



**Supporting Employee Mental Health: Start the Chat**  
**#startthechat**

# The Impact of COVID on Mental Health

Source: CDC, 2020

## 2019

- Anxiety - 8.1%
- Depression - 6.5%
- Suicide Ideation - 4.3%

## 2020

- Anxiety - 25.5%
- Depression - 24.3%
- Suicide Ideation - 10.7%

*25.5% of young adults 18-24 years old reported seriously contemplating suicide in 2020.*

*13% of adults stated they increased or started using substances to cope.*

# Perception VS Reality

## Perception

- Poor Attendance
- Uncooperative
- Disorganized
- “Faking” sickness
- Unreliable
- Moody
- Difficult to get along with
- Doesn't follow through



## Reality

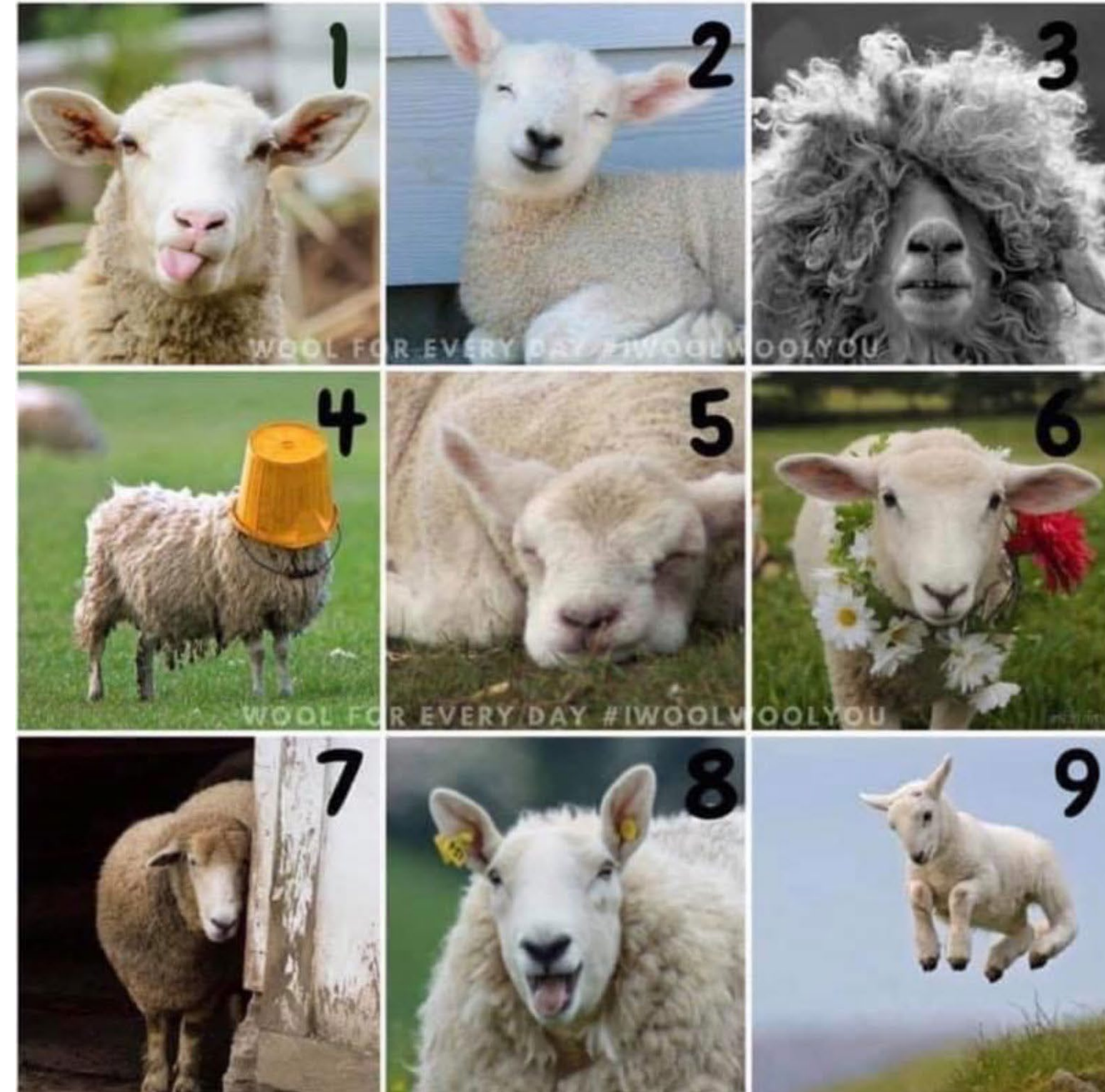
- Real issue is not visible
- The simplest things - like getting to work - take a massive effort
- Medical experts rate mental disorders among the most disabling of illnesses
- Negative stigma associated with mental illness stops individuals from sharing this information



It doesn't have to be  
a traffic light!



**On this sheep-scale,  
how do you feel today?**





# Green Light

**Emotions: Calm, mindful,  
controlled, energetic, happy,  
optimistic, motivated, social**



**Action to take: KEEP GOING**

# Green Light

- ▶ Deskercises
- ▶ Coffee and Connections
- ▶ Go outside
- ▶ Buy flowers
- ▶ Turn off all electronics
- ▶ Visualize or look at photo of your “happy place”
- ▶ Listen to music
- ▶ Do an act of kindness
- ▶ Take 5 deep breaths
- ▶ Refill a water bottle
- ▶ Journal
- ▶ Virtual Calming Space
- ▶ Create wellbeing page on resiliency, emotional wellbeing, and work life balance



