

Transforming Workplace Culture: Mental Health First Aid for Holistic Well-Being



Mental Health
FIRST AID

from NATIONAL COUNCIL FOR
MENTAL WELLBEING

Health Enhancement Research Organization (HERO)

Presented by:

Megan Hammes, MS, MCHES

Mental Health First Aid Instructor

Owner/Founder - Hammes Homestead and Consulting

December 13, 2023



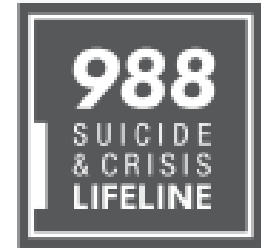
Agenda

- Disclosures
- My background and journey to MHFA
- Mental Health and Well-Being Definitions
- Case for workplace trainings in mental health
- Mental Health First Aid
 - Overview/History
 - Goals/Objectives
 - A few key lessons
- Questions / Discussion



Mental Well-Being

- Everyone has mental health just like everyone has physical health
- One in four-to-five adults will experience a challenge with mental health in any given year
- Mental health challenges show up in ways we can observe either directly or indirectly in others.
 - These challenges are treatable and common
 - We're not great at getting help
- Mental health challenges are disruptive at home and work – they present challenges to our ability to be productive, be safe, and make good decisions.



CALL 988
FREE • CONFIDENTIAL • 24/7
crisistextline.org



Mental Health Definition

"Mental health includes our emotional, psychological, and social well-being. It affects how we think, feel, and act. It also helps determine how we handle stress, relate to others, and make healthy choices. Mental health is important at every stage of life, from childhood and adolescence through adulthood."

Mental Disorder (Illness) Definition

Source = cdc.gov

"A mental health disorder is a diagnosable condition that causes significant changes in thinking, behavior, and/or emotions and leads to distress or dysfunction in daily living"

Prevalence

Fact: 43.8 million adults experience mental illness in a given year.



1 in 5 adults in America experience a mental illness.



Nearly 1 in 25 (10 million) adults in America live with a serious mental illness.



One-half of all chronic mental illness begins by the age of 14; three-quarters by the age of 24.

Source = nami.org

U.S. Adults with a Mental Disorder in any year

Type of Mental Disorder	% Adults	Age of Onset
Anxiety disorder	18.1	11
Major depressive disorder	6.8	32
Substance use disorder	8.1	20
Bipolar disorder	2.8	25
Eating disorders	5-10	15
Schizophrenia	0.3 – 0.7	23
Any mental disorder	22.2	

Source = mentalhealthfirstaid.org

Only 41% of people with a mental illness use mental health services in any given year

Suicide Rates differ

Industry Groups

- ❖ Mining, Quarrying, and Oil and Gas Extraction (males: 54.2 per 100,000)
- ❖ Construction (males: 45.3 per 100,000)
- ❖ Other Services (such as automotive repair; males: 39.1 per 100,000)
- ❖ Agriculture, Forestry, Fishing, and Hunting (males: 36.1 per 100,000)
- ❖ Transportation and Warehousing (males: 29.8 per 100,000; females: 10.1 per 100,000)

Occupation Groups

- ❖ Construction and Extraction (males: 49.4 per 100,000; females: 25.5 per 100,000)**
- ❖ Installation, Maintenance, and Repair (males: 36.9 per 100,000)
- ❖ Arts, Design, Entertainment, Sports, and Media (males: 32.0 per 100,000)
- ❖ Transportation and Material Moving (males: 30.4 per 100,000; females: 12.5 per 100,000)
- ❖ Protective Service (females: 14.0 per 100,000)
- ❖ Healthcare Support (females: 10.6 per 100,000)

Mental Health training as a social/people strategy



Goals should be to:

- 1) Provide facts about Mental Health, thereby increasing knowledge, normalizing conversations and reducing stigma
- 2) Educate about resources (i.e. 988 hotline and local resources) and benefits (i.e. EAP and what it does)
- 3) Normalize talking about Mental Health (its okay to not be okay) thereby reducing stigma

