



Mental Health Awareness for Employees

Physical & Mental Health



Presented by: Rachael Kros

www.BestCareEAP.org



What comes to mind
when you think of
“mental health”?

The World Health Organization defines mental health as:

A state of well-being in which an individual realizes their own abilities, can cope with the normal stresses of life, can work productively, and is able to make a contribution to their community.

Personal Factors Contributing to Mental Health

- Physical Causes
- Biological Factors
- Life Experiences
- Substance Use and/or Abuse
- Living in Poverty, Debt, or Being Unhoused
- Diet, Exercise, & Sleep



Workplace Factors Contributing to Mental Health



- Personality Traits
- Discrimination & Harassment
- Deadlines & Expectations
- High Levels or Long-Term Stress
- Poor Management
- Organizational Culture
- Inadequate Support

Mental Health Continuum

Mental health is NOT a binary state.



Mental Health Continuum



Very Anxious
Very Low Mood
Absenteeism
Exhausted
Very Poor Sleep
Weight Loss or Gain

Anxious
Depressed
Tired
Poor Performance
Poor Sleep
Poor Appetite

Worried
Nervous
Irritable
Trouble Sleeping
Distracted
Withdrawn

Positive
Calm
Performing
Sleeping Well
Eating Normally
Normal Social Activity

Cheerful
Joyful
Energetic
High Performance
Flow
Fully Realizing Potential

Warning Signs & Symptoms

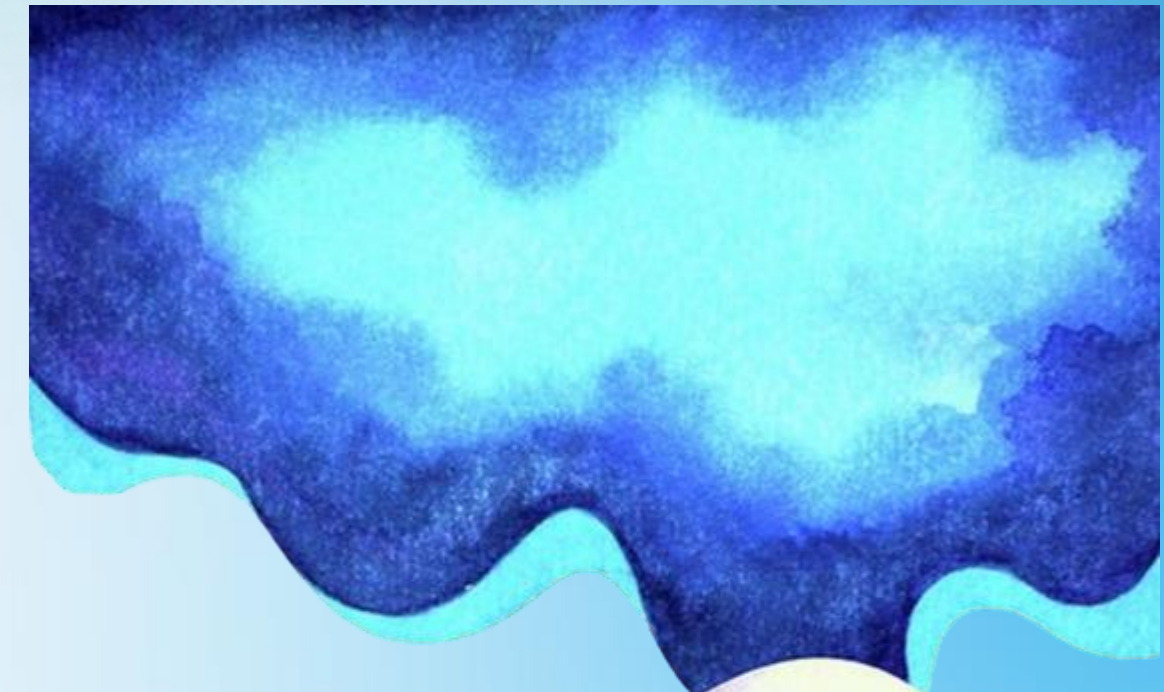
When does our current state become a mental health challenge?

- There's a major change in a person's thinking, feeling, or behavior.
- The change interferes with the person's ability to live their life.
- The interference does not go away quickly and last longer than typical emotions or reactions would be expected to.

Warning Signs & Symptoms

Changes in Work Habits

- Increased Absenteeism
- Loss of Motivation & Commitment
- Difficulty Prioritizing Work
- Poor Time Management
- Making Excuses for Performance



Changes in Relationships & Social Interaction

- Withdrawal from Colleagues
- Deteriorating Relationships



Warning Signs & Symptoms

Changes in Performance & Productivity

- Reduced Output & Quality
- Difficulty Concentrating
- Increased Errors
- Trouble with Decision Making

Changes in Behavior & Demeanor

- Irritability, Nervousness, or Restlessness
- Mood Swings
- Increased Anger or Frustration



Warning Signs & Symptoms

Physical Changes

- Changes in Sleep Patterns
- Changes in Appetite
- Increased Fatigue
- Unexplained Aches & Pains


Changes in Physical Appearance

- Changes in Grooming
- Poor Hygiene
- Violating Dress Code



Caring for Our Mental Health

What keeps many of us from seeking help?