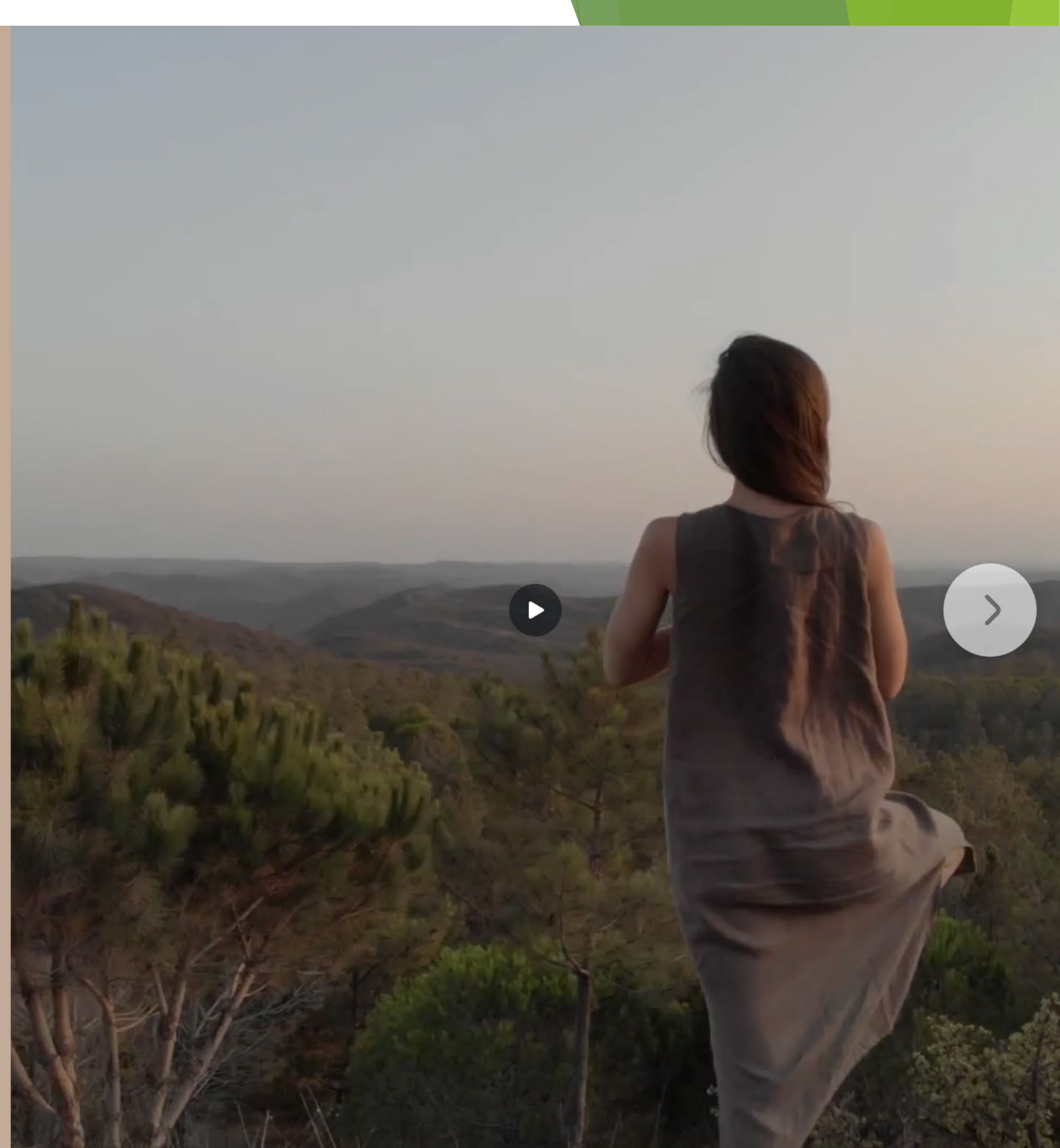


# Deskercises



<https://drive.google.com/file/d/1lxOFVVqUddMkwWtmrQE057K9hmwMX1We/view?usp=sharing>

# Mind --- Matter





# Wheel of Wellbeing

## Classified Staff Challenge

Each day that you complete one of the goals, select a pie piece from the corresponding quadrant and tap Delete to remove the gray filter (*save it each time*). You may also print this document and color the quadrants as you complete them. You may complete more than one a day.

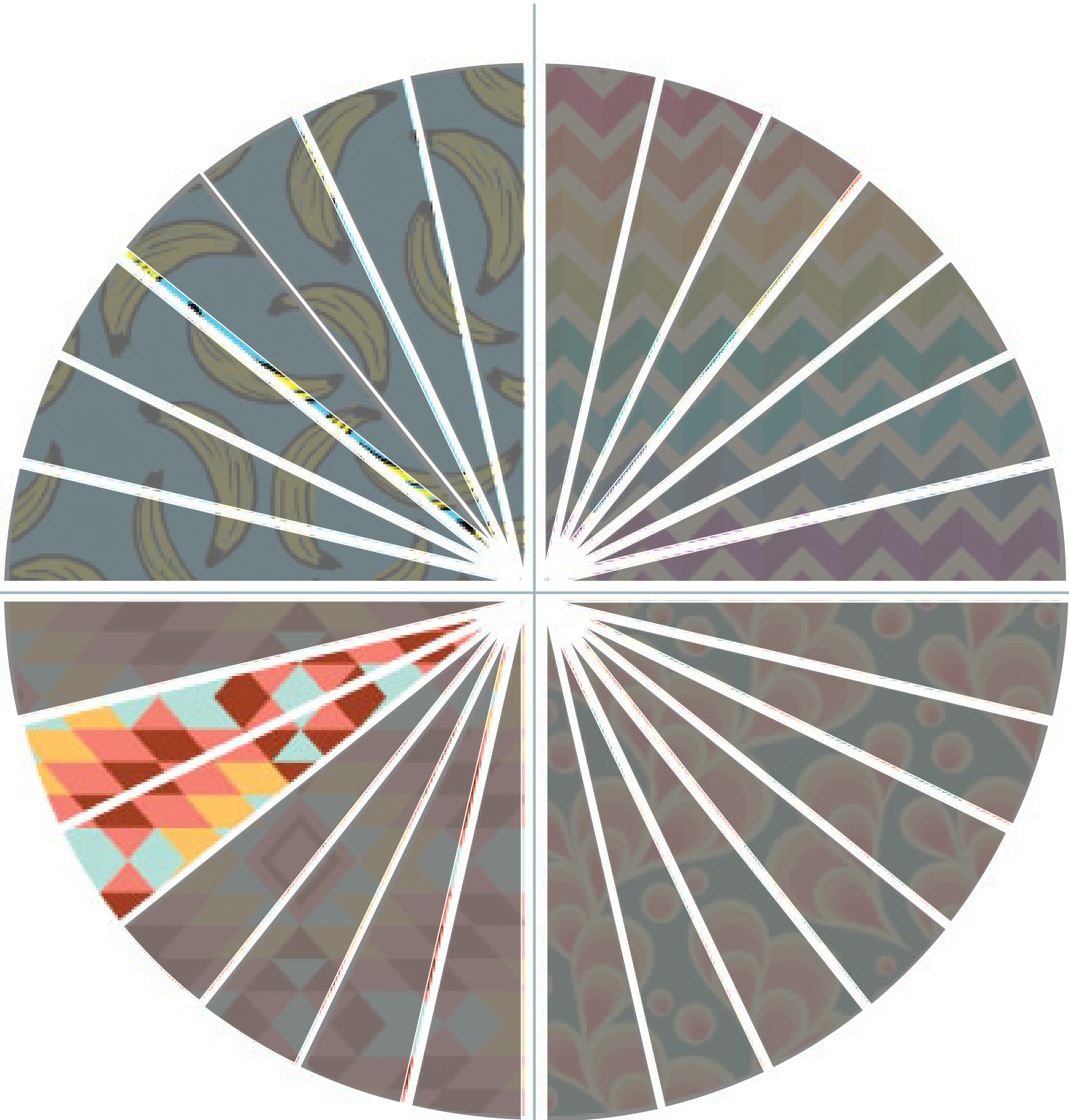
Complete actions between October 1 and October 31

Reach out to a friend/family member just to see how they're doing.

