

MENTAL HEALTH AWARENESS & ADVOCACY



WHAT IS MENTAL HEALTH?



An individual's emotional, psychological, and social well-being

- Influences how people think, feel, and act
- Changes throughout life

Mental health disorders are diagnosable conditions

- Affect how people manage stress, relate to others, and make decisions
- Are medical concerns, not weaknesses
- Do not discriminate

MENTAL HEALTH FACTS



1 in 5 adults experienced a mental illness in 2022

50% of all lifetime mental illness begins by age 14

75% begins by age 24

The brain is not fully developed until around age 25

UNDERSTANDING MENTAL HEALTH STIGMA

Mental health stigma refers to negative views and discrimination toward those with mental health conditions

Stigma harms 1 in 5 Americans affected by mental health conditions



Types of Stigma:

- **Social Stigma**
Prejudices and discrimination from others
- **Perceived Stigma**
Internalizing the discrimination, leading to feelings of shame

THE EFFECTS OF STIGMA

Stigma prevents people from seeking help

- It leads to isolation and can worsen mental health conditions
- Stigmatizing beliefs are widespread and affect individuals, even if they have no direct experience with mental health conditions



COMMON STIGMATIZING PHRASES



- “Suck it up and be a man”
- “Others have it worse”
- “It’s all in your head”
- “The weather is so bipolar”
- “She’s insane”

Impact: These phrases reinforce mental health stigma

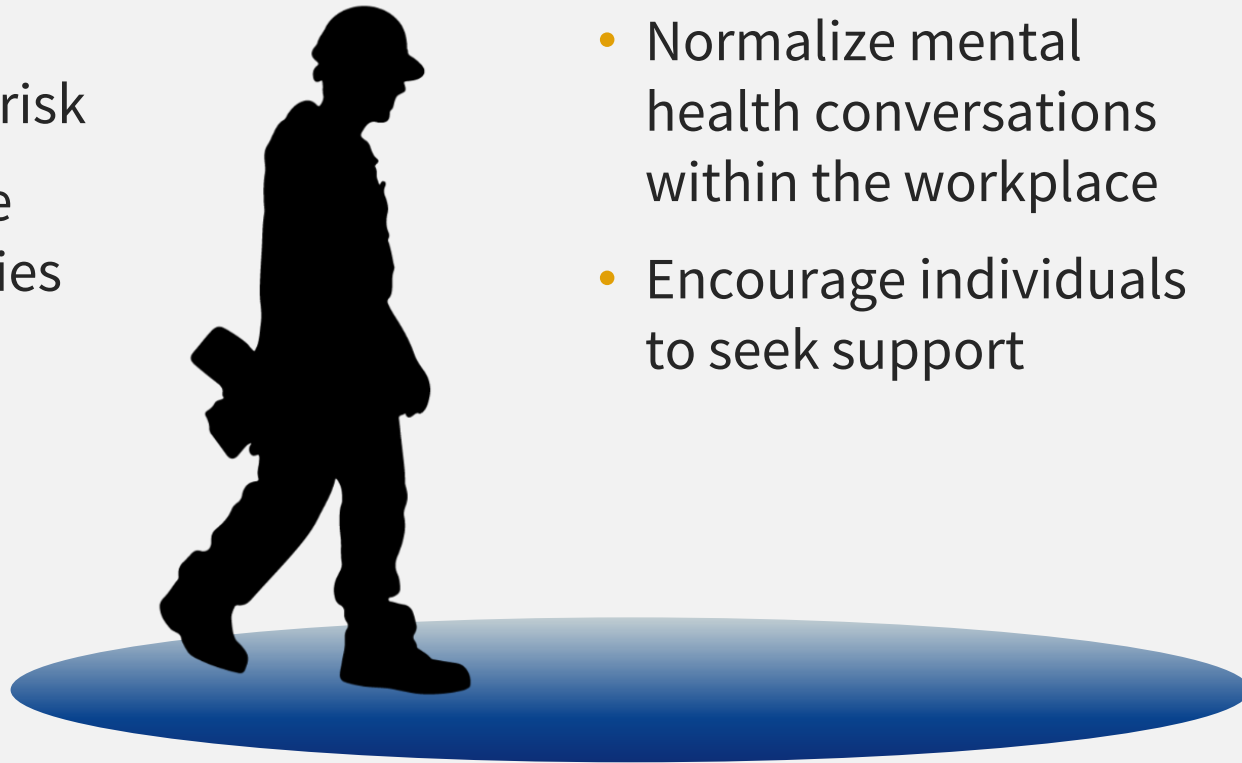
MENTAL HEALTH IN THE WORKPLACE

Challenges:

