



# Mental Health ... The Second Wave of the Pandemic

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**The world has changed ... and**

**Mental health has taken center stage.**



# Extremely Challenging Times for Mental Health

**COVID-19 Pandemic**

**Racial & Political Tensions**

**Economic Uncertainty**

Sustained Fear & Stress

Collective Grief & Loss

Social Distancing & Isolation

Extreme Disruption

 A trifecta

## Indicators of Anxiety or Depression Based on Reported Frequency of Symptoms During Last 7 Days

### Select Indicator

Symptoms of Anxiety Disorder or Depressive Disorder

### Symptoms of Anxiety Disorder or Depressive Disorder

Phase Label	Phase 1	Break		Phase 2		Phase 3									
Time Period Label	July 16 -	July 22 - Aug 18	Aug 19 - Aug 31	Sep 2 - Sep 14	Sep 16 - Sep 28	Sep 30 - Oct 12	Oct 14 - Oct 26	Oct 28 - Nov 9							
Group	95% CI	Percent	95% CI	Percent	95% CI	Percent	95% CI	Percent	95% CI						
<b>National Estimate</b>															
United States	0.1 - 41.8			36.4	35.9 - 36.9	36.2	35.5 - 36.8	37.2	36.6 - 37.9	37.5	36.8 - 38.2	37.8	37.2 - 38.5	41.4	40.6 - 42.2
<b>By Age</b>															
18 - 29 years	1.3 - 55.6			49.0	47.5 - 50.5	47.3	45.0 - 49.5	49.9	47.9 - 51.9	52.8	50.5 - 55.1	52.1	49.8 - 54.4	58.7	55.8 - 61.5
30 - 39 years	5.2 - 48.9			42.5	40.8 - 44.1	41.8	40.6 - 43.0	43.0	41.4 - 44.6	43.2	41.7 - 44.7	44.9	43.4 - 46.5	49.5	47.1 - 51.9
40 - 49 years	2.4 - 46.5			37.6	36.3 - 39.0	38.2	36.9 - 39.5	39.0	37.7 - 40.2	39.9	38.4 - 41.5	39.7	38.0 - 41.3	42.6	40.9 - 44.4
50 - 59 years	8.2 - 41.9			34.9	33.6 - 36.3	35.0	33.4 - 36.5	35.6	34.2 - 37.0	34.8	33.5 - 36.2	34.8	33.3 - 36.3	38.6	36.5 - 40.7
60 - 69 years	0.3 - 34.0			29.3	28.0 - 30.6	29.3	28.3 - 30.4	30.7	29.3 - 32.0	29.5	28.2 - 30.9	30.7	29.1 - 32.3	32.9	31.0 - 34.8
70 - 79 years	1.9 - 26.8			23.2	21.6 - 25.0	23.1	21.3 - 24.9	23.5	21.5 - 25.6	22.8	21.1 - 24.6	23.1	21.2 - 25.0	26.6	24.3 - 29.0
80 years and above	4.3 - 21.0			19.4	16.3 - 22.9	22.3	18.2 - 26.7	19.1	15.9 - 22.5	17.9	15.0 - 21.1	19.3	14.7 - 24.7	18.4	14.6 - 22.7
<b>By Gender</b>															
Female	3.5 - 45.7			40.7	39.9 - 41.5	39.9	39.0 - 40.9	41.4	40.5 - 42.4	41.6	40.8 - 42.4	42.4	41.6 - 43.2	46.2	44.9 - 47.5
Male	5.7 - 38.4			31.8	30.8 - 32.8	32.1	31.2 - 33.0	32.7	31.8 - 33.6	33.1	32.1 - 34.1	32.9	31.8 - 34.0	36.1	34.6 - 37.5
<b>By Race/Hispanic ethnicity</b>															
Hispanic or Latino	3.7 - 48.9			40.2	38.0 - 42.3	42.0	40.1 - 43.8	44.4	41.9 - 46.8	43.5	40.9 - 46.1	42.2	39.8 - 44.6	48.0	45.4 - 50.7
Non-Hispanic Asian, single race	6.6 - 44.0			30.5	28.2 - 32.8	27.4	25.3 - 29.5	30.1	27.5 - 32.7	29.2	26.4 - 32.0	34.3	31.4 - 37.2	32.9	29.0 - 37.1
Non-Hispanic black, single race	0.3 - 44.9			37.7	35.7 - 39.8	38.6	36.7 - 40.4	37.4	35.2 - 39.7	39.7	37.6 - 41.8	39.8	37.6 - 42.1	45.0	41.9 - 48.2

*While nations struggle to manage the initial waves of the death and disruption associated with the pandemic, accumulating evidence indicates another **“SECOND WAVE”** is building: rising rates of mental health and substance use disorders. - JAMA, 10/12/2020*



# Guides: Addressing Covid-19, MH & Wellbeing...



AMERICAN PSYCHIATRIC ASSOCIATION FOUNDATION  CENTER FOR WORKPLACE MENTAL HEALTH

**Working Remotely During COVID-19:  
Your Mental Health & Well-Being**

> 216K page views!