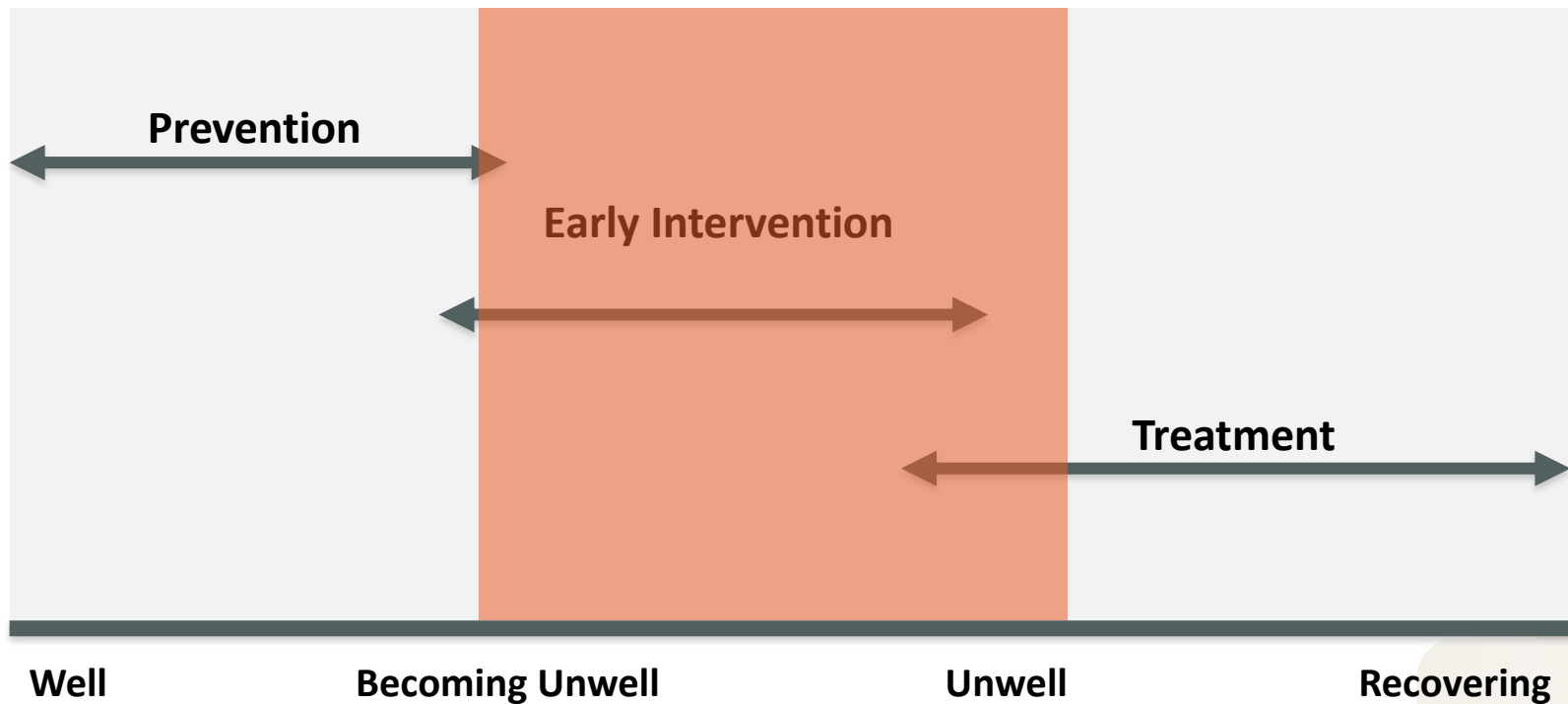
Curricula should:


- Celebrate cultural differences in how mental health and help-seeking is viewed
- Prioritize the individual and their reality during a time of need
- Make a difficult topic somewhat enjoyable to learn about and maybe even fun

Group / Workplace Trainings on Mental Health & Well-Being

Name	Length	Organization	Offers Certification
Question, Persuade, Refer	1-2 hours	QPR Institute	✓
Mental Health First Aid	8 hours	National Institute for Mental Wellbeing	✓
Applied Suicide Intervention Skills Training (ASIST)	2-days	Living Works	✓

Focus: Mental Health First Aid



 Where Mental Health First Aid can help on the spectrum of mental health interventions

Mental Health First Aid - Adult

Goal: teaches you how to identify, understand, and respond to **signs** of mental health and substance use challenges among adults (ages 18+)

Covers:

- Reducing stigma
- Common signs and symptoms of mental health challenges and substance use disorders and practice noticing/identifying
- How to interact with a person in crisis
- How to connect a person with help
- Content on risk factors, protective factors, trauma, substance use and self-care

Expansion and Research

MHFA originated in Australia in 2000 and has been adopted by 25+ countries. Came to United States in 2008 (adult) and 2012 (youth).

Both received major revisions in 2019.

Overview

A total of **45** peer-reviewed articles have been published over the past **10 years**.



