WORDS TOO SCARY TO UTTER

Cancer
Divorce
Gay
Abortion
Prison
Domestic Violence
Suicide

MENTAL WELLNESS IN THE WORKPLACE

"…And None Of Us Saw It Coming."

- Why not?
- You assess and treat patients each shift
- Why don't we assess and treat ourselves?
- Objectives
  - Review the suicide risk among US population
  - Discuss how employees may fit into Joiner's suicide model
  - Explain why workplace prevention efforts can be effective
  - Explain upstream prevention tactics

Mental Health

- 1 in 5 Americans in the workplace struggles with a diagnosable mental health disorder
- Most of these coworkers suffer in silence… but they shouldn't have to.

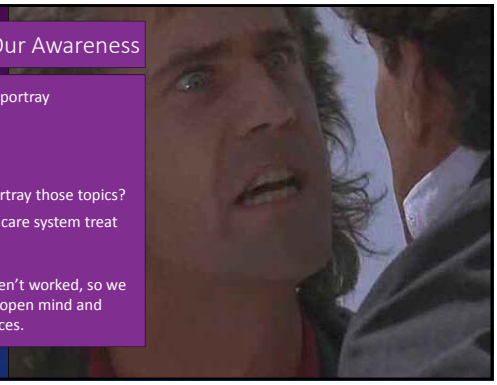
The Elephants In The Room

- Mental Health
- Mental Health Disorders
- Suicide Attempts
- Suicide

(co-workers and our families)

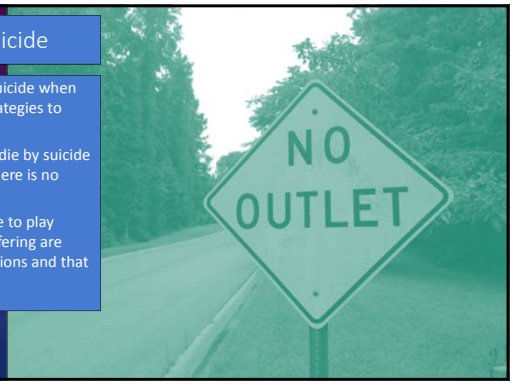
Culture Colors Our Awareness

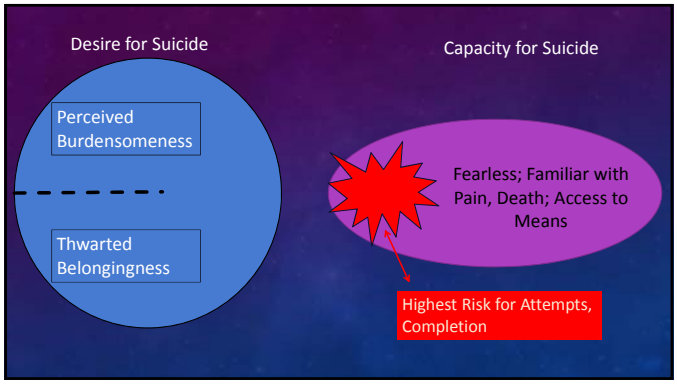
- How does the media portray
  - Mental Health?
  - Suicide?
  - Help-seeking?
- How does religion portray those topics?
- How does the health care system treat them?
- Those influences haven't worked, so we ask that you keep an open mind and consider new influences.



"Choosing" Suicide

- A person dies by suicide when they run out of strategies to cope.
- Many people who die by suicide do so perceiving there is no other choice.
- Everyone has a role to play ensuring those suffering are aware of other options and that they're not alone.





SUICIDE: 2015

SUICIDE – BASIC FACTS

An American dies by suicide every 12.95 minutes[1]

Americans attempt suicide an estimated 1 MILLION times annually[2]

90% of those who die by suicide had a diagnosable psychiatric disorder at the time of their death[3]

In 2012, firearms were the most common method of death by suicide, accounting for 50.9% of all suicide deaths, followed by suffocation (including hangings) at 24.8% and poisoning at 16.7%

For every woman who dies by suicide, four men die by suicide, but women are 3x more likely to attempt suicide[1]

Over 40,000 Americans die by suicide every year.[1] Suicide is the 10th leading cause of death[1] in the United States

- 2nd leading cause of death for ages 10-24
- 5th leading cause of death for ages 45-59
- The suicide rate among American Indian/ Alaska Native adolescents and young adults ages 15-24 is 1.8 times the national average

Veterans comprise 22.2% of suicides[4]