The Coronavirus (COVID-19) is presenting new and unique major challenges. We are navigating uncharted waters with this virus making it important to find new ways to work and interact while also taking care of our mental health and well-being.

Many are teleworking full-time for the first time, isolated from co-workers, friends and family. Our daily living routines are disrupted causing added anxiety, stress and strain physically, mentally, and financially. It is completely natural for this disruption and uncertainty to lead to anxiety and stress. Now more than ever, we all must take care of our mental health and well-being. As we protect ourselves against potential exposure to the Coronavirus, keep in mind that social distancing does not mean social isolation. This resource provides practical tips on taking care of our mental health and well-being.

How do I maintain my health & wellness?



AMERICAN PSYCHIATRIC ASSOCIATION FOUNDATION  CENTER FOR WORKPLACE MENTAL HEALTH


**A TOP PRIORITY:  
Employee Mental Health & Wellbeing  
During & Beyond Covid-19**

Employers recognize their workforce as a highly valuable resource. Over the past few years, employers of all sizes and representing diverse industries began to focus on more effectively addressing workplace mental health. No longer was it an afterthought, but a business imperative.

Now, with the Covid-19 pandemic, our nation is experiencing a surge in people showing signs of depression, anxiety, and other serious mental health distress.

**Introducing the LEAD Framework**

[Workplacementalhealth.org](https://www.workplacementalhealth.org)

A modern office interior with large windows, a wooden table, and pink chairs. The room is bright and airy, with natural light streaming in from the windows. The ceiling is exposed concrete with visible pipes and lights. The floor is a polished, reflective surface. The overall aesthetic is clean and contemporary.

What can employers do?

LEAD

# LEAD ... in a rapidly changing world

**L**eadership      Reassure, normalize, show empathy, make MH visible!

**E**ffective Communication      Routine, listen, be available, be a trusted source

**A**dapt to Change      Policies, practices, expectations, style, flexibility

**D**ouble down on Access      Prevention, support, EAP, MH & SUD care



# Strengthen Prevention

Share signs of common MH conditions

Promote early and easy access to care

Share stress management strategies

Promote meditation & mindfulness

Consider Employee Resource Groups

Promote resiliency





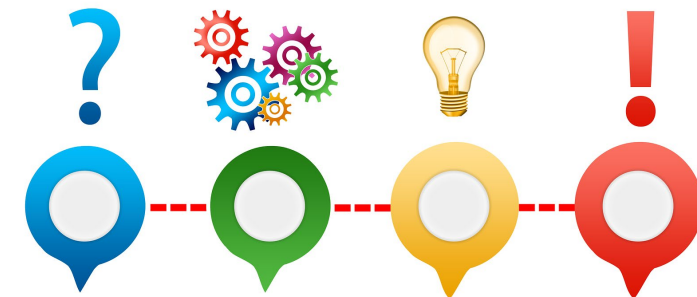
**Mental health is extremely difficult to navigate.  
Can employees connect with services & supports?**

