

# The RIPPLE EFFECT of Mental Illness

Having a mental illness can make it challenging to live everyday life and maintain recovery. Let's look at some of the ways mental illness can impact lives — and how the impact can ripple out.



People with serious mental illness have an increased risk for chronic disease, like diabetes or cancer

## PERSON



Rates of cardiometabolic disease are twice as high in adults with serious mental illness



19% of U.S. adults with mental illness also have a substance use disorder



At least **8.4 million** Americans provide care to an adult with an emotional or mental illness

## FAMILY



Caregivers spend an average of **32 hours** per week providing unpaid care



**20%** of people experiencing homelessness also have a serious mental illness

## COMMUNITY



**37%** of people incarcerated in state and federal prison have a diagnosed mental condition



**70%** of youth in the juvenile justice system have at least one mental health condition



**1 in 8** of all visits to U.S. emergency departments are related to mental and substance use disorders



## WORLD



Depression is the leading cause of disability worldwide



Depression and anxiety disorders cost the global economy **\$1 trillion** each year in lost productivity

Data from CDC, NIMH and other select sources. Find citations for this resource at [nami.org/mhstats](http://nami.org/mhstats)

NAMI HelpLine  
800-950-NAMI (6264)



 **nami**  
National Alliance on Mental Illness



## Links and Source Information

*Centers for Disease Control and Prevention – Mental Health*

<https://www.cdc.gov/mentalhealth/learn/index.htm>

*National Alliance on Mental Illness – Ripple Effect of Mental Illness*

<https://www.nami.org/NAMI/media/NAMI-Media/Infographics/NAMI-Impact-Ripple-Effect-FINAL.pdf>

*United Health Foundation*

<https://www.AmericasHealthRankings.org>

*American Foundation for Suicide Prevention*

<https://afsp.org/learn-the-facts>

*Growing Stress on the Farm: The Expanding Economic and Mental Health Disparities in Rural Missouri, February 2020*

[www.mhanet.com](http://www.mhanet.com)

*Kaiser Family Foundation*

[www.kff.org](http://www.kff.org)

*U.S. Census Bureau*

<https://www.census.gov/quickfacts/MO>

*Office of Administration*

<https://results->















[int.mo.gov/t/OA/views/TalentManagementDashboard/HeadcountbyFTE?%3AshowAppBanner=false&%3Adisplay\\_count=n&%3AshowVizHome=n&%3Aorigin=viz\\_share\\_link&%3AisGuestRedirectFromVizportal=y&%3Aembed=y](https://results-int.mo.gov/t/OA/views/TalentManagementDashboard/HeadcountbyFTE?%3AshowAppBanner=false&%3Adisplay_count=n&%3AshowVizHome=n&%3Aorigin=viz_share_link&%3AisGuestRedirectFromVizportal=y&%3Aembed=y)