Drink 64 oz. of plain water in a day.

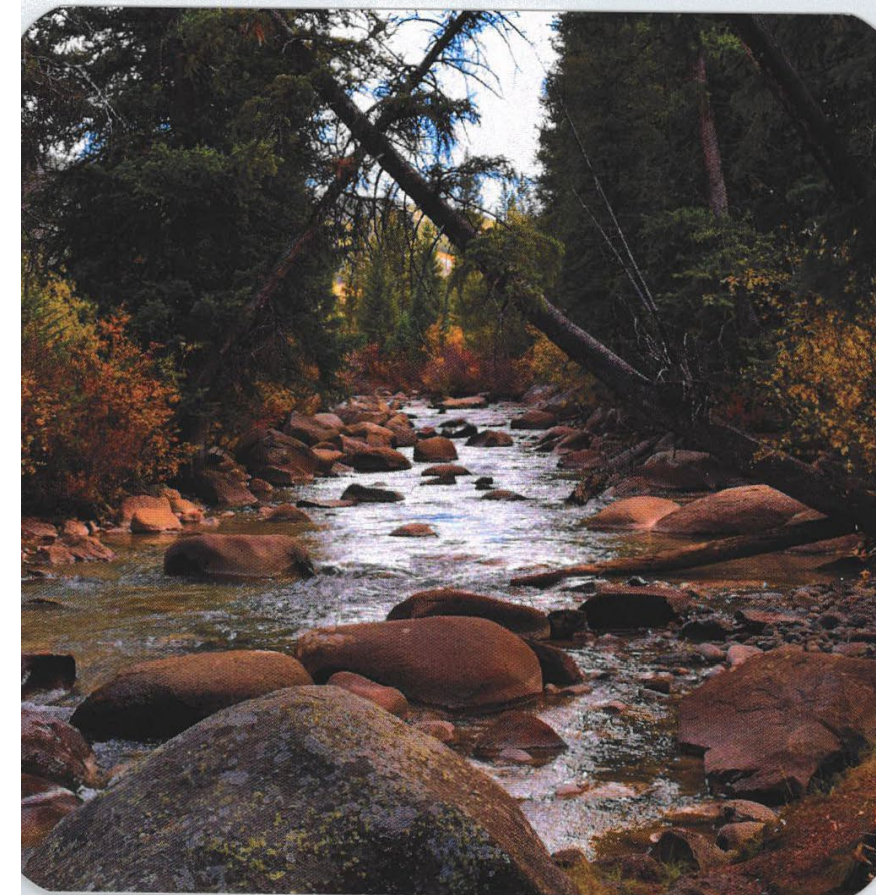
Listen to one of your favorite songs.

Walk for at least 20 minutes.





# Visualize



## Today's Multiple Choice

Busy is a choice.  
Stress is a choice.  
Joy is a choice.

Choose Well!

- Unknown

DrMichelleRobin.com

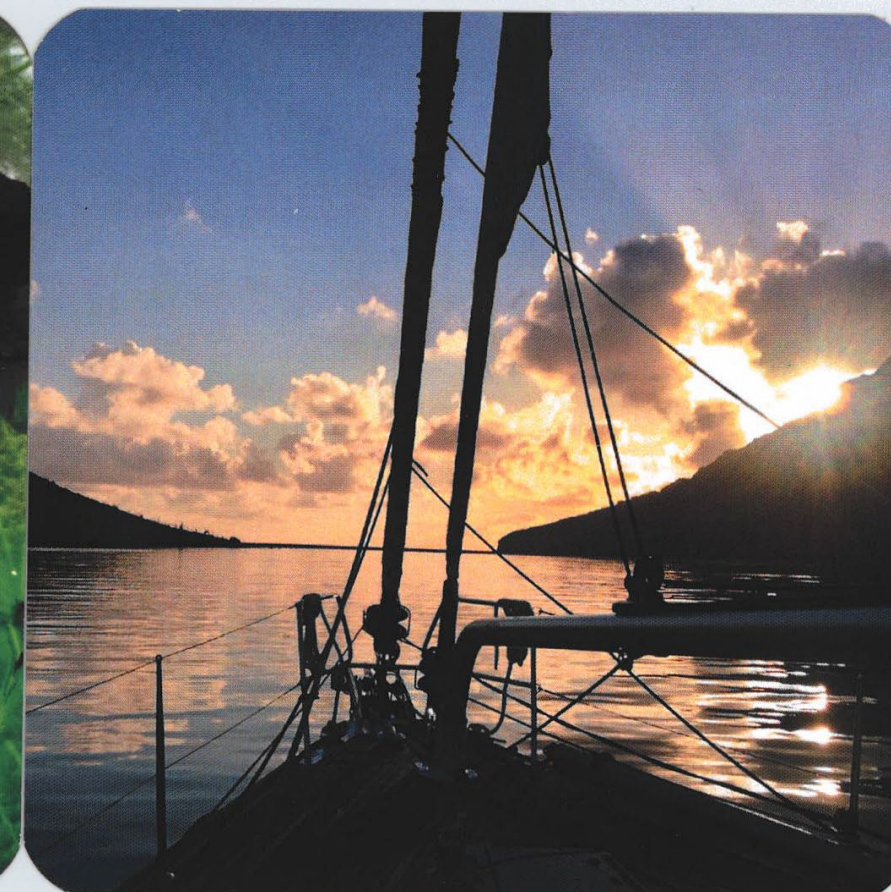


Everyone you meet is  
fighting a battle you know  
nothing about.

Be kind. Always.

- Unknown

DrMichelleRobin.com



Stop being afraid of what  
could go wrong, and focus  
on what could go right.

