

YOU

ARE

HERE



Good Job

Alicia Keys

How are you doing?

FOR EMPLOYEES

Self-Care
& Work
After 2020

FEB 17, 11 AM-1 PM



Led by
MOE CARRICK
Moementum, Inc.

Presented by
BEND
CHAMBER

EVEN BEFORE COVID-19,

19% OF ADULTS EXPERIENCED A MENTAL ILLNESS,

▲ 1.5 M PEOPLE OVER LAST YEAR'S DATASET.

SUICIDAL IDEATION AMONG ADULTS IS **INCREASING**

▲ .15% OR OVER 460,000 PEOPLE FROM LAST YEAR.

24% OF ADULTS WITH A MENTAL ILLNESS REPORT AN **UNMET NEED FOR TREATMENT**. THIS NUMBER HAS **NOT DECLINED** SINCE 2011.

9.7% OF YOUTH IN THE U.S. HAVE SEVERE MAJOR DEPRESSION. THIS RATE WAS **HIGHEST AMONG YOUTH WHO IDENTIFY AS MORE THAN ONE RACE, AT**

12.4%

60% OF YOUTH WITH DEPRESSION **DO NOT RECEIVE ANY MENTAL HEALTH TREATMENT**.

EVEN IN STATES WITH THE GREATEST ACCESS, **1 IN 3** ARE GOING WITHOUT TREATMENT.