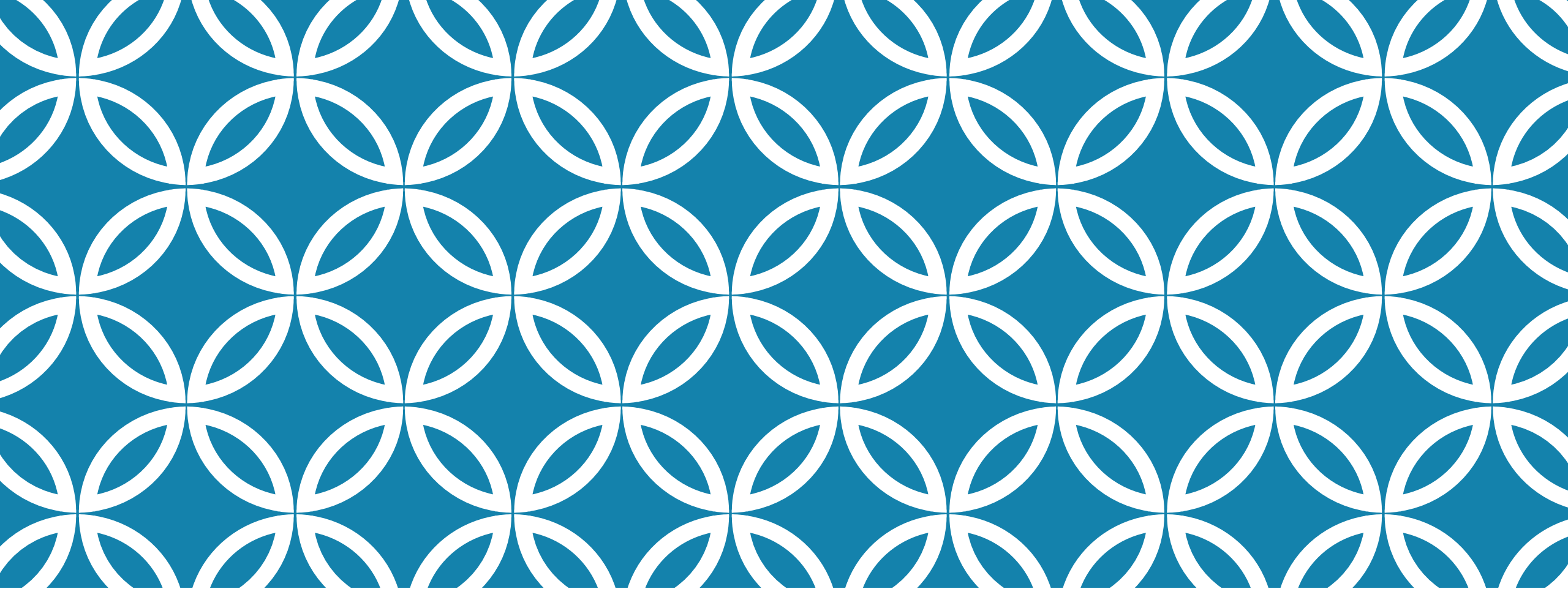
*Recommended MO Learning Training*

- [\*How to Support Your Employees' Wellbeing\*](#)
- [\*Communicating with Empathy\*](#)
- [\*Managing Depression in the Workplace\*](#)
- [\*Managing Stress for Positive Change\*](#)
- [\*Grit: How Teams Persevere to Accomplish Great Goals\*](#)

# State of Missouri Executive Departments Summary

## Mental Health Measures

	Mental Health First Aid Training	Identified Mental Health Contact Person(s)	Identified External Best Practices	Refers Team Members to DMH Cares	Refers Team Members to SELF (EAP)	Refers Team Members to FMLA	Utilizes Peer Support Groups	Identified Stigma as Primary Barrier	Mental Health Collaboration with External Partners	Mental Health Collaboration with MCHCP	Cross-Departmental Collaboration	Identified Lack of Training as a Barrier
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# **CONVERSATION STARTERS: PUTTING THE FOCUS ON MENTAL HEALTH**

***AN ENGAGE  
RESOURCE FOR  
SUPERVISORS***

# IT'S OK TO ASK, "ARE YOU OK?"

It may seem simple, but asking, "are you OK?" can open the door to meaningful conversations and help team members access valuable resources.

## Different ways to ask:

- *Are you OK?*
- *How you doing?*
- *Anything on your mind?*
- *How've you been?*
- *How are things going?*



# WHY THE ASK?

Having conversations that show your care and concern builds trust and goodwill.

You can ask, "Are you OK?" in any monthly ENGAGE meeting.

"Are You OK?" may be particularly meaningful at specific times of the year.

Remember: While your job as a supervisor is not to diagnose your team members, the fact that you have the conversation helps reduce the stigma that surrounds mental health.

# MARCH: WINTER-SPRING TRANSITION

Seasonal Affective Disorder (SAD), often thought of as “wintertime blues,” does not always improve when the weather gets warm.

Suicide rates spike in the springtime. One theory for this spike is that increasing hours of sunlight can boost a depressed person’s motivation for self-harm.

Scientists are also studying the relationship between high pollen levels, inflammation, anxiety, and aggression.

Source: <https://www.health.com/mind-body/spring-depression-suicide>

# CONVERSATION STARTERS: MARCH

Ask: *"With the start of a new season, I want to check in and see how the winter was for you. How are you doing?"*

Ask: *"Spring not only brings weather changes, but it can also be a busy time at work. What can I do as your supervisor to help make sure you have the support you need this season?"*

Ask (if appropriate): *"I've noticed for the past couple of months that you haven't seemed like yourself. The cold weather can bring anyone down, but I want to see if there are any other supports you might need."*



# MAY: NATIONAL MENTAL HEALTH AWARENESS MONTH

Since 1949, Mental Health America and its affiliates across the United States have observed *May is Mental Health Month* by reaching out to millions of people through the media, local events, and screenings.

- Source: [www.mhanational.org/mental-health-month](http://www.mhanational.org/mental-health-month)



# CONVERSATION STARTERS: MAY

Idea: Have each team member prepare for ENGAGE by writing down a stressor in their lives. Talk about the stressor in ENGAGE and brainstorm healthy ways to manage the stress.