- The stoic, self-reliant mindset may increase risk
- Expectations to handle mental health difficulties without help can be detrimental

Solution:

- Normalize mental health conversations within the workplace
- Encourage individuals to seek support



THE IMPORTANCE OF SUPPORT

Challenges of Mental Health Conditions:

- Isolation, blame, and secrecy make it harder to reach out
- Rejection, bullying, and discrimination can impede recovery

Solution:

- Understanding mental health and offering support is crucial for recovery



LIFE EVENTS CAN IMPACT MENTAL HEALTH

- **Life Changes**

Moving, changing jobs, transitioning to civilian life, divorce, death, retiring, becoming a parent, COVID-19



- **Financial Difficulties**

- **Job Stressors**

Physical hazards, long hours, burnout

- **Interpersonal Stressors**

Arguments at home or work

MENTAL HEALTH AND HOLIDAYS

Challenges:

- Loneliness or family conflicts
- Increased alcohol consumption



Solution:

- Preparing for holidays to manage stress is important
- Planning for stressors can help alleviate the pressure

WHAT IS JOB BURNOUT?

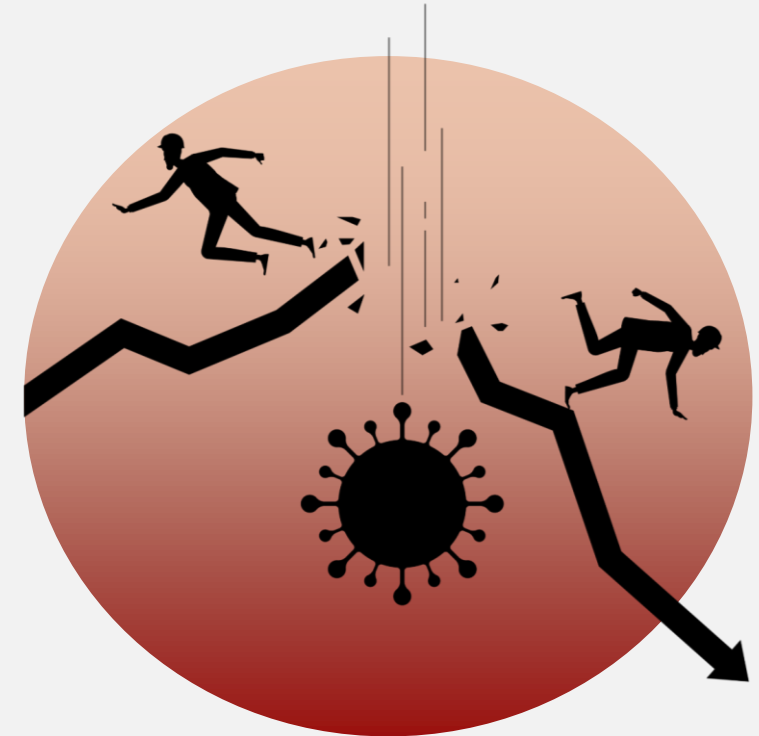


- A state of physical or emotional exhaustion that also involves a sense of reduced accomplishment and loss of personal identity
- Decreased job satisfaction and productivity

THE IMPACT OF COVID-19 ON JOB BURNOUT

Increased Burnout

- Studies show an increase in burnout due to the pandemic
- Feelings of cynicism and lack of support became more widespread
- Cynicism undermines an individual's belief in the value of work, which is crucial for motivation during difficult times



