

# Driving Improved Mental Health in the Workplace

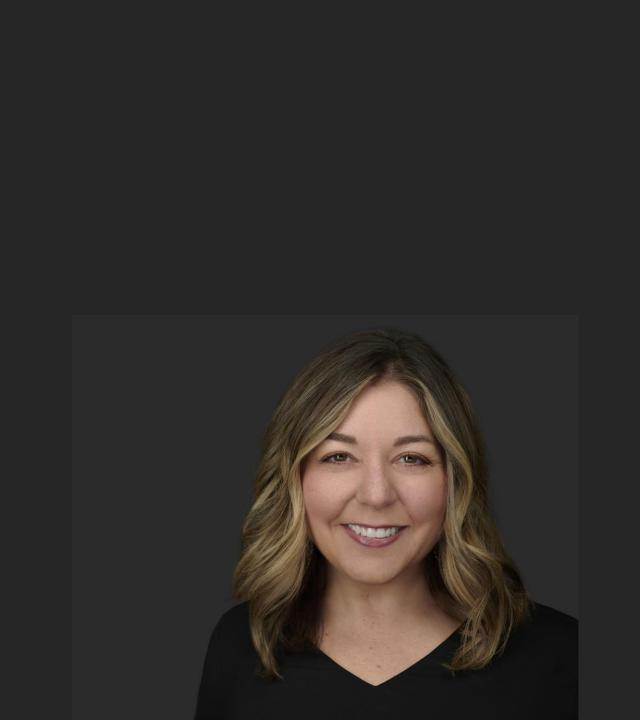
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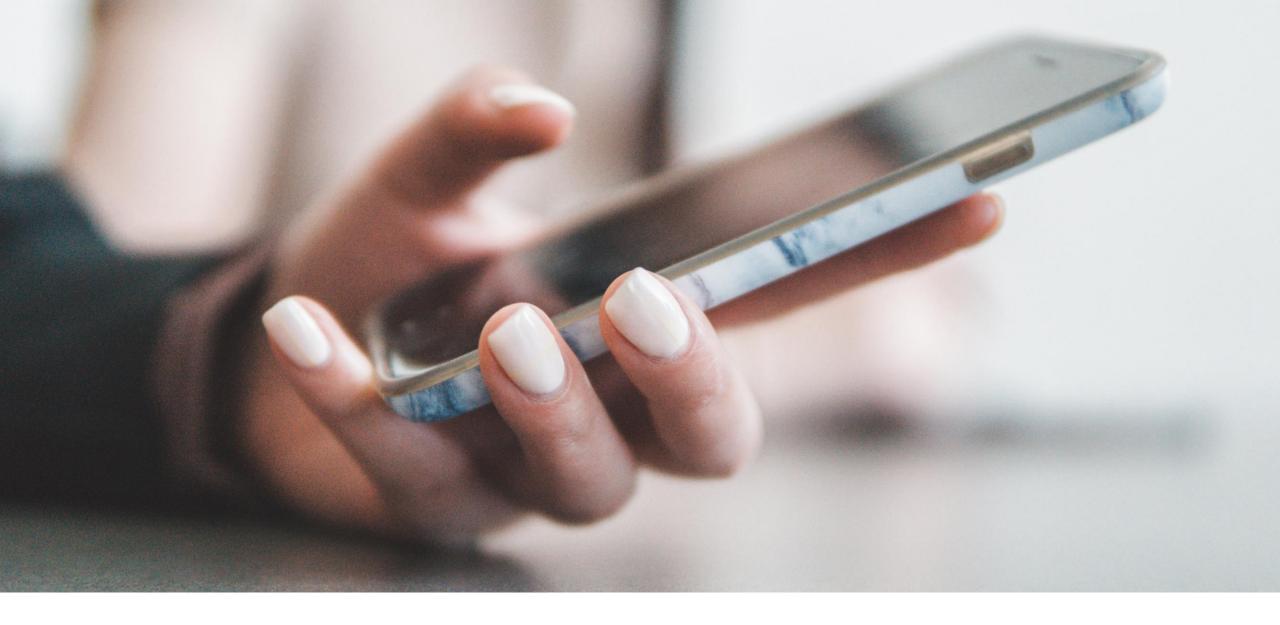


## Presenter

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Recovering HR Leader | Wife | Stepmom | Dog Mom | Friend | Sister | Daughter | Executive | (Intuitive) Coach | Health Coach | Yoga Instructor | Black Belt in Tang Soo Do | Qi Gong Student | Future Retiree











# "I am struggling with my mental health."



# The shifting paradigm

#### What it used to mean...

- Diagnosed condition (ex. clinical depression)
- Substance use
- Major events (or breakdowns)

#### What it could mean now...

- Overwhelm
- Burnout (or extreme stress)
- Emotional exhaustion
- Substance use
- Major events (or breakdowns)
- Conditions (diagnosed or not)
- Disease distress
- Caregiving or other social/environmental factors/pressures
- Life events (happy or sad)
- Grief
- Etc.