Ask one of the following:

- *What can we do as a team to create an environment where we support each other not just as coworkers, but as people?*
- *As your supervisor, what are things that I can do to show that it's OK to talk about the stressors and challenges we face in our lives?*

# SEPTEMBER: NATIONAL SUICIDE PREVENTION AWARENESS MONTH

The National Alliance on Mental Illness (NAMI) recognizes National Suicide Prevention Awareness Month, a time to shed light on a highly stigmatized topic.

During September, NAMI reaches out to those affected by suicide, raises awareness, and connects people with suicidal ideation to treatment services.

NAMI also works to ensure that individuals, friends, and families have access to the resources they need to discuss suicide prevention.

Source: [www.nami.org/get-involved/awareness-events/suicide-prevention-awareness-month](http://www.nami.org/get-involved/awareness-events/suicide-prevention-awareness-month)

# CONVERSATION STARTERS: SEPTEMBER

Idea: Have team members prepare for ENGAGE by choosing a LinkedIn Learning training (15 minutes or more) on one of these topics:

- workplace well-being
- mindfulness
- handling burnout
- coping with stress or depression
- work-life balance
- resilience

Ask your team to write down their reflections and 2-3 takeaways, then bring those to share with you during ENGAGE.

# OCTOBER: BENEFITS OPEN ENROLLMENT

This is the period (typically, October 1-31) when State employees can elect/change coverage for themselves and their dependents, effective the following January 1.

This is a great time for team members to review all of the benefits and resources that are available to them as State employees.



# CONVERSATION STARTERS: OCTOBER

Ask: *“Do you know that as a state employee who is eligible for MCHCP medical coverage, you and the members of your household can use the ComPsych Strive Employee Life and Family (SELF)\* program 24/7/365?”*

*\*SELF is just another name for what is often called EAP (Employee Assistance Program)*

# CONVERSATION STARTERS: OCTOBER

Remind: SELF services are free and include:

- in-person counseling
- phone sessions with a financial planner
- phone and in-person sessions with a lawyer
- identity theft/fraud resolution services
- help reviewing child/elder care facilities
- online library of health & wellness topics

# CONVERSATION STARTERS: OCTOBER

Remind: SELF offers behavioral health counseling to help with everyday issues such as stress, relationships, parenting, grief/loss, and substance use.

- If a team member calls SELF, trained staff will listen to the concerns and can refer to local counselors for in-person help.
- State employees can get up to 6 counseling sessions per issue, per year. There is no limit on the number of different issues.
- Additional sessions may be covered by the MCHCP medical plan.



# DECEMBER: HOLIDAY SEASON

The weeks between Thanksgiving and New Year's can be difficult.

According to the American Psychological Association, 38% of people report their stress levels increase during the holiday season.

Source: [www.health.usnews.com/wellness/mind/articles/2018-12-07/why-are-the-holidays-so-stressful](http://www.health.usnews.com/wellness/mind/articles/2018-12-07/why-are-the-holidays-so-stressful)



# CONVERSATION STARTERS: DECEMBER

Ask: *"I know the holiday season can be a pretty stressful time. I want to take a minute and check in with you to see how you're doing."*

Ask: *"I know the next few weeks may be busy ones with family commitments and travel. What can we do as a team to support each other during this time?"*

# REMEMBER YOUR SELF CARE

Schedule plenty of time for ENGAGE meetings, especially when team members may want to open up and share their concerns.

Keep some "open time" after each ENGAGE meeting so that you can reflect, process, and decompress.

Unwind from workday stressors by making evening/weekend relaxation (exercise, hobbies, time with friends and family, etc.) a priority.

# USE YOUR SUPPORTS

Contact your Human Resource department if:

- You notice an ongoing issue of concern with a team member
- A team member repeatedly refuses a suggestion to contact SELF
- A team member has complaints or concerns about the SELF process/type of care SELF provided

# YEAR-AT-A-GLANCE

## **March: Winter/Spring Transition**

- Ex: "With the start of a new season, I want to check in and see how the winter was for you. How are you doing?"

## **May: Mental Health Awareness Month**

- Ex: Creating an environment where it's OK to talk about stressors and challenges

## **September: Suicide Prevention Awareness Month**

- Ex.: Team members watch LinkedIn Learning training on a mental health topic

## **October: Open Enrollment Review**

- Ex: Remind team about state health insurance wellness benefits

## **December: Holiday Season**

- Ex: "I know the holiday season can be a stressful time. I want to check in to see how you're doing."