**EAP: are > people reaching out?**

**Are digital options offered?**

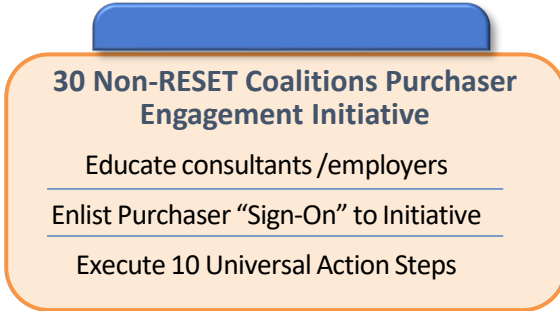
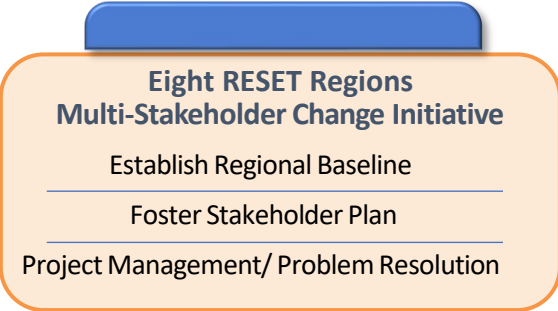
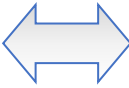
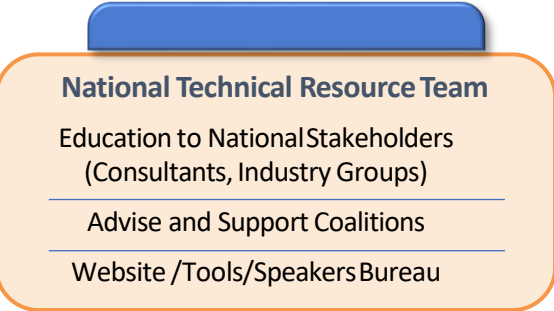
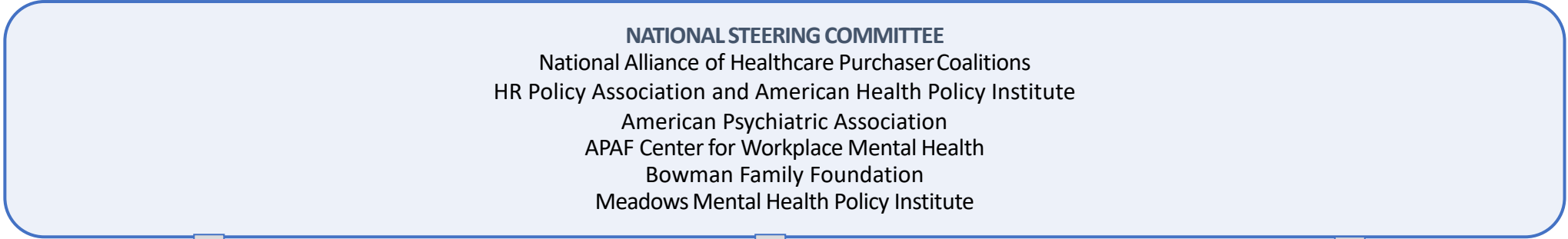
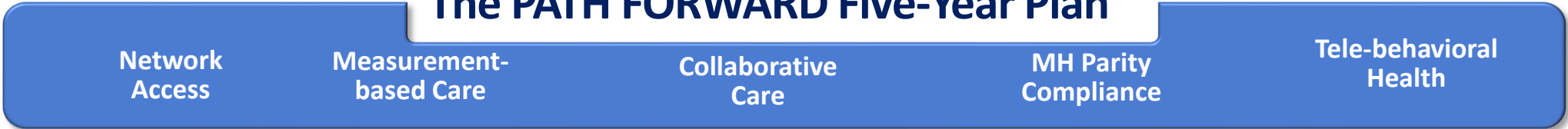
**Health plan benefits: are people connecting  
with care they need?**

**Access to care is a major challenge!!**



**Working to forge a Path Forward ...**

# The PATH FORWARD Five-Year Plan



## RESET

**R**egional  
**E**mployer  
**S**takeholder  
**E**ngagement  
**T**eam





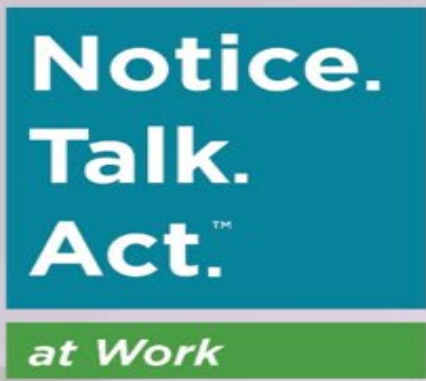
# How do we support better connection to care?

Only ½ of people with mental health conditions get help. Why?

- ✓ Stigma, myths, stereotypes
- ✓ Fear of judgment
- ✓ Not sure how to access care

How do we increase the number of people seeking care when it's needed?





An e-Learning training module for leaders and people managers that supports them to:

- ✓ Understand the impact of mental health on employees and the organization.
- ✓ **NOTICE** what may be signs of potential mental health concerns.
- ✓ Know how to **TALK** with a person they may be concerned about.
- ✓ Be better equipped to **ACT** by connecting a person with services and supports.





# NOTICE changes that are not typical



The key word is “**changes,**” suggesting that a person may be experiencing mental health challenges.