BURNOUT AND PHYSICAL HEALTH

WHO Recognition

- Officially recognized by WHO as a workplace issue since the pandemic

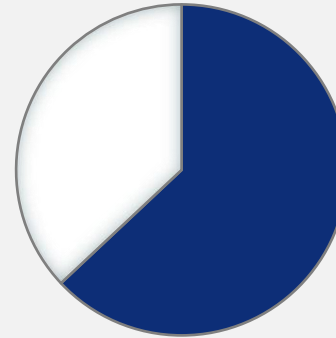
Health Effects

- Though not a medical diagnosis, burnout can affect both physical and mental health

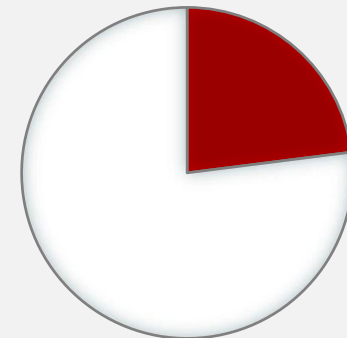
Prevalence

- Research on burnout prevalence is inconsistent due to different definitions and measures

Physical Health Concerns



- **63%** more likely to take a sick day



- **23%** more likely to visit the emergency room
- Work stress contributes to **120,000 deaths** within the U.S. annually

BURNOUT AND MENTAL HEALTH

Higher Levels of Psychological Concerns

- People with burnout report experiencing anxiety and depression

Increased Substance Use

- Some individuals may turn to alcohol or drugs to cope

Job Performance

- Employees with burnout are:
 - 13% less confident in job performance
 - Less likely to approach superiors to discuss performance
 - 3x more likely to leave their jobs



CONTRIBUTING FACTORS OF JOB BURNOUT

Lack of Control

- Feeling powerless over work-related decisions (schedule, tasks)



Unclear Expectations

- Uncertainty about job duties or expectations

Workplace Dynamics

- Dysfunctional workplace culture, micromanagement, and isolation

Work-Life Imbalance

- Long hours or high workload taking time away from personal life

SYMPTOMS OF JOB BURNOUT

Exhaustion

- Chronic fatigue that doesn't improve with rest

Pessimism

- Negative view of work, lack of motivation

Cognitive Symptoms

- Disorganized, difficulty focusing, forgetfulness

Emotional Symptoms

- Irritability, anxiety, depression, substance use

Physical Symptoms

- Headaches, stomach issues, cardiovascular problems



CONSEQUENCES OF JOB BURNOUT

Physical Health Concerns

- Vulnerability to physical illnesses, high blood pressure, heart disease, type 2 diabetes

Mental Health Concerns

- Fatigue, anger, sadness, irritability, changes in sleep, substance misuse

Impact on Performance

- Decreased job satisfaction and productivity



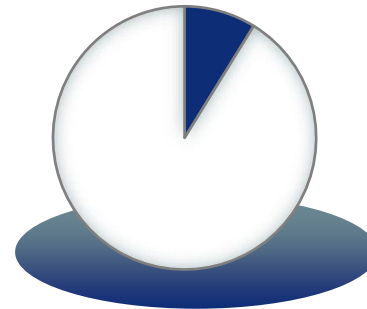
MAJOR DEPRESSIVE DISORDER (MDD)

Characterized by a persistent depressed mood or loss of interest in activities, causing significant impairment in daily life

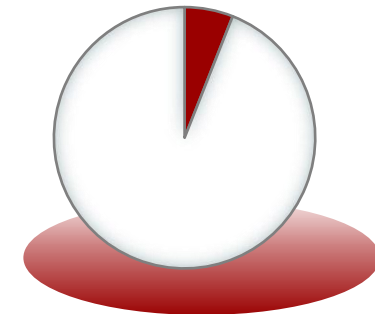
- Impacts how you feel, think, and handle daily activities
- Can occur at any age, often begins in adulthood
- Can co-occur with physical health concerns

Prevalence:

- **8.8%** of U.S. adults annually



- In 2020, **6%** of construction workers experienced symptoms or received medication



RISK FACTORS AND SYMPTOMS OF MDD



Risk Factors:

- Genetics, major life changes, trauma, stressors, certain physical illnesses and medications

Signs and Symptoms:

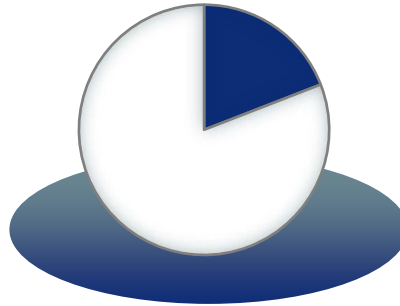
- Sadness, hopelessness, worthlessness, irritability, loss of interest, decreased energy, difficulty concentrating, changes in appetite and sleep, thoughts of death or suicide

GENERALIZED ANXIETY DISORDER (GAD)

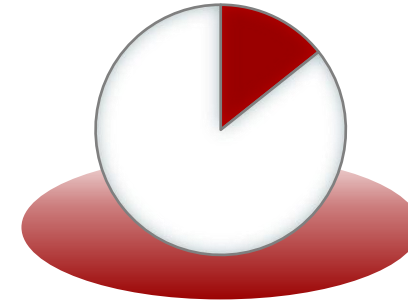
Characterized by an intense, excessive, and persistent worry and fear, causing significant impairment in daily life

Prevalence:

- Rate among U.S. adults is **19.1%**



- In 2020, **14.3%** of construction workers experienced symptoms or received medication



RISK FACTORS AND SYMPTOMS OF GAD



Risk Factors:

- Feeling distressed or nervous in new situations in childhood, exposure to stressful and negative life or environmental events, genetics

Signs and Symptoms:

- Restlessness, feeling on-edge, easily fatigued, irritable, difficulty concentrating, difficulty falling or staying asleep, unexplained somatic pains (headaches, stomach aches, etc.), difficulty controlling worry

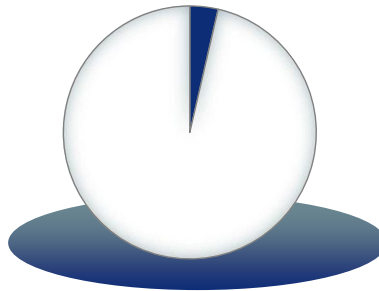
POST-TRAUMATIC STRESS DISORDER (PTSD)

Characterized by a range of symptoms, including re-experiencing the trauma, avoidance behaviors, negative changes in mood and thinking, and heightened arousal and reactivity

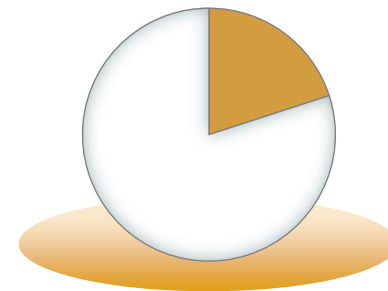
- Develops in some people who have experienced or witnessed a shocking, scary, or dangerous event

Prevalence:

- Rate among U.S. adults is **3.6%**



- Rate among U.S. military veterans is **11-20%**



RISK FACTORS AND SYMPTOMS OF PTSD

Risk Factors:

- Experiencing or witnessing a traumatic event, history of a mental illness, increased stress after traumatic experience, genetics



Signs and Symptoms:

- Re-experiencing a traumatic event, avoidance, arousal or reactivity, cognition and mood changes

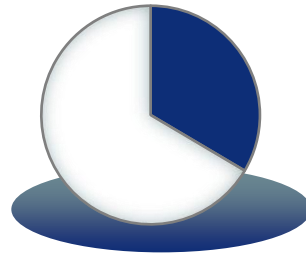
SUBSTANCE USE DISORDERS

Characterized by a pattern of substance use that leads to clinically significant distress and/or impairment

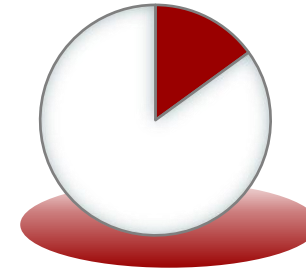
Affects brain and behavior, leads to inability to control substance usage

Prevalence:

- In 2022, **46.5 million Americans** over the age of 12 experienced a substance use disorder.



