



Driving Improved Mental Health in the Workplace

February 2024

Sponsored by: **SURVISION**
LICENSE PLATE RECOGNITION

Presenter

Andi Campbell **President** **WellSpark Health**

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?