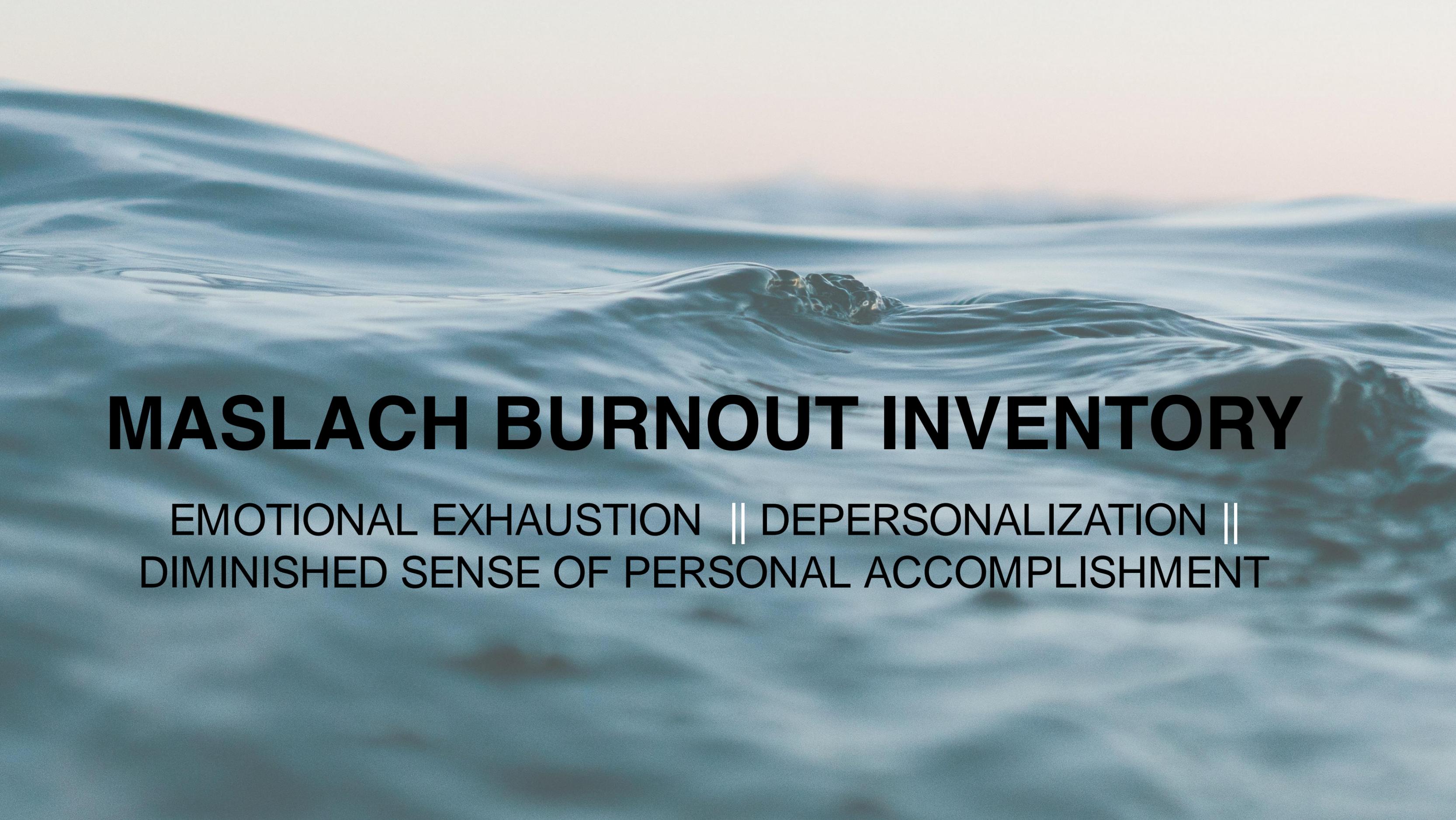
EVEN AMONG YOUTH WITH SEVERE DEPRESSION WHO RECEIVE SOME TREATMENT,

ONLY 27% RECEIVE CONSISTENT CARE.

10.8% OF AMERICANS WITH A MENTAL ILLNESS ARE **UNINSURED**. THIS **INCREASED** FOR THE FIRST TIME SINCE THE PASSAGE OF THE AFFORDABLE CARE ACT (ACA) – THE FIRST NUMBERS THAT REFLECT THE TRUMP ADMINISTRATION.

Not so well...



A person is swimming in the ocean, with only their head and shoulders visible above the water. The water is a deep blue, and the sky in the background is a soft, hazy orange and yellow, suggesting a sunset or sunrise. The overall mood is serene and contemplative.

MASLACH BURNOUT INVENTORY

EMOTIONAL EXHAUSTION || DEPERSONALIZATION ||
DIMINISHED SENSE OF PERSONAL ACCOMPLISHMENT



How do you want to show up in the year ahead? For yourself? For others?

