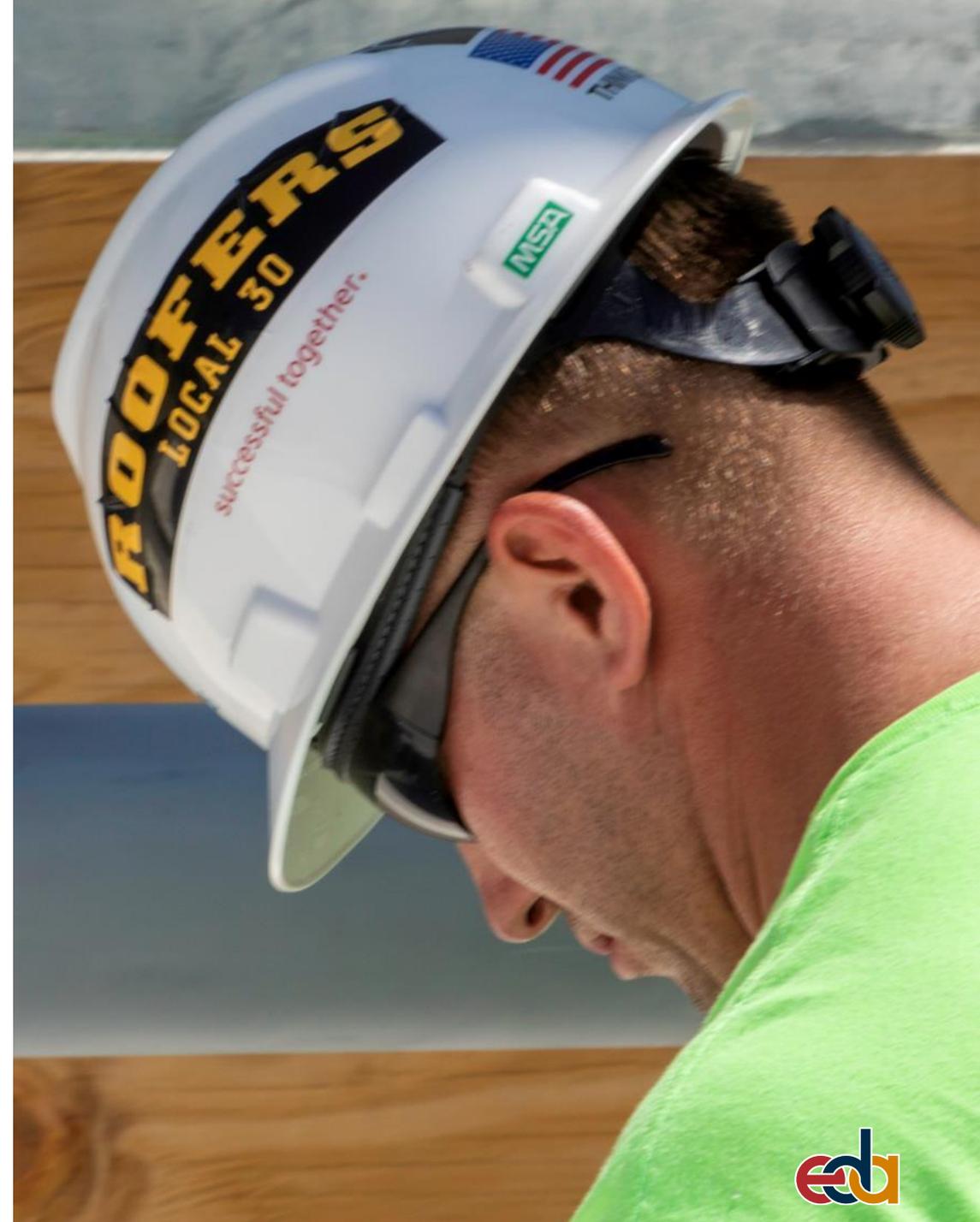


**Looking forward to the future and
the transition back to "normal"**



Self-Care is Critical...

- You can't pour from an empty cup
- Maintain a routine
- Take breaks from watching, reading or listening to news stories and social media
- Take care of your body
- Take time to unwind and unplug
- Connect with others
- Be kind to yourself
- Recognize that self-care is crucial during this time



How Employers can help...



The 3 C's

constant, consistent and *clear* communication

- Alleviates assumptions and employees getting their “facts” from other sources
- Transparency and psychological safety create a calm and steady presence
- Straight talk early and often – avoid the “spin”
- We have an obligation to share facts, not fear
- Be clear about company policies such as PTO, Working from Home, etc.

Acknowledge

- Recognize and communicate that the needs and best practices for Office employees and Field employees in many cases will look different - employees will appreciate this. Adjust accordingly.

How Employers can help...



Build connections with intentionality

- Give your employees something to rally behind
- Make it worth people's time
- Instill a growth mindset in your employees
- Create a culture of fun

Lead with empathy and understanding

- Allow people to process these changes in their own way and time
- Make it known that you are there for them
- Actively listen to employee's fears and concerns
- Recognize and communicate that you understand that working during these current times will look a lot different for every employee than what you are typically used to

Our Current Practices



Daily communication with our employees on our intra-net

- COVID-19 updates and continuous updates on active/inactive jobs
- Updates from EDA's Safety/QC Director on the safety measures EDA has taken
- Positivity Posts and Thank You's to our Medical Workers on Social Media
- Blog posts of various content from serious to silly
- Frequent communication with employees via text messaging



- Virtual department meetings and check-in's
- Lunch 'n Learns
- Weekly video communication from EDA's President, Ed DeAngelis
- Making resources available to employees
- An essential needs "hotline" for employees in need

Our Current Practices



zoom

Company wide update webinars hosted by our Executive Team



An in-house Fun Committee has created a go-to list of virtual events for employees to connect over



Touch base phone calls to our field workers



Weekly company Trivia nights on Zoom

Moving forward & looking ahead...

- Recognize that your business practices and how your employees operate after COVID-19 will look very different
- Poll your employees
- Create an employee contingency plan for the future
- Keep lines of communication open
- Continue to check in with your employees
- There will be an adjustment period transitioning back and employees needs during this time will vary
- Continue the fun and intentionality
- Make sure to prevent burnout within yourself
- Give it time!
- Continue to share facts, not fear



Additional Resources

- www.healthymindsphilly.org
 - 24-hour suicide prevention and crisis intervention hotline: (215) 686-4420
- Philadelphia's Department of Behavioral Health & Intellectual Disability Services
 - Regardless of insurance status, someone is available 24 hours a day, 365 days a year at [1-888-545-2600](tel:1-888-545-2600).
- <https://www.nami.org/covid-19-guide>
- National Suicide Prevention Lifeline - <https://suicidepreventionlifeline.org/>
 - 1 -800- 273-8255
- www.workplacementalhealth.org
- www.samhsa.gov (Substance Abuse and Mental Health Services Administration)
 - SAMHSA's National Helpline - [1-800-662-HELP \(4357\)](tel:1-800-662-HELP)
 - A free, confidential, 24/7, 365-day-a-year treatment referral and information service (in English and Spanish) for individuals and families facing mental and/or substance use disorders.



THANK YOU!

**“If you take care of your mind, you take care of the world.”
- Arianna Huffington**

Presenters

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Questions?

