

# Is Your Workplace Mentally Healthy?



1919 University Avenue West, Suite 400, St. Paul, MN 55104 | Tel. 651-645-2948 or 888-NAMIHELPS | Fax: 651-645-7379 www.namimn.org

## A QUIZ FOR EMPLOYERS

	Yes	No
1. Are your employees aware of mental illnesses and their symptoms? Some ways to do this include employee newsletters, posting Make it Ok posters on the bulletin boards, or including NAMI informational sheets in breakrooms.	<input type="checkbox"/>	<input type="checkbox"/>
2. Do you ensure that your health insurance includes a wide array of mental health benefits including depression screening, mental health crisis services and more?	<input type="checkbox"/>	<input type="checkbox"/>
3. Do you provide resources to help employees address life problems, for example, grief counseling, alcohol abuse programs, Employee Assistance Programs (EAPs) and referrals for mental health services?	<input type="checkbox"/>	<input type="checkbox"/>
4. Are your employees aware of what is available through your EAP or health insurance and of potential accommodations?	<input type="checkbox"/>	<input type="checkbox"/>
5. Do you have ADA (Americans with Disabilities Act) and FMLA (Family and Medical Leave Act) information prominently posted?	<input type="checkbox"/>	<input type="checkbox"/>
6. Have you ever surveyed your employees regarding their comfort in raising the issue of mental illness with their supervisor or HR department?	<input type="checkbox"/>	<input type="checkbox"/>
7. Have you educated your managers or supervisors about accommodations for people with mental illnesses?	<input type="checkbox"/>	<input type="checkbox"/>
8. Do you make efforts to help employees develop a healthy lifestyle, such as stress management, nutrition and smoking cessation programs?	<input type="checkbox"/>	<input type="checkbox"/>



NAMI Minnesota (National Alliance on Mental Illness) is a non-profit organization dedicated to improving the lives of children and adults with mental illnesses and their families. NAMI Minnesota offers education, support and advocacy.



# Mental Illnesses in the Workplace



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## FOR EMPLOYERS:

### What to look for:

- ◆ Tardiness, absences
- ◆ Lack of cooperation, can't work with others
- ◆ Decreased productivity, frequent accidents, difficulty screening out stimuli
- ◆ Physical complaints such as stomach aches, pain, fatigue
- ◆ Difficulty concentrating, remembering things
- ◆ Making excuses for poor work or missed deadlines
- ◆ Anger, overly emotional, anxious
- ◆ Reduced interest in one's work
- ◆ Difficulty handling stress, schedules, multiple tasks
- ◆ Willingness to take on extra work, excessive energy, inappropriate work goals
- ◆ Risk-taking, out of control behaviors, sudden weight changes

### What to do:

- ◆ Ask open ended questions – What has your day been like? How are things going? Tell me about your workload
- ◆ Listen nonjudgmentally
- ◆ Give reassurance and information (e.g., FMLA)
- ◆ Encourage them to seek help, refer them to resources available at your organization
- ◆ Follow up with them

## FOR EMPLOYEES:

### How to take care of yourself:

- ◆ Pay attention to diet, exercise and sleep
- ◆ Avoid or limit alcohol, tobacco, other drugs
- ◆ Engage in favorite hobby or activity
- ◆ Be with friends, connect with others
- ◆ Take time to recharge batteries
- ◆ Spend time in nature
- ◆ Reduce stress
- ◆ Consider adjusting schedule, if possible

### Seek help if you need to:

- ◆ Reach out to someone you trust – family, friend, faith leader
- ◆ Contact your primary care physician or employee assistance program
- ◆ Be aware of your rights (e.g., ADA, FMLA)

### Suicidal behavior:

#### *What it might look like—*

- ◆ Talking about it, a preoccupation with death
- ◆ No hope for the future, making final arrangements, giving away possessions
- ◆ Self-loathing, unexplained anger
- ◆ Social isolation, changes in hygiene or appearance
- ◆ Alcohol or drug abuse

#### *What you can do as a co-worker—*

- ◆ Express empathy, offer hope
- ◆ Ask about it (don't worry, it doesn't promote it)—do they have a plan?
- ◆ Listen nonjudgmentally
- ◆ Contact crisis team or 911



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# Crisis Resources



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If you or someone you know is experiencing a mental health crisis, help is available. There is hope. No matter the age or the challenges people face, help is a phone call, text, or online chat away. The following resources will help those in a crisis:

<b>The 988 Suicide and Crisis Lifeline</b> <i>Calls or texts to these numbers will connect you to a crisis center where trained crisis counselors or mental health professionals are waiting to help. The calls are free and confidential.</i>		
<p>call <b>988</b>                      Veterans: <b>option 1</b>                      En Español: <b>opción 2</b></p> <p><i>After listening to options, there will be a pause while you are transferred to an available call center.</i></p>	<p><b>Text to 988</b>                      -or-  <b>Text “MN” to 741741</b></p>	<p>Chat  <b>988lifeline.org/chat/</b></p> <p><i>Fill out a short survey so the counselor will know a bit about your situation, then you’ll see a wait-time message while you are connected to a counselor.</i></p>
<p><b>The Trevor Project for LGBTQ Youth:</b>  <b>1-866-488-7386</b>                      Text <b>START</b> to <b>678678</b>                      Chat  <b>thetrevorproject.org/get-help</b></p>	<p><b>Mobile Crisis Teams in Minnesota</b>  <b>**274747</b> (from mobile phones)</p> <p><i>Every county in Minnesota has professional crisis teams that will come to you and help resolve the crisis and link you to needed services. See page 2 for how to call them from landlines.</i></p>	<p><b>Blackline</b>                      Support for Black, Brown, and Indigenous Communities:  <b>1-800-604-5841</b>                      Texting and phone help available 24/7</p>
<p><b>Translifeline</b>                      Support by and for the Trans Community  <b>1-877-565-8860</b></p>	<p><b>Veterans Crisis Lines</b>  <b>988 (option 1)</b>  <b>Text to 838255</b>                      -or-                      Call <b>Vets4Warriors</b>  <b>1-855-838-8255</b></p>	<p><b>Minnesota Farm and Rural Helpline</b>  <b>1-833-600-2670</b>  <b>Text “FarmStress” to 898211</b></p> <p><i>24/7 help for rural Minnesotans experiencing stress, anxiety, or depression. Trained counselors can also connect you to resources for business, financial, or legal help.</i></p>
<p style="text-align: center;"><b>CALL 911</b>  <i>if there is IMMEDIATE DANGER to you or someone else</i></p>		
<p>Stay calm and tell the dispatcher <b>“This is a mental health emergency”</b> and ask for a <b>Mobile Crisis Team</b></p>	<p>If a Mobile Crisis Team is not available, <b>Ask for a CIT Trained officer</b> (Crisis Intervention Team)</p>	<p>Be prepared to share information about mental health history, diagnosis, triggers, what has worked in the past, details of the current situation, and more.</p>

## Minnesota Warmlines

*Support for those struggling with their mental health but aren't experiencing a crisis or emergency. Trained Peer Support specialists give free, confidential, anonymous support and are available to talk at the following centers:*

Mental Health Minnesota

**651-288-0400**

toll free **855-WARMLINE**

**Text "Support" to 85511**

*open 7 days a week from 9am – 9pm*

Wellness in the Woods  
Peer Support Connection

**1-844-739-6369**

*Open 7 days a week from 5pm – 9am*

### National Maternal Mental Health Hotline

*Free, Confidential hotline for pregnant and new moms, in English and Spanish. Talk to trained counselors 24/7 for support, understanding, and resources.*

**1-833-943-5746**

### Fast-Tracker Link to Minnesota Mental Health Resources

*This website provides a searchable statewide database of mental health and substance abuse services, clinics, and providers- and you can find ones that have immediate openings.*

**www.fasttrackermn.org**

### MN United Way 211

*A 24/7 source of health and human services information for Minnesotans. Includes food and housing support, mental health and medical resources, legal assistance, and much more.*

**Call 211 or 800-543-7709**

**Text your zip code to 898-211**

### National Domestic Abuse Hotline 800-799-SAFE (7233) Text "Start" to 88788

*Free, confidential, 24/7 hotline offering lifesaving tools and immediate support to enable victims to find safety and live lives free from abuse.*

### Farm and Rural Counselors

*Free, confidential mental health counselors for farmers and their families, funded by the MN Legislature*

**Ted Matthews 320-266-2390**

**Monica McConkey 218-280-7785**

### National Sexual Assault Hotline

**800-656-HOPE (4673)**

*A free, confidential, 24/7 service connecting victims with trained support specialists providing support, information, resources, and referrals in their area. Online chat available at [www.rainn.org](http://www.rainn.org)*

## Local Mental Health and Crisis Resources

*Use the following information to find and record contact information for mental health and crisis resources in your own community. Keep this information close at hand so that you can easily find it.*

### Mobile Crisis Teams

*Every county in Minnesota has mobile crisis teams made up of mental health professionals who will help people experiencing a mental health emergency wherever they are. People using mobile phones can call **\*\*274747**. Dispatchers at 911 call centers should also connect you.*

*It may be easier to call your county's crisis team directly; to find the phone number go to <https://justcallmn.com/>, click the "call now" button, and enter your address. Some counties have separate numbers for children's and adult services.*

Your county's Mobile Crisis Team phone #

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Your county's Children's Mobile Crisis Team phone #

\_\_\_\_\_

### Other Important Phone Numbers

Nearest Hospital:

\_\_\_\_\_

Nearest Psychiatric Hospital:

\_\_\_\_\_

Doctor's Name and Phone #:

\_\_\_\_\_

\_\_\_\_\_

Mental Health Provider's Name and Phone #:

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