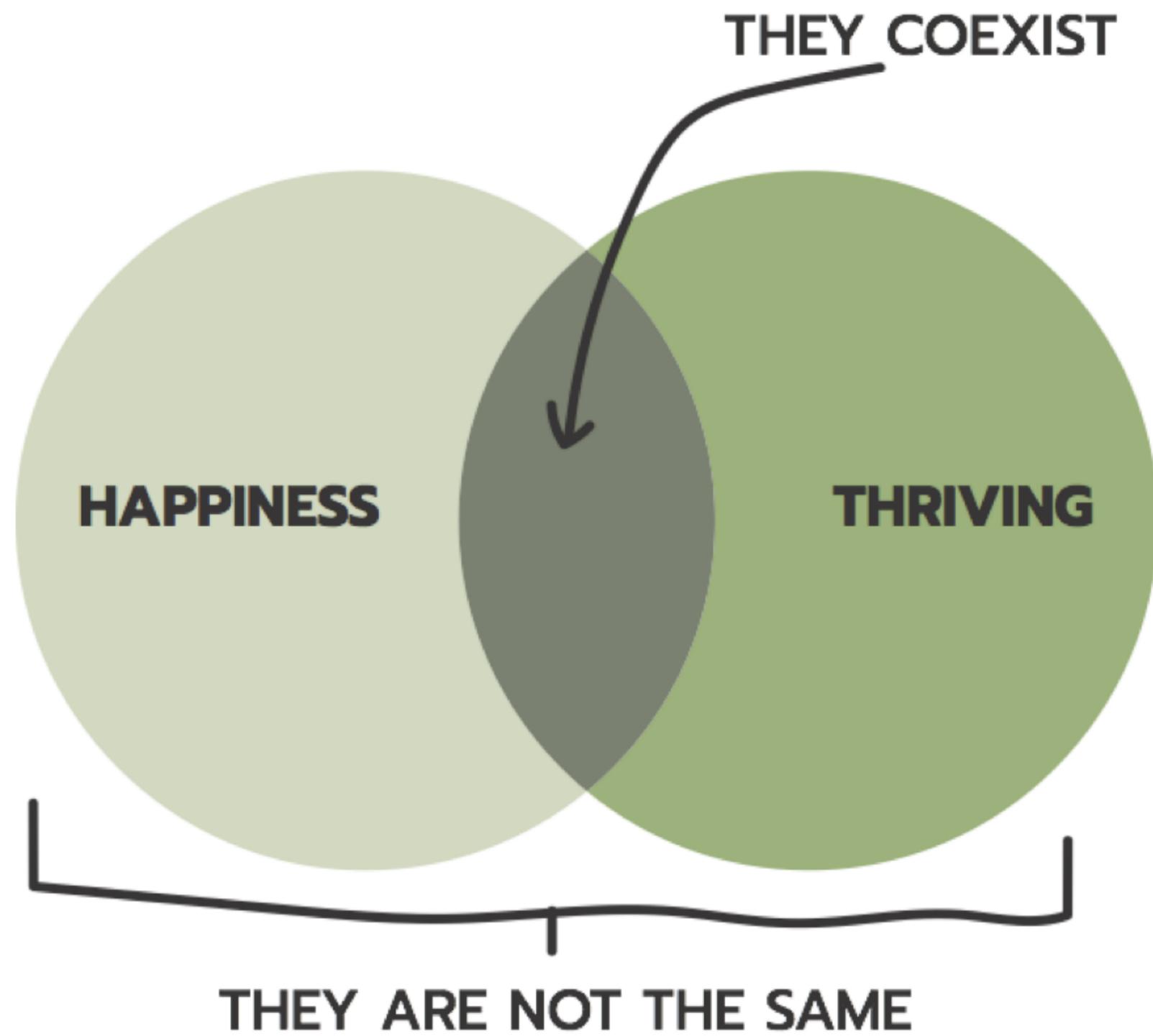


What do you need?



 - WORK

 - EVERYTHING ELSE



7 NEEDS FROM WORK

1.

MAKE OUR LIVES WORK

2.

THE BASICS

3.

TO BE SUPPORTED
IN TAKING RISKS

4.

TO CONTRIBUTE

5.

TO BE SEEN

6.

LEARNING

7.

CONNECTION



PUT YOUR OWN
OXYGEN MASK
ON FIRST.