- Self-Minimization: “I don’t need help” or “Others have it worse than I do”.
 - Stigma: Fear & Shame from Others.
 - Availability & Ease of Access.
 - Cost of Care
 - Concerns about Confidentiality
- 

Action Steps for Mental Self-Care

Take Care of Your SELF

Sleep

Exercise

Leisure

Food

Take Care of Your SELF

~~~~~ **Sleep** *~~~~~*

- Get 7-9 hours per night
- Go to bed & get up at the same time everyday
- Have a bedtime ritual
- Turn off devices at least 30 minutes before bed
- Avoid caffeine, alcohol, & exercise before bed

Take Care of Your SELF

Exercise

- 30 minutes of cardiovascular exercise daily
- Strength training twice per week
- Limit sedentary behavior
- Exercise outdoors when possible

Take Care of Your SELF

Leisure

- Provides needed enjoyment
- Allows us to recover from stress
- Offers time to reflect on the things happening in our lives

Take Care of Your SELF

Food

- Fresh, whole, unprocessed food
- Balance protein, fat, carbs, fiber, vitamins, & minerals
- Nothing is “off limits”
- Watch your portions
- Avoid emotional or secretive eating

Caring for Our Mental Health

Taking a
Step Back

Putting
Yourself First

Saying “No”

Staying
at Home

What do **YOU** do for
your self-care?



Asking
for Help

Asking for
What You Need

Spending
Alone Time

Forgiving
Yourself

Setting
Boundaries

Mental Health First Aid

ALGEE - The Action Plan

- **ASSESS** for risk of suicide or harm
- **LISTEN** non-judgmentally
- **GIVE** reassurance & information
- **ENCOURAGE** appropriate professional help
- **ENCOURAGE** self-help & other support strategies

Mental Health First Aid

ALGEE - The Action Plan

When giving reassurance & information, please DO:

- Remain calm
- Use open, non-threatening body language
- Say "I'm here to support you" or "How can I help?"
- Be caring, empathetic, & patient
- Offer hope & help

Mental Health First Aid

ALGEE - The Action Plan

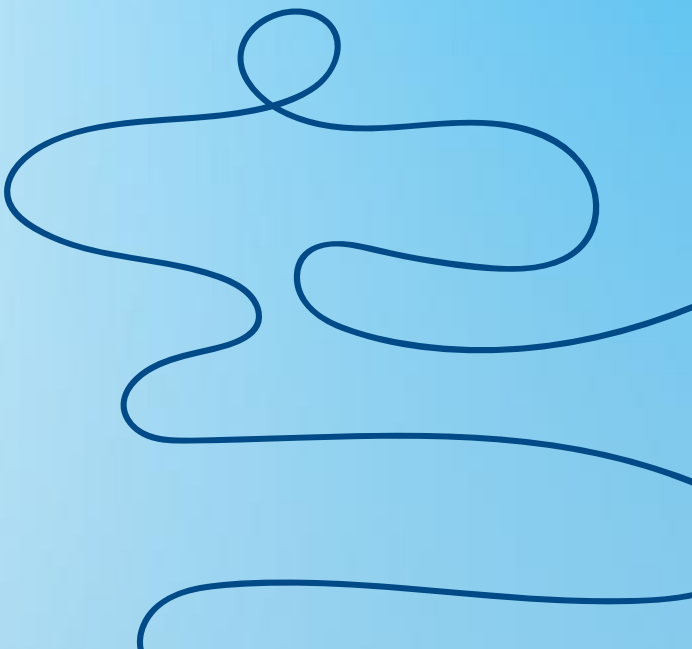
When giving reassurance & information, please DO NOT:

- Stare
- Ignore or minimize the issue
- Respond with judgement
- Use patronizing statements like "This is no big deal", "Pull yourself together", or "You'll feel fine tomorrow"



Mental Health First Aid

Create the Right Environment

- Lead by example, no matter your role
 - Talk about examples, normalize mental health issues
 - Acknowledge if you notice something out of the norm
 - Take action & use your resources
 - Take care of yourself! Your mental health is the top priority
- 

Your Best Care EAP Benefit:



- Confidential counseling sessions: In person, via telehealth, or by phone.
- On demand webinars & articles for personal & professional growth.
- Monthly live events including leadership training.
- Dependent family members have access to Best Care EAP services, too!

www.BestCareEAP.org

username: **bcCODEe** password: **CODE**

Thank You For Your Time!



-  www.BestCareEAP.org
-  402-354-8000 | 801-800-4182
-  Rachael.Kustka@BestCareEAP.org

Resources:

National Alliance on Mental Illness. (2026). *Warning Signs and Symptoms*. Retrieved from National Alliance on Mental Illness: <https://www.nami.org/warning-signs-and-symptoms/>

National Council for Mental Wellbeing. (2025, September 24). *Using the 5-Step MHFA Action Plan: How ALGEE Helps in Mental Health and Substance Use Challenges*. <https://mentalhealthfirstaid.org/news/algee-how-mhfa-helps-you-respond-in-crisis-and-non-crisis-situations/>

Wong, B., Nix, K., & Tomaro, N. (2025). *2025 Mental Health at Work Report*. San Francisco: Mind Share Partners.