- Unknown

DrMichelleRobin.com






# Newsletters

<https://www.smore.com/ncpsa>

## Revive and Thrive!

COVID-19 wellbeing resources

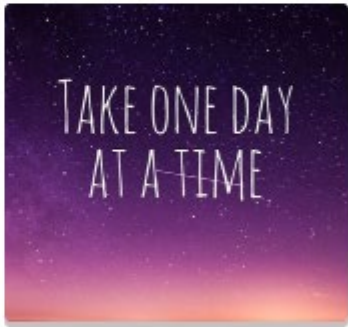


**BLUE VALLEY SCHOOLS**  
*Dedication. Collaboration. Innovation.*

### Let's reset

Let's face it, we all have experienced a certain level of stress over these past few months. No matter your level, there are behaviors on which you can focus to improve your stress. The key is to get better each day and to find what it takes to reset. It's about getting better each day from where you are at and finding what it takes to reset. Staying at home more than normal may be causing an increase in stress levels. Cabin fever is no joke. It can lead to depression and mental fatigue. Here are some ideas that may help you cope:

- **Stay on a schedule.** Normal routines may help keep mind and body and working as they usually would.
- **Get outside.** Fresh air and nature are great for your mind. If you can't get outside, spend time near a window for natural light.
- **Connect with friends and family.** Technology sure has been useful during this time. Take advantage of it. Call, text, or video chat to stay connect with others.
- **Take care of your health.** Eat nutritious food, sleep regularly, limit caffeine and alcohol and move



# MENTAL HEALTH AWARENESS MONTH

## Mental Health Checklist

### EVERY DAY I WILL:

- ☐ Move my body
- ☐ Take a screen-time break
- ☐ State 3 things I am grateful for (write down or say aloud)
- ☐ Eat fruits and vegetables
- ☐ Sleep for 7-9 hours a night

### ONCE EACH WEEK I WILL:

- ☐ Connect virtually with a friend or family member
- ☐ Plan an outdoor activity, like a picnic, hike or bicycle ride
- ☐ Set a new goal, like finishing a work, school or home project
- ☐ Claim a win for the week: It can be big or small. Celebrate with a reward or an act of kindness towards yourself!

### ONCE THIS MONTH I WILL:

- ☐ Finish reading a book
- ☐ Take a 1-day break from all social media and news
- ☐ Try a creative activity
- ☐ Help someone or complete a community service project

Choose 2 more activities that are personal and meaningful to your mental health:

- ☐ \_\_\_\_\_
- ☐ \_\_\_\_\_

### REFLECTIONS:

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♥ **MENTAL HEALTH TIP:** Check-in with how you are feeling often! "Labeling your emotions is key. If you can name it, you can tame it." — Marc Brackett, Ph.D., Yale Center for Emotional Intelligence

**Make It OK**

[MakeItOK.org/IOWA](https://MakeItOK.org/IOWA)



# Wellbeing Website

BLUE VALLEY  
CONNECT

About UsDepartmentsSchoolsTools & Resources

86°

Search


Health at Work  
AWARD  
Sponsored by ComPsych

Forbes

NICHE®

HEALTHY!  
IN PARTNERSHIP WITH BLUE CROSS AND BLUE SHIELD OF K

AT A GLANCE



MENTAL HEALTH LINKS

> Emotional Wellbeing

> Stress and Resiliency

> Work-life Balance

## PROGRAMS

- Financial Wellbeing Programs >
- Onsite Health Coaching >
- Onsite Yoga Classes >

## RESOURCES

GYM DISCOUNTS

EXERCISE LIBRARY

MINDFULNESS

POSITIVE AFFIRMATIONS

RECIPES

Blue 365

Blue Valley Recreation Discount

Local Gym Discounts

COVID-19

Wellbeing Resources



# Wellbeing Website

## Virtual Calming Space



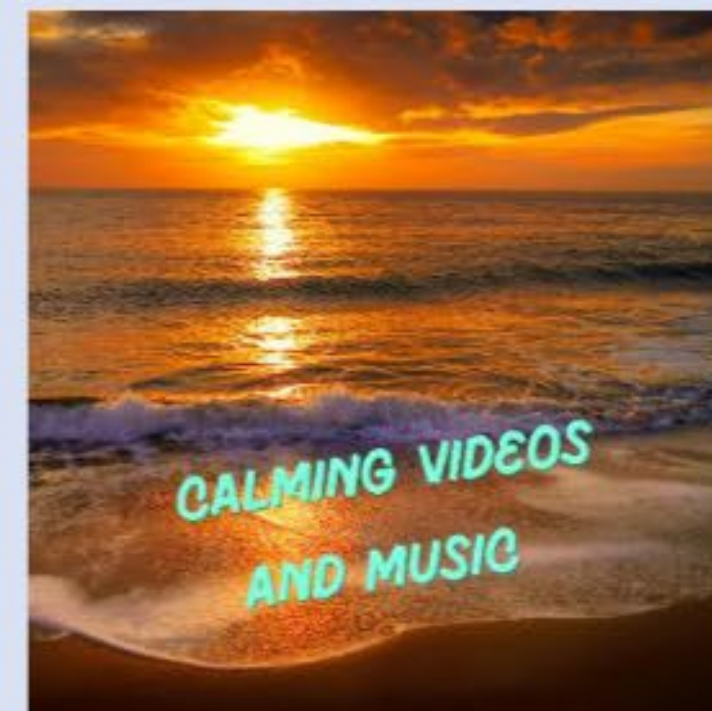
[KC Zoo Animal Cams](#)

[Monterey Bay Aquarium](#)

[Houston Zoo](#)

[Live Animal Cams from Across the World](#)

[Clearwater Marine Aquarium](#)



[Coral Reef](#)

[Birds in Forests](#)

[Calming Sea](#)

[Rivers and Birds](#)

[Relaxing Music](#)

[Radio Art](#)



[Color by Number](#)

[Jigsaw Puzzles](#)