#### Focused work time Quiet rooms Sleep support Volunteer time off Yoga classes Health coaching Flexible schedules **Unlimited PTO** Mindfulness programs Mental health days Fitness reimbursement No meeting Mondays







Mental health = a person's unique, human experience related to psychological or emotional wellbeing



## Resilience Coping



# hSCP (hold) Space + Curiosity + Presence









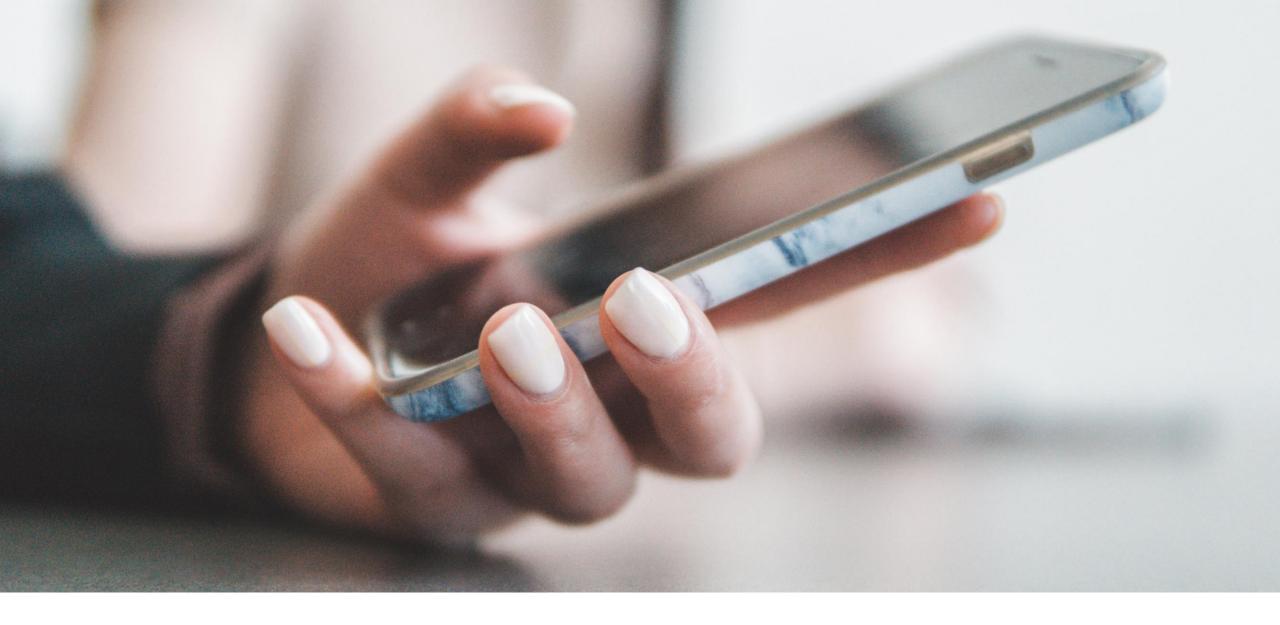






hSCP = Connection (hold) Space + Curiosity + Presence







## **People crave connection**

Connection is the energy that is created between people when they feel seen, heard, and valued. -Brene Brown









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# As a leader...

- DO YOU...
- Reflect on your actions?
- Give yourself grace?
- Forgive yourself when things don't go as planned?
- Take time to take care of yourself?
- Make choices that are best for your mind and body?
- Take time off when you need it?
- Listen to your body?
- Get quiet?

- IF NOT, HOW CAN YOU...
- Help others reflect?
- Be graceful with others?
- Forgive others?
- Encourage others to take time for themselves?
- Set an example for others?
- Expect others to take time off?
- Support others who are committed to caring for themselves?
- Listen?



# A focus on mental health doesn't take a lot of time

- What if you...
- Put your phone down during a meeting and stay 100% present?
- Stop to take three deep breaths?
- Put a post-it on someone's monitor to say thank you?
- Walk around the building 1 2 times?
- Eat a meal without technology as a distraction?