- 33.5%** of U.S. Adults with mental illness also have a substance use disorder



- 15%** of construction workers reported being impacted by substance misuse

RISK FACTORS AND SYMPTOMS OF SUBSTANCE USE DISORDERS

Risk Factors:

- Genetics, environmental factors, and mental health disorders

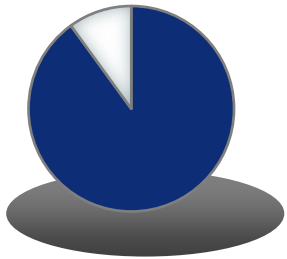
Signs and Symptoms:

- Impaired control, social impairments, risky use, dependence

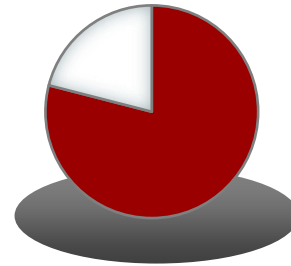


SUICIDE

- 12+ million U.S. adults had thoughts of suicide in 2023
- Suicide is the 2nd leading cause of death for people 25-34 years old
 - 11th leading cause of death in the U.S.
- **In 2021, the construction industry had the 2nd highest suicide rate among major industries within the U.S.**
 - 6,000 Construction workers died by suicide in 2022
- Importance of using destigmatizing language



- **90% of people who die by suicide experienced symptoms of a mental health condition**



- **79% of all people who die by suicide are male**

RISK FACTORS OF SUICIDE

- Depression, substance use disorder, or other mental health disorders
- Chronic pain
- A history of suicide attempts
- Family history of mental health disorders and/or history of suicide
- Exposure to family violence
- Presence of a firearm in the home
- Having recently been released from jail or prison



WARNING SIGNS OF SUICIDE

- Talking about wanting to die or kill oneself
- Feeling empty, hopeless, worthless, or having no reason to live
- Talking about being a burden to others
- Experiencing unbearable emotional or physical pain
- Feeling trapped or like there are no solutions
- Withdrawing from family and friends
- Giving away important possessions
- Taking excessive risks (reckless driving, etc.)
- Changes in mood, behavior, eating, sleeping, and/or substance use
- Saying goodbye to loved ones



TREATMENT OPTIONS

Therapy With a Licensed Mental Health Professional:

- Can help identify, challenge, and change emotions, thoughts, and behaviors
- Can help develop coping strategies and problem-solving techniques
- Can be received in a variety of settings
 - EAP, Inpatient, Outpatient, Intensive Outpatient, Telehealth

Medication:

- Antidepressants, anti-anxiety, antipsychotics, and mood stabilizers



SELF-CARE AND SELF-HELP

- **Physical**
Sleep, exercise, and nutrition
- **Emotional**
Stress management, therapy, and compassion
- **Social**
Set boundaries and maintain a positive support system
- **Spiritual**
Time alone, meditation, prayer, or time in nature
- **Personal**
Hobbies, personal goals, and staying authentic
- **Home**
A safe, clean, and stable environment
- **Financial**
Budgeting and money management
- **Connect**
Spend time with others, volunteer, join a support group, limit social media usage
- **Create a Routine**
Set realistic and achievable goals, break tasks up into smaller tasks



HOW TO PROVIDE SUPPORT TO OTHERS

Ask

- Check in with someone, ask directly if they are thinking of suicide



Be There

- Listen, be empathetic, and offer non-judgmental support

Connect

- Help them access resources (hotlines, therapy, support groups)
- Follow-up after the situation occurred and/or support was received



NATIONAL RESOURCES

IN AN EMERGENCY CALL 911

National Suicide Prevention Lifeline

- Call 988
- Text 741741

NAMI Helpline

- 1-800-950-6264
- Text "helpline" to 62640
- Monday – Friday
10:00 am – 10:00 pm ET

Warmlines

- <https://www.warmline.org>

Substance Use Support

- <https://smartrecovery.org/>
- <https://www.aa.org/find-aa>
- <https://usa-na.org/>
- Call 1-844-289-0879

Disaster Distress Helpline

- Call or text 1-800-985-5990



NATIONAL VETERANS RESOURCES

IN AN EMERGENCY CALL 911

VA Centers

- Find a local VA clinic or hospital:
www.va.gov/find-locations
- Information: www.mentalhealth.va.gov

American Foundation for Suicide Prevention

- <https://afsp.org/veterans-resources/>

National Suicide Prevention Lifeline

- Call 988
 - Press 1 after calling
- Text 838255