SELF COMPASSION

MINDFULNESS
vs.
OVER-IDENTIFICATION

SELF KINDNESS
vs
SELF JUDGEMENT

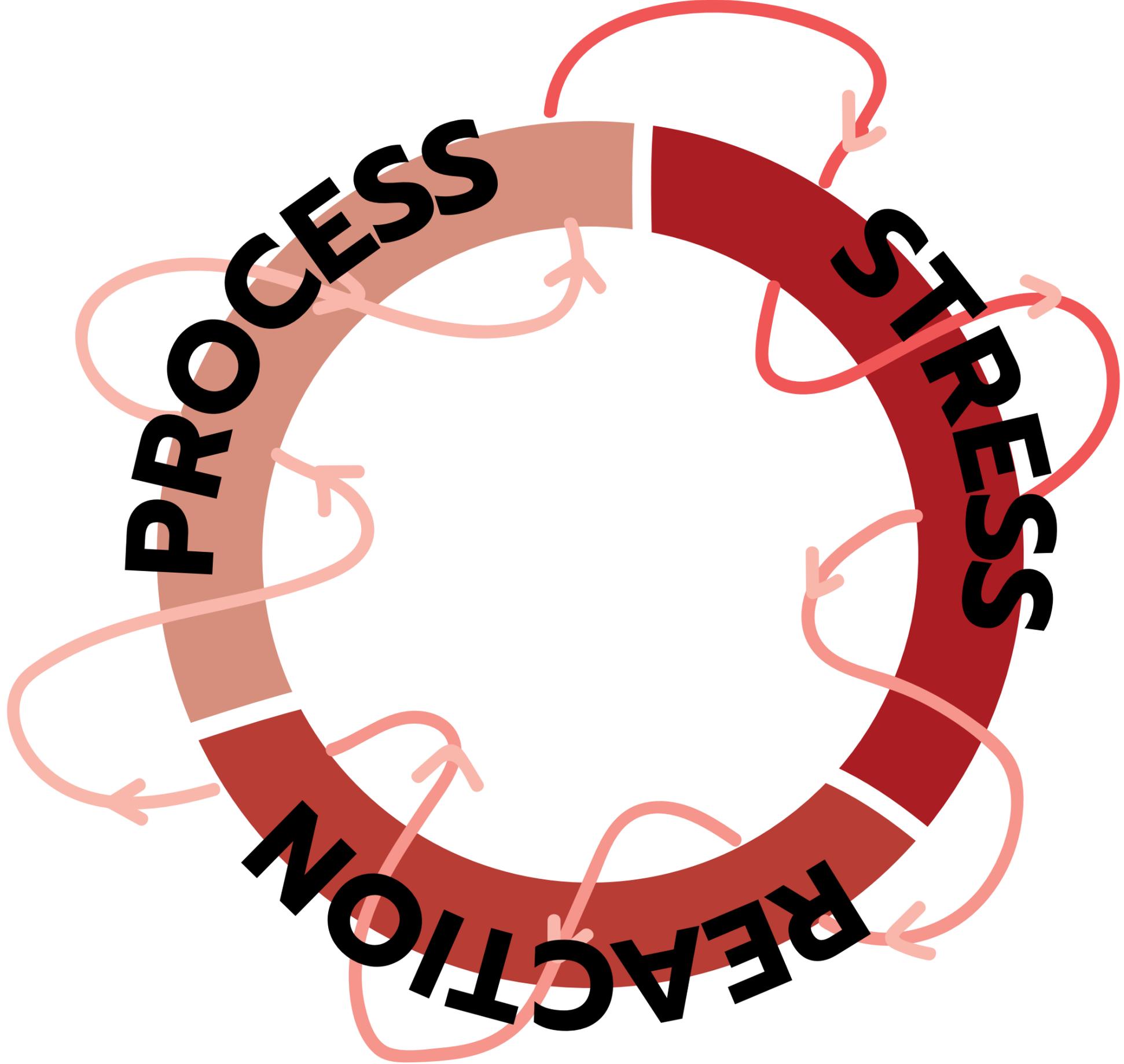
COMMON HUMANITY
vs
ISOLATION

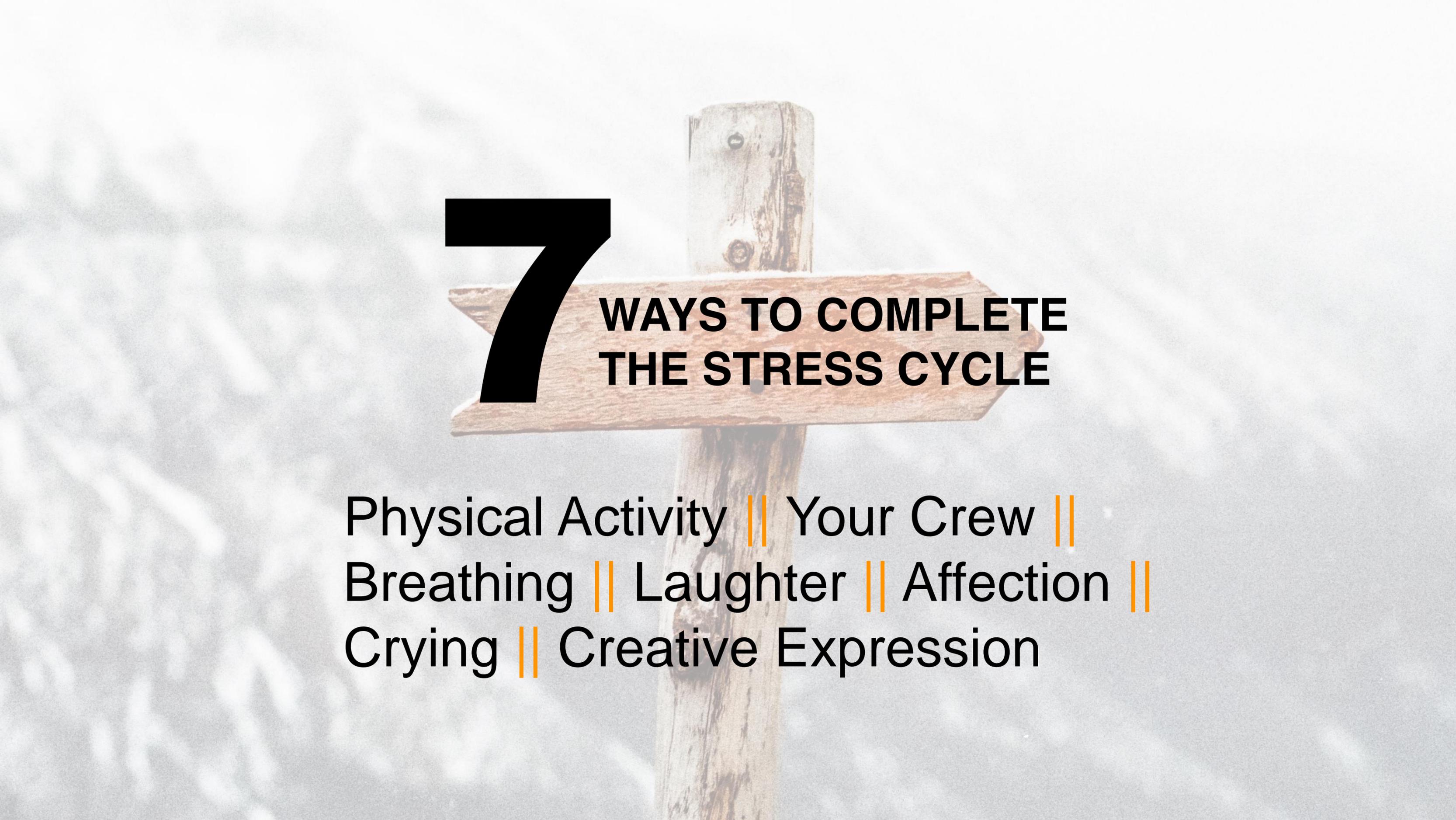
A person with long brown hair, wearing a green long-sleeved shirt and blue pants, is sitting on a wooden dock. They are facing away from the camera, looking out at a large body of water. The water is dark blue with some white foam from waves. The sky is overcast and grey. The dock is made of dark brown wooden planks.

THE STRESS CYCLE

What's a stress cycle? It's the moment at which our bodies learn that, after facing danger, we are now safe: the completion of the full circle of stress. Our bodies need us to complete the cycle.

-Emily and Amelia Nagoski Burnout: The Secret to Unlocking the Stress Cycle





7 WAYS TO COMPLETE THE STRESS CYCLE

Physical Activity || Your Crew ||
Breathing || Laughter || Affection ||
Crying || Creative Expression



SELF-CARE

+

TEAM CARE

=

HEALTHY COHESIVE COMMUNITY

A photograph of two women sitting on a mossy forest floor. The woman on the left is wearing a red sweater and grey pants, looking off to the side. The woman on the right is wearing a grey sweater and dark pants, resting her head on her hand. The background is a soft-focus forest with tall trees. A vertical black line is on the left side of the image.

**KNOW THE EMOTIONAL LANDSCAPE
OF YOURSELF AND YOUR TEAM:
ATTEND TO FEARS AND FEELINGS.**



BRAVING

Boundaries

Reliability

Accountability

Vault

Integrity

Non Judgment

Generosity

**“COURAGE IS
CONTAGIOUS.”**

BRENÉ BROWN

**THE GIFTS OF IMPERFECTION
10th Anniversary Edition**

B · I · G

BOUNDARIES

What is okay, what isn't okay.