SUICIDE – THE COST

$44 BILLION

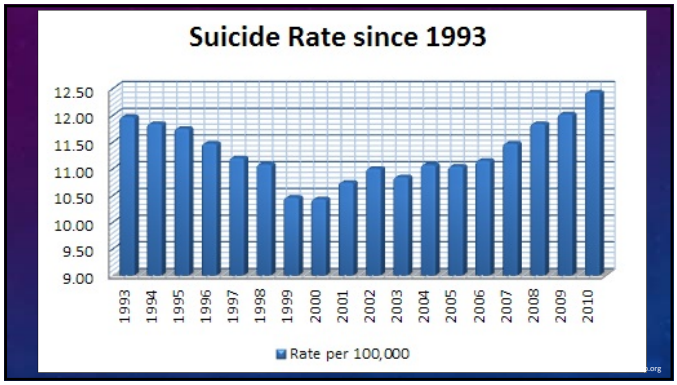
The combined medical and work loss costs in the United States each year[1]

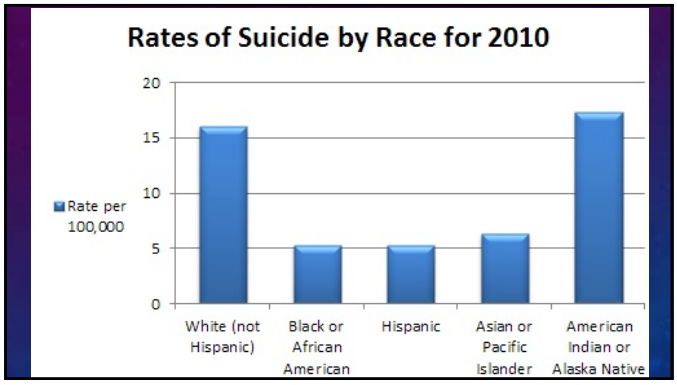
More than 1.5 MILLION years of life are lost annually to suicide[1]

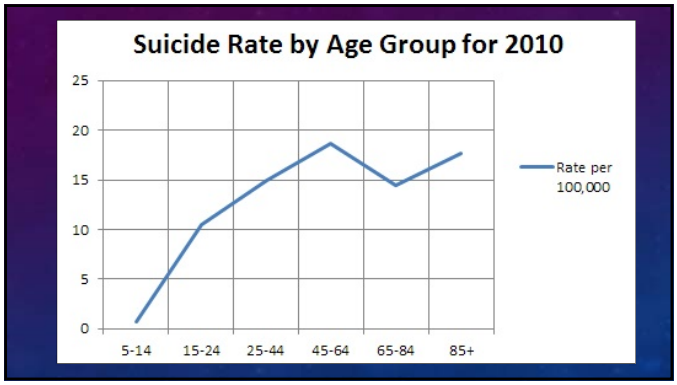
[1] Data obtained from CDC's Web-Based Injury Statistics Query and Reporting System (WISQARS)
[2] National Center for Health Statistics for the year 2006
[3] Centers for Disease Control and Prevention, Suicide – Facts at a Glance
[4] Department of Veterans Affairs (2012) Suicide Data Report

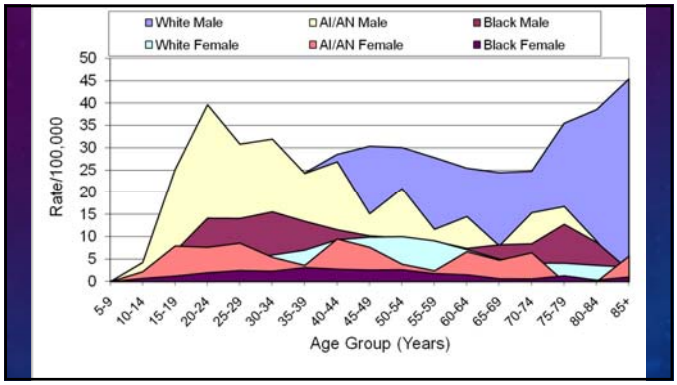
AMERICAN FOUNDATION FOR Suicide Prevention

120 Wall Street, 29th Floor • New York, NY 10005 • (212) 363-3500
afsp.org



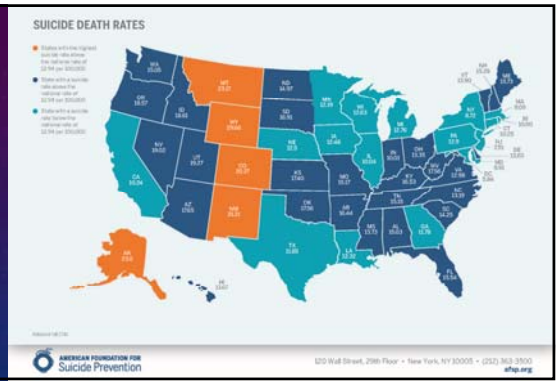



Suicide Rate by Age Group for 2010
25
20
15
10
5
0
5-14
15-24
25-44
45-64
65-84
85+
Rate per 100,000