36 were empirical research studies.



9 were scoping reviews, systematic reviews or meta-analyses which included studies from the United States.



MHFA Action Plan: "ALGEE"

MHFA ACTION PLAN



Assess for risk of suicide or harm



Listen nonjudgmentally



Give reassurance and information



Encourage appropriate professional help



Encourage self-help and other support strategies



Learners go through using ALGEE with various scenarios that in the stages of:

- *Early signs and symptoms*
- *Worsening signs and symptoms*
- *Crises*

MHFA: Ways to Learn

- **Fully In-Person:** 8 hours training time
 - Can be done over 1, 2, or 4 days within a two-week period
- **Blended:** Learners complete a 2-hour, self-paced online course, and participate in instructor-led training. The instructor-led training can be:
 - Virtual (i.e. zoom) or
 - An in-person class
 - Blended is recommended for computer savvy groups or those wanting instructor led training completed in one day
 - Blended learners should be provided a full 2-weeks to access and move through the online content if doing on their own time

MHFA - Community Specific Courses

Corrections
Professionals

Fire/EMS

Higher
Education

Military
Veterans and
their Families

Older Adults

Public Safety

Rural
Communities

Mental Health First Aid



Youth

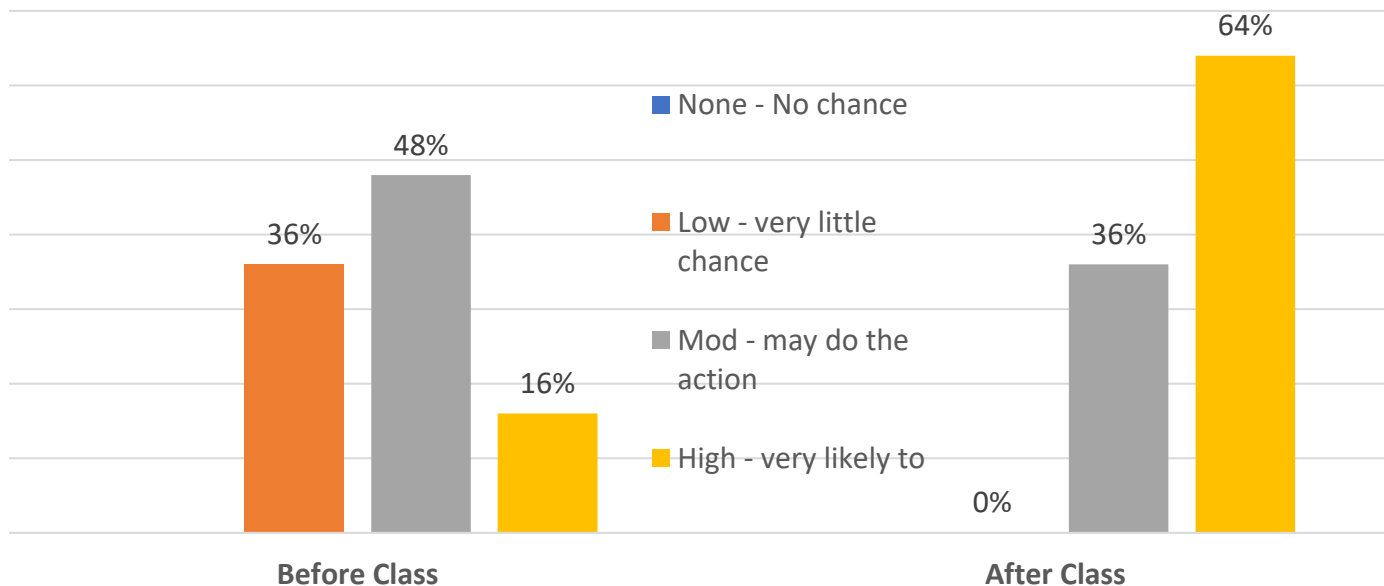
- 1 in 5 teens and young adults lives with a mental health condition.*
- 50% of all mental illnesses begin by age 14 and 75% by mid-20s
- Who is the training for?
 - Parents, family members, caregivers, teachers, school staff, peers, caring citizens to help youth ages 12-18.
 - 6.5 hour training

Teen (tMHFA)

- 64% of teens in the US who experience mental health challenges don't seek help.*
- Suicide is the third-leading cause of death for youth ages 15-19.
- Who is the training for?
 - Teens in grades 10-12 or ages 15-18
 - Three 90-minute sessions