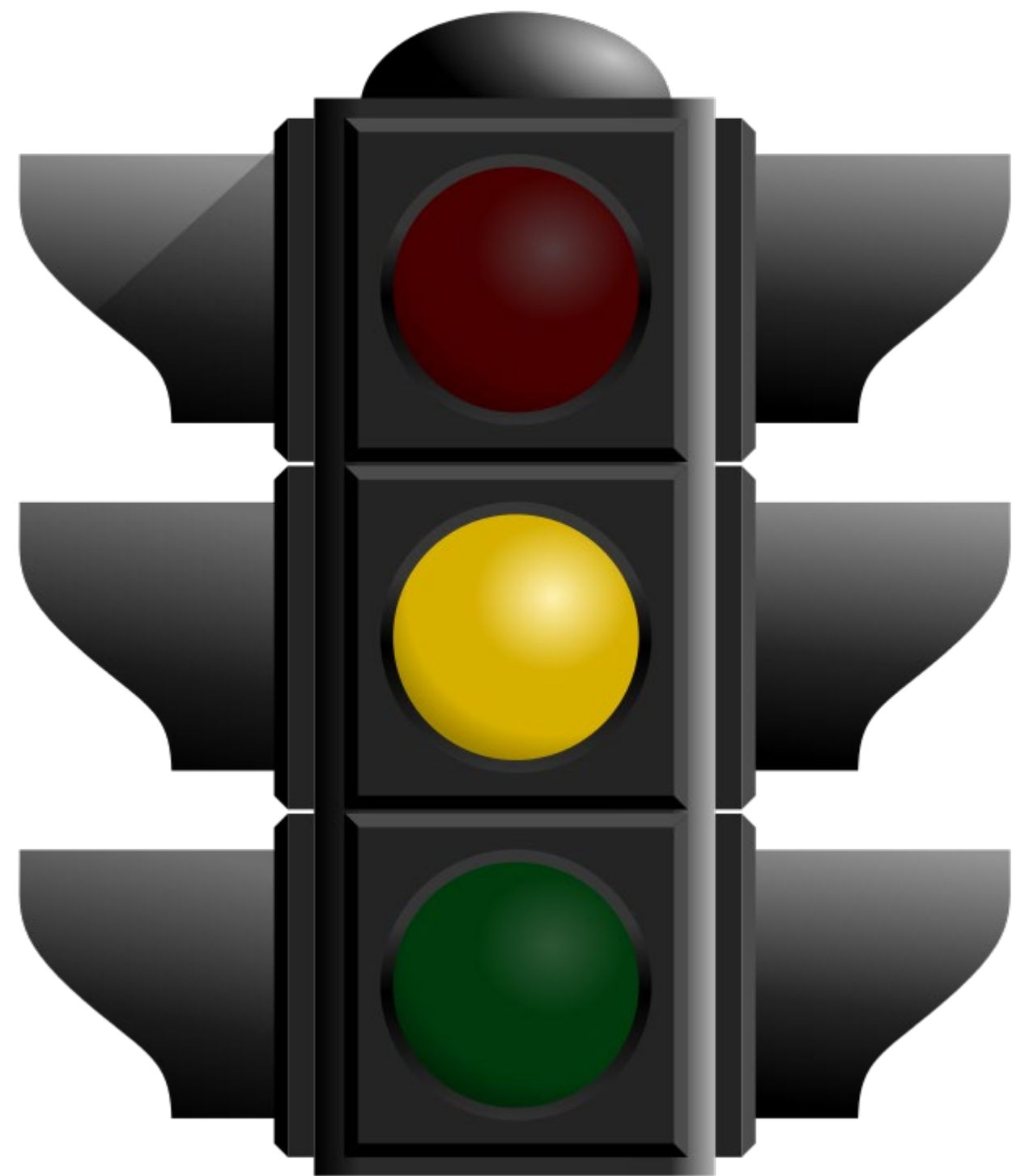
# Peptoc (my personal favorite)

► 1-707-8PEPTOC (1-707-873-7862)



<https://www.youtube.com/watch?v=jKnP4EOjR3I>

# Yellow Light



**Emotions: Anxious, less energy, more restless sleep, less inclined for self-care, less interested in social interactions**

**Action to take: SLOW DOWN**



# Yellow Light

Possible resources to use:

- Behavior health coaching such as - *Blue KC Members:*  
Behavioral health helpline *Mindful*
- Programs associated with short term disability programs (i.e. Principal or MagellanHealth)
- Employee Assistance Programs (EAP)
- Employees may reach out for direction and help from their supervisor, benefits coordinator, building wellbeing champion, or employee wellbeing coordinator

# Yellow Light

- Employee Assistance Program that offers telehealth behavioral health coaching (coaching by texting?)
- Free one on one stress management health coaching onsite
- Online wellbeing and self-care challenges
- Engagement in the Wellbeing Page on resiliency, emotional wellbeing, and work life balance activities
- Wellbeing programs that motivate employees to focus on wellbeing like the Battle of the Buildings



# National Alliance on Mental Illness

► [www.nami.org](http://www.nami.org)



## TOGETHER for Mental Health

Mental health is an incredibly important part of overall health.  
With a growing number of Americans experiencing mental health symptoms, we need to join together to advocate for improving our nation's mental health care system.



# National Alliance on Mental Illness

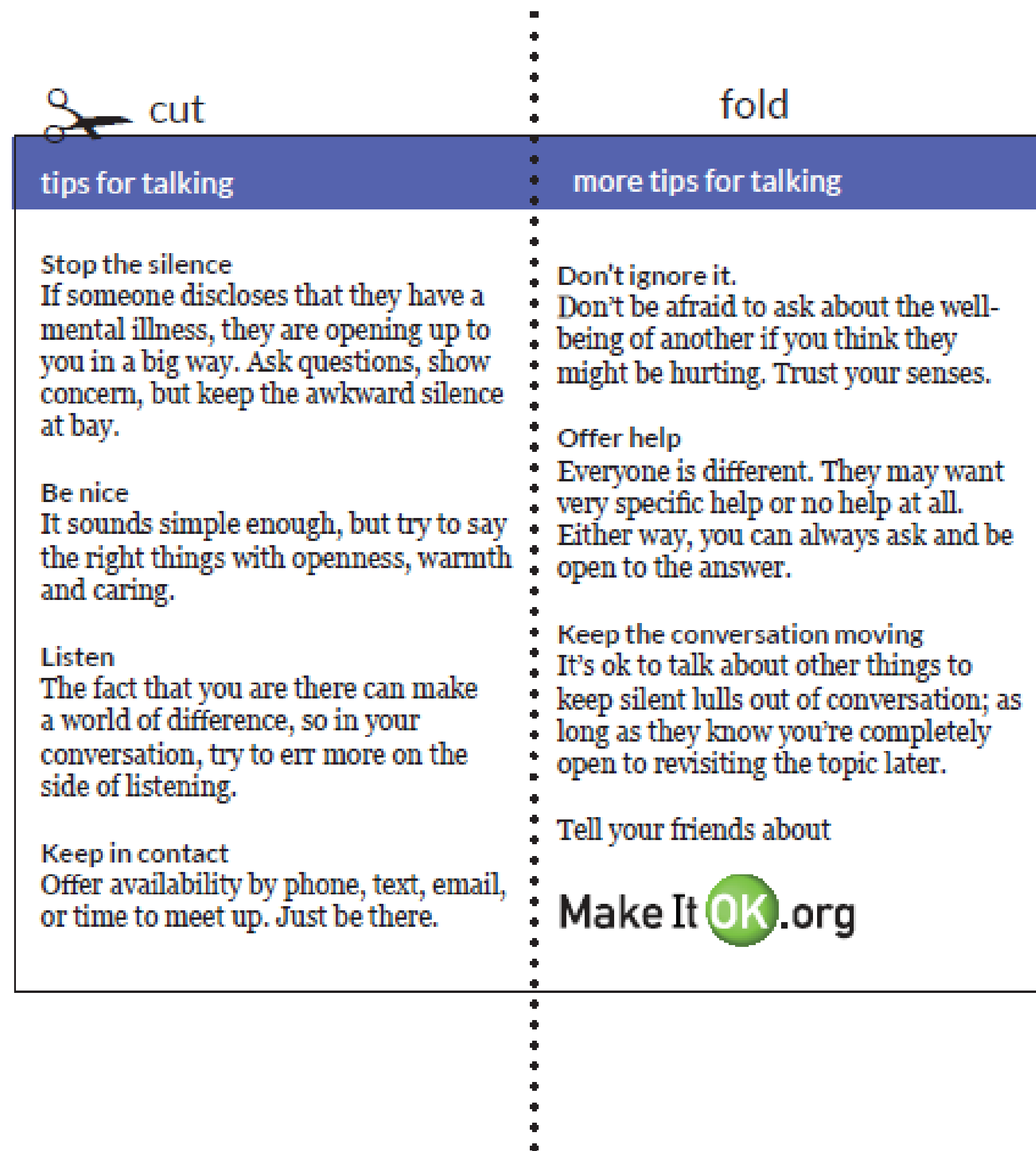
- ▶ Three Steps for Being Stigma Free
  - ▶ Educate yourself and others
  - ▶ See the person, not the condition
  - ▶ Take action
- ▶ Bebe Moore Campbell National Minority Mental Health Awareness Month
  - ▶ **"Once my loved ones accepted the diagnosis, healing began for the entire family, but it took too long. It took years. Can't we, as a nation, begin to speed up that process? We need a national campaign to destigmatize mental illness, especially one targeted toward African Americans...It's not shameful to have a mental illness. Get treatment. Recovery is possible."**