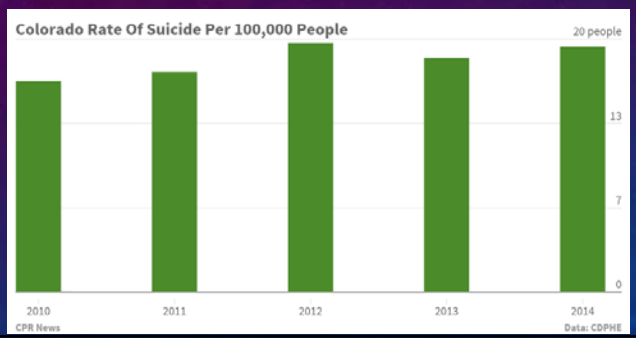

White Male
AI/AN Male
Black Male
White Female
AI/AN Female
Black Female
Rate/100,000
50
45
40
35
30
25
20
15
10
5
0
5-9
10-14
15-19
20-24
25-29
30-34
35-39
40-44
45-49
50-54
55-59
60-64
65-69
70-74
75-79
80-84
85+
Age Group (Years)

Who's At Risk?
• The majority of people who die by suicide are men of working age (25-54)
• 90% of people who die by suicide have a diagnosable mental health disorder (depression, alcoholism, bipolar, etc.)
• Everyone…

SUICIDE: 2015



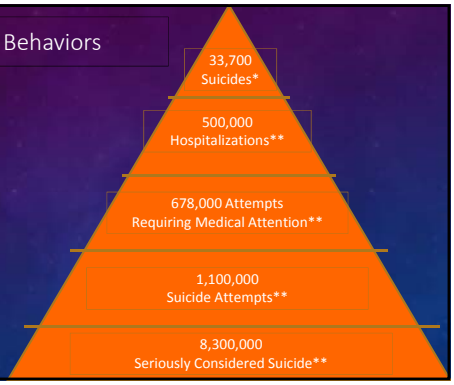
In Colorado Alone…



2014 Data

- 1,058 suicides
- 2x the number of people killed in motor vehicle crashes
- Suicide is the 7th leading cause of death in Colorado
- Suicide is the 2nd leading cause of death among 10-34 year olds

Pyramid Of Suicidal Behaviors



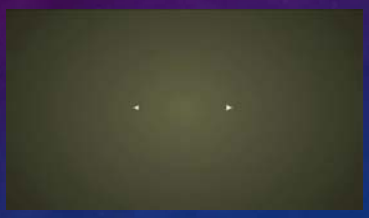
Workforce Prevention

- Community-wide prevention
- Financial impact to businesses
- Place of "belonging"
- Place of "effectiveness"
- Co-workers often have more face time than family

Targeting The Workplace

- Built-in methods of dissemination for training and information
- Built-in referral mechanism for mental health services
- "Social Responsibility" movement (doing the right thing)
- Workplaces already tuned into Workplace Violence
- Post-vention needs are apparent

Need A Break? Try Yoga



Survey

Using your Smart Phone

- Go to pollEv.com/einarjensen188
- Or Text EINARJENSEN188 to 22333

"We are continually faced with great opportunities which are brilliantly disguised as unsolvable problems."

--Margaret Mead

- Where do we usually operate?
- Where would our efforts be most effective?

Suicide Prevention

- Situational Awareness Of One Another
- Question, Persuade, Refer (QPR)

Suicide Postvention

- Stabilize the workplace community
- Cope with trauma and grief
- Prevent further/contagion suicides
- Help the workplace return to its mission

Suicide Postvention

- "Postvention is prevention for the next generation." –Frank Campbell
- Suicide bereavement is difficult because
  - Sudden Loss
  - Domino Effect (multiple losses)
  - Traumatizing
  - Never answered "why"

After A Suicide, Expect…

- Denial – "it can't be true"
- Survivor guilt – the "what ifs"
- Anger
- Shame
- Physical reactions
- Suicidal thoughts, onset of mental disorder
- Resiliency
- Post-traumatic growth

The Contagion Factor

- Research finds an increase in suicide by readers or viewers when:
- Media coverage increases, includes details
- The story leads the news
- Headlines are dramatic
- Victims are idealized: "he was perfect"
- Suicide is described as inexplicable

Building A Safety Net

Safety Net Prior To Suicide

- 1-800-273-8255
- Peer Support Team – If you don't have one, make one
- Human Resources
- Employee Assistance Program
- Nicoletti-Flater
- Mantherapy.org

Safety Net During Suicide

- 1-800-273-8255
- 911

Safety Net After Suicide

- Peer Support Team
  - If you don't have one, make one
- Human Resources
- Employee Assistance Program
- Nicoletti-Flater
- Carson J. Spencer Foundation
  - iCare Packages

Community-based Postvention

- Provide containment and permission to grieve
- Be conscious of language and safe messaging
- Provide guidance on need to memorialize
- Surveillance ; link vulnerable people to resources
- Prepare for anniversary reactions

Who Is Responsible For Mental Wellness In The Workplace?

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