MHFA Class Outcomes

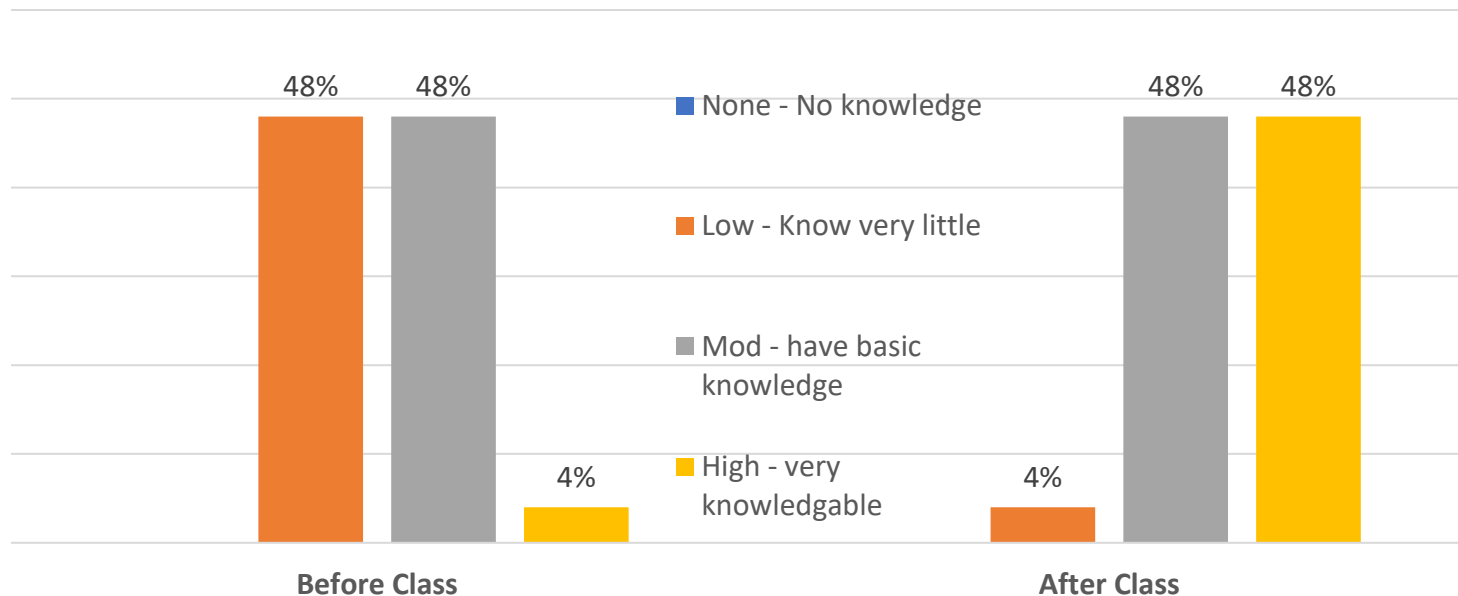
Rate the likelihood that you will have a supportive conversation with an adult experiencing a signs and symptoms of a mental health challenge or crisis



"I feel confident that I can ask the questions and meet the situation head on and move beyond my discomfort."

MHFA Class Outcomes

Rate your ability to recognize the signs and symptoms of mental health or substance use challenges



"I learned a lot about comments that are helpful and unhelpful for supporting mental health and self-care."

MHFA sneak peek: Stigma

1. Why we say “died by” suicide instead of “committed” suicide
2. Equate Mental Health to Physical Health. *Common, treatable, recoverable – it’s a part of the human condition. The brain is a part of the body. Early detection leads to quicker treatment and recovery.*
3. Why we should shift to “person first” language:
 - ...A person living with diabetes versus a diabetic*
 - ...A person living with a mental health challenge versus mentally ill*
 - ...A person experiencing depression versus depressed*A condition alone should not define a person

MHFA sneak peak: Self Care for prevention and early intervention

Self-care is the practice of taking action to preserve or improve one's own health.

Model based upon SAMSHA's 8-dimension of wellness model

Develop a self care action plan, share ideas, and learn to use self-care for debrief after providing MHFA



Self Care is not selfish





CALL 988
FREE • CONFIDENTIAL • 24/7
crisistextline.org



Mental Health
FIRST AID

from NATIONAL COUNCIL FOR
MENTAL WELLBEING

Questions/Discussion

Thank You!

To find community classes and instructors near you search
www.mentalhealthfirstaid.org

Megan Hammes, MS, MCHES
megan@hammesconsulting.com
www.hammesconsulting.com