B · I · G

INTEGRITY

**Doing what you say you will.
Living your values.**

B · I · G

GENEROSITY

**Giving people the
benefit of the doubt**

B

•

I

•

G

BOUNDARIES

INTEGRITY

GENEROSITY

ATTRIBUTES OF EMPATHY*

Perspective taking || Stay out of judgement || Recognize emotion || Communicate emotion || Mindfulness**

Song by Eoghan Carrick , available at
<https://tinyurl.com/y536ke5j>



*From the research of Theresa Wiseman

**From the research of Kristin Neff

3

SECRETS OF RESILIENT PEOPLE

1. They get that shit happens
2. They are really good at choosing carefully where to direct their attention
3. They don't diminish the negative, but they also have worked out a way of tuning into the good

8

THINGS YOU CAN DO TO SHOW UP

1. Tend to your heart (emotions)
2. Put down armor that gets in the way
3. Feel With (empathy and self-compassion)
4. Notice and complete your stress cycle
5. Act like you have a body
6. Practice BIG
7. Listen and lean in softly
8. Remember: YOU ARE ENOUGH!



BRAVESPACE WORKPLACE

One where people can show up as they are,
both perfect and flawed, and do great things together.
Bravespace Workplaces activate, enliven, and tenderly
support the complex humans that we are so that we can
bring all of ourselves to work every day.

Resources Abound

IT'S OK
NOT TO BE OK.®



SIGNS SOMEONE MAY NEED SUPPORT:

Suicide and self-harm are preventable mental health crises. We can be proactive by recognizing expressions of someone in distress.

A FEW TYPES OF WARNING SIGNS ARE

- Someone expressing feelings of being trapped, like there is no way out.
- Someone expressing hopelessness or stating no reason for living.
- Someone withdrawing from family, their friends, or usual activities they like.
- Someone talking or threatening to hurt or kill themselves.

These are only a couple of signatures, and there are different ways people exhibit pain.

LEARN MORE AT [HFTD.ORG](https://www.hftd.org)

HOW TO BE SUPPORTIVE:

When someone experiences a mental health challenge, here is how you can be supportive.

LISTEN: Let someone really express their experiences. Being someone they can talk to is essential when giving support.

BE NON-JUDGMENTAL: Don't criticize or minimize the way they feel. You may not be able to understand exactly what they're going through, and that's ok.

ASK WHAT, NOT WHY: When you ask questions, avoid asking 'why' questions, and instead ask 'what' questions. Asking why can have a judgmental tone even if you don't mean it that way.

GIVE INFORMATION - DON'T DIAGNOSE: Don't assume they have an illness or condition. Provide direction to resources that can identify and treat mental health issues.

ACT AS A BRIDGE: You can connect someone to mental health resources. Resources include family, school guidance, mental health professionals, and organizations like HFTD.

TEAMMATE IN SUPPORT: Being supportive doesn't mean your duty is to 'fix' someone. Mental health is complicated and solutions aren't overnight. As a teammate, the best support you can give is by being a trusting ear, helping to navigate resources, and acting as a source of encouragement.

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UNDERSTANDING OUR MENTAL HEALTH.

Mental health impacts everyone's quality of life and includes our passions, relationships, and experiences. Someone can be born with a genetic predisposition for a mental illness. Our brains can also sustain psychological traumas.

Consider the mind like a bottle of soda. Experiences from all aspects of life shake the bottle and build pressure. Healthy self-expression is relieving the pressure build-up without exploding.

We invest a great deal of time formally and informally apprising others on how to address our physical health. For example, if someone had a broken leg, just about anyone would know to contact medical services. But unlike our physical health, mental health isn't commonly talked about in our communities because of stigma.



We need to embrace open communication of mental health challenges and be able to provide direction to help others before crisis arises.

There is no shame in asking for help. There are tools and treatments to respond, treat and manage mental health issues.

IT'S OK NOT TO BE OK.® HAVE HOPE.

LEARN MORE AT [HFTD.ORG](https://www.hftd.org)



What support will help you navigate the challenges ahead and who's on your support team?