Bebe Moore Campbell, 2005



# MakeitOK.org

(<http://www.iowahealthieststate.com/blog/press-room/make-it-ok-to-talk-about-mental-illness-in-may/>)





# ValYou

As much as we love our jobs, sometimes it can cause high stress levels. If these levels aren't managed then compassion fatigue, anxiety, and depression might arise. This resource guide can be used as a first step in self-care and a quick reference for wellbeing resources. While this resource guide is drawn from reputable sources, it is not a comprehensive brochure and not to be solely relied on for stress management.

No one gets better alone! Blue Valley Schools' wellbeing program wants you to know that we are here for you. We ValYOU our employee family in order to achieve a healthier you. A healthier us. A healthier Blue Valley.

One drop of self-care can create a ripple of improved health.

Stress and Resiliency

Work-life Balance

Emotional Wellbeing

Val

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THESE RESOURCES can also be found directly on the Employee Wellbeing page of BV Connect.

HOW TO OPEN A QR CODE:  
Apple phones will open a QR code by using the phone's camera. Download a QR code reader app on an Android device.

to open on  
ice.

code reader app  
an Android dev



# ValYou

*NOW... 1 Thing*

Sometimes it may only take 1 small change to improve your mental health. Try one of these the next time you need a break.

- ☞ Go outside
- ☞ Buy flowers
- ☞ Turn off all electronics
- ☞ Visualize or look at a photo of your "happy place"
- ☞ Listen to music
- ☞ Do an act of kindness
- ☞ Take 5 deep breaths
- ☞ Refill a water bottle

*NOW... 1 Number*

JoCo Mental Health Hotline  
☞ 913-268-0156  
☞ [www.jocogov.org/mentalhealth](http://www.jocogov.org/mentalhealth)

National Alliance on Mental Illness helpline  
☞ 800-950-NAMI  
☞ text: "NAMI" to 741741

Compassionate Ear  
☞ 913-381-2251 (☞ 913-281-2251) (available 4-10 p.m.)

Blue KC Members  
☞ New Directions: 816-237-2354  
Toll-free: 800-528-5763  
(respond 'no' when prompted for EAP)  
☞ Blue KC customer service: 816-395-2270

Benefits eligible staff may use short term disability through Principal for free telephonic counseling.  
☞ 800-450-1327  
☞ [www.MagellanHealth.com/member](http://www.MagellanHealth.com/member)

☞ Relax your 3 F's: Face, fanny, feet  
☞ Ask yourself 3 questions:  
Am I present (thoughts)?  
What time is it (now)?  
Where am I (here)?  
☞ Focus on 3 B's: Breathe, body scan, be

YOU

ValYOU

BLUE VALLEY

Education Beyond Expectations  
SCHOOLS

oration, Innovation

calf Avenue  
rk, KS 66223  
3 739 4000 Phone: 913-237-1000

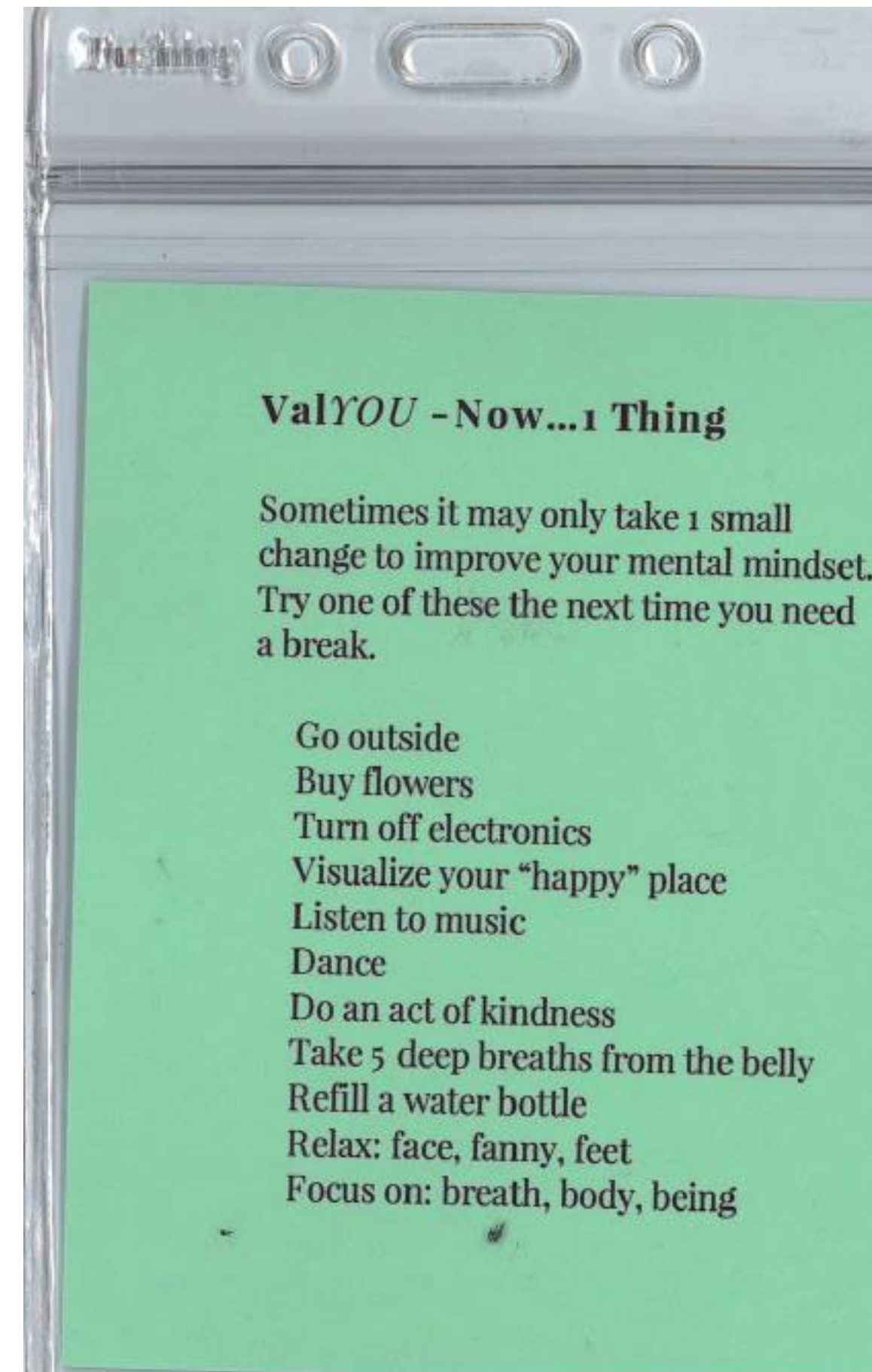
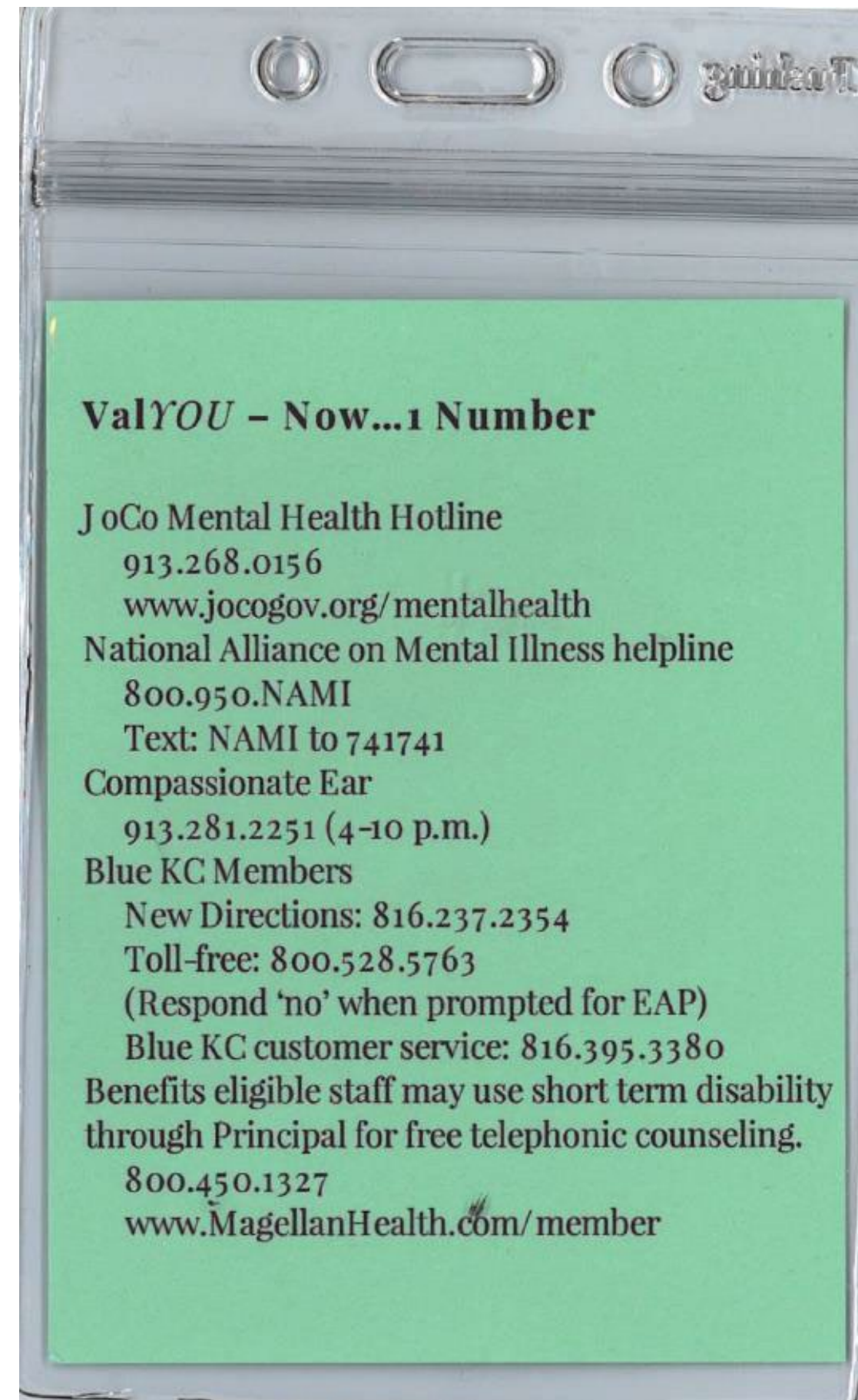
BLUE VALLEY  
SCHOOLS  
Education Beyond Expectations

Dedication, Collaboration

15020 Met  
Overland Pa  
Phone: 913



# ValYou





# More Options



- ▶ Online tool designed to build resilience in users
- ▶ Computer and mobile friendly

<https://home.hellodriven.com/#resilience-info>



- Free for educators
- Focuses on meditation and mindfulness

<https://www.headspace.com/educators>

# Online options



- ▶ Wide array of online courses on variety of topics, including mental health

<https://www.ed2go.com/>



- ▶ Wide array of online courses related to school safety, including mental health

<https://www.safeschools.com/>



# Red Light



**Emotions: Overwhelmed, loss of perspective and motivation, urges of self-harm, completely withdrawn, impatient**

**Action to take: STOP AND ASSESS**

# Red Light

Blue KC members can talk with a Mindful Advocate by calling 833-302-MIND (6463)

The Crisis Text Line offers free, 24/7 support from anywhere in the U.S. Text HOME to 741741.

Mental Health Hotline - 988

The National Suicide Prevention Lifeline provides free, 24/7, confidential support for people in distress. For help, call 1-800-273-8255.