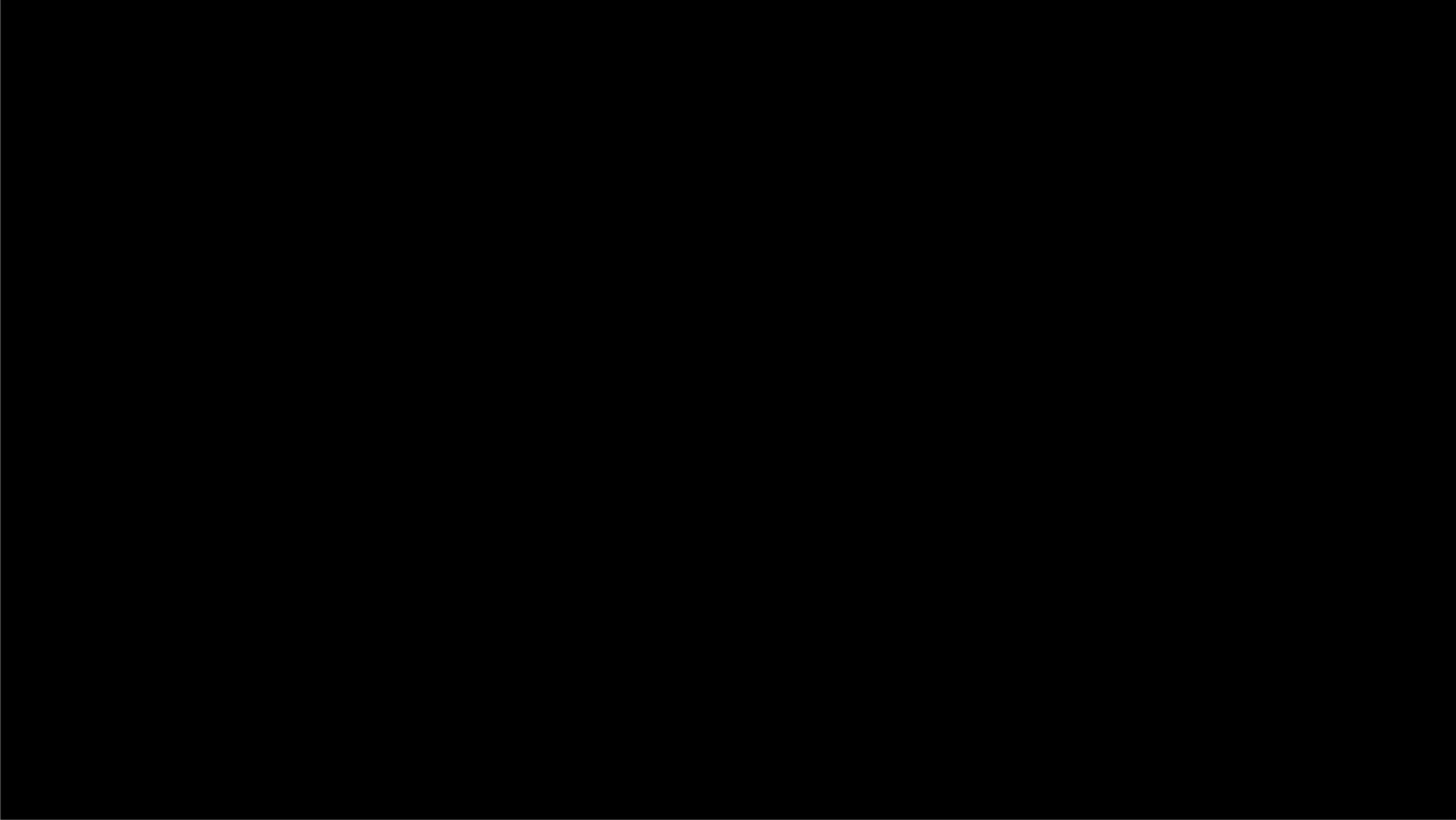
What ideas can you use right away to strengthen your (and your team's) resilience?

It seems so small,
but it's a powerful thing to say.

OKAY?

#powerofokay


See Me
End mental health
discrimination



KEEP SHOWING UP

IT IS ENOUGH!

YOU ARE ENOUGH



THANK YOU.

THANK YOU

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