In case of a medical emergency, always call 911.



# Next Steps...

## #STARTTHECHAT

### Resources for when you're feeling:



## RED

### Johnson County Mental Health Hotline

- 913-268-0156
- [www.jocogov.org/mentalhealth](http://www.jocogov.org/mentalhealth)

### Mental Health America

- 1-800-273-8255

### National Alliance on Mental Illness

- Call 800-950-NAMI
- Text NAMI to 741-741

### Compassionate Ear

- 1-866-927-6327 (available 4-10 pm)

## YELLOW

### Behavior Health Coaching for BlueKC Members

- 833-302-MIND(6463)
- [MindfulBlueKC.com](http://MindfulBlueKC.com)

### Telephonic Counseling for Benefits Eligible Staff

- Call 800-450-1327
- [MagellanHealth.com/member](http://MagellanHealth.com/member)
- New vendor 1/2022
- Call 888-293-6948 starting Jan. 2022

## GREEN

### Keep up the good work!

- BV Deskercises
- Go outside
- Unplug from electronics
- Listen to music
- Do an act of kindness
- Take five deep breaths
- Journal
- Check out BV Connect well-being resources

### Resources for when you're feeling:

## #STARTTHECHAT

### Overwhelmed

#### Mental Health America

- 1-800-273-8255

#### JoCo Mental Health

- 913-268-0156
- [jocogov.org/mentalhealth](http://jocogov.org/mentalhealth)

#### NAMI

- Call 800-950-NAMI
- Text NAMI to 741-741

### ANXIOUS

#### Telephonic Counseling

*Benefits eligible staff*

- Call 800-450-1327
- New vendor starting 1/22
- Call 888-293-6948 in 2022

#### Behavior Health Coaching

*BlueKC Members*

- 833-302-MIND(6463)
- [MindfulBlueKC.com](http://MindfulBlueKC.com)

### CALM

#### Keep up the good work!

- Go outside
- Unplug from electronics
- Listen to music
- Do an act of kindness
- Take five deep breaths
- BV Connect well-being resources
- Journal

TO LEARN MORE:

[MindfulBlueKC.com](http://MindfulBlueKC.com)

(open your camera on your phone, focus camera on the QR code by gently tapping the code, follow the instructions on the screen to go to page with more info)

**(833) 302-MIND (6463)**

24/7 Behavioral Health Support  
or by calling the behavioral health number on your member ID card.

**Help starts with a Mindful Advocate, licensed behavioral health clinicians**

- Address stress, anxiety and depression
- Handle life's curve balls (divorce, loss of a loved one, career change)
- Support during or after a crisis
- Help with everyday challenges (child and adult care, legal issues, relationships)
- Support with lifestyle changes (smoking, weight loss)

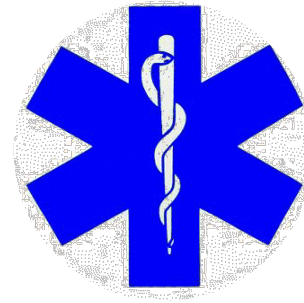
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# Identify Resources Already Available



## EAP

- ▶ Advertise to staff
- ▶ Train supervisors of staff
- ▶ Use mandatory referrals as needed
- ▶ Utilize EAP Staff for PD
- ▶ Contract for a 3<sup>rd</sup> Party “Fit for Duty” assessment



## HEALTH INSURANCE

- ▶ Inform benefitted staff of services available
- ▶ Train supervisors on benefit options
- ▶ Require documentation of treatment if needed



## ON SITE STAFF

- ▶ Plan for immediate response services
- ▶ Identify trusted Social Worker, Counselor, or Nurse for crisis support



## TIME OFF

- ▶ Allow for treatment/recovery
- ▶ Implement temporary schedule adjustments
- ▶ Utilize sick leave pool
- ▶ Utilize paid leave and/or FMLA
- ▶ Utilize short-term disability



# Train!

## Mental Health First Aid

- ▶ Patterned after CPR/First Aid training
- ▶ Results in three-year certification
- ▶ Provides 8 hours of information and guidance on dealing with mental health issues
- ▶ Geared toward non-mental health professionals

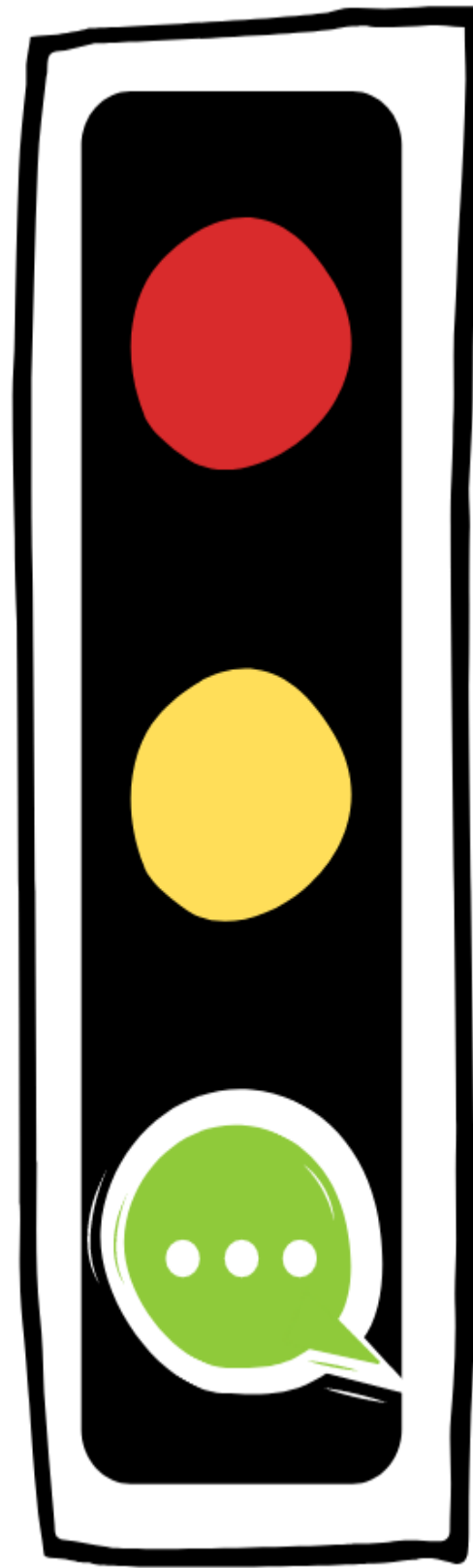


<https://www.mentalhealthfirstaid.org/>

# Round Table Activity

- Discuss among yourselves – What is your #1 well-being strategy ?
- Choose a spokesperson to share out the top three strategies from your table





**#STARTTHECHAT**

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