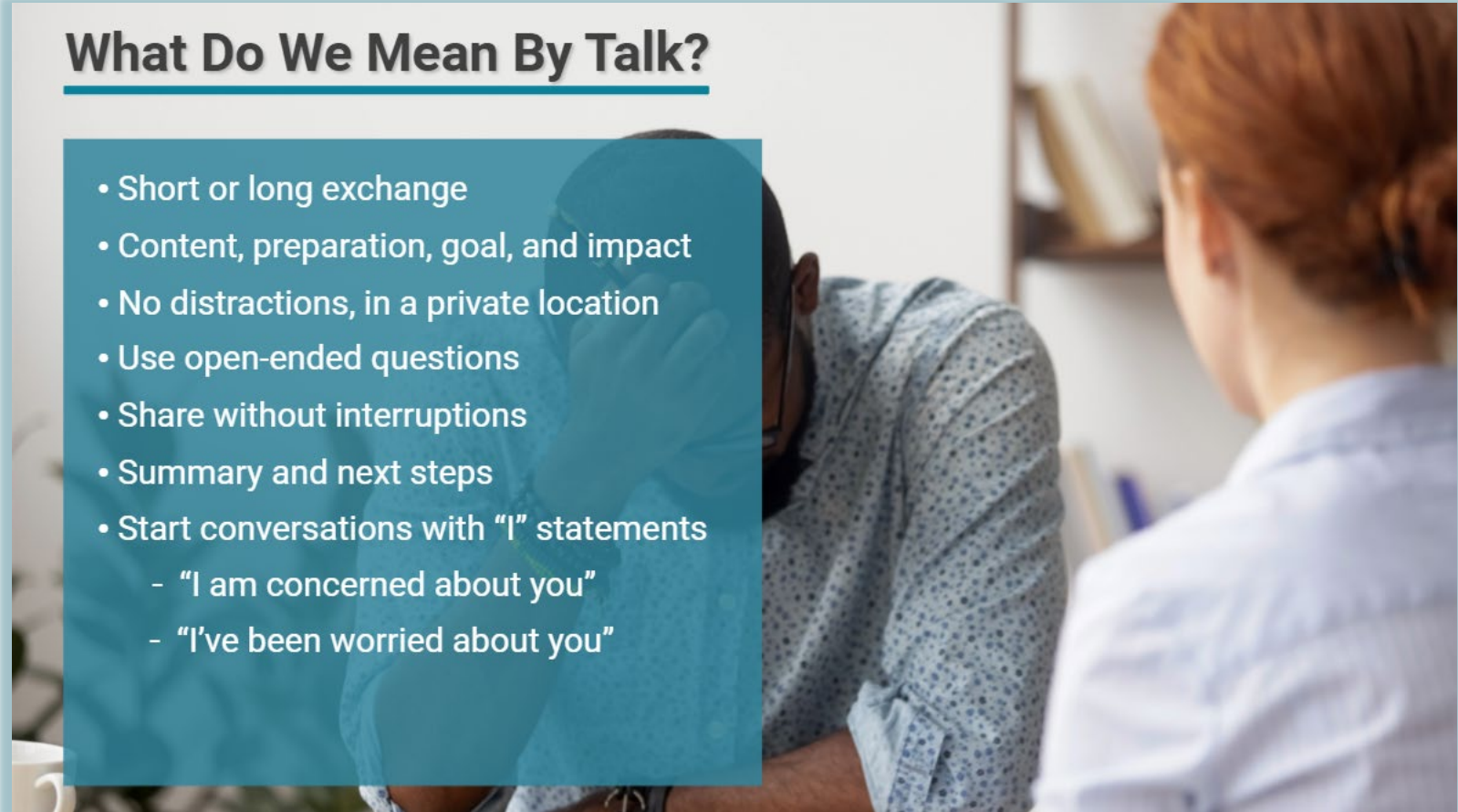
It’s not about suggesting a mental health diagnosis. Rather it’s about seeing changes in a person’s:

- Appearance
- Behavior
- Mood
- Thinking



## What Do We Mean By Talk?

- Short or long exchange
- Content, preparation, goal, and impact
- No distractions, in a private location
- Use open-ended questions
- Share without interruptions
- Summary and next steps
- Start conversations with “I” statements
  - “I am concerned about you”
  - “I’ve been worried about you”







## Internal, External, and Community Resources

### Internal and External Resources


- Employee Assistance Program (EAP)
- Human Resources
- Affinity Groups
- Leave Management
- Accommodations

### Community Resources

- National Alliance on Mental Illness (NAMI)
- Mental Health America (MHA)
- Depression Bipolar Support Alliance (DBSA)
- National Suicide Prevention Lifeline
- Crisis Text Line (741741)



# Rich Array of *NTA at Work* Resources

Notice.  
Talk.  
Act.™


at Work

## Caregiving

**What You Need to Know**  
At least 8.4 million Americans provide care to an adult with an emotional or mental health condition. These caregivers are in this role on average 8.7 years, compared to caregivers of an adult with other physical conditions or illnesses, who spend on average four years providing care. Sixty-two percent of individuals who serve as caregivers to those with mental health conditions are employed. These caregivers spend on average 31.8 hours per week with their loved ones. While these caregivers report feeling close to their loved one as a result of providing care, and feel it is appreciated, they also experience additional stress, anxiety, financial strain, loneliness and isolation.

**Recommendations**  
Here are five things employers can do to support employees serving as caregivers:

1. Survey employees to learn how many are acting as caregivers.
2. Provide expert information, resources, referral services and advice through the organization's Employee Assistance Program (EAP) to help caregivers navigate the healthcare system for their loved ones, access respite services, and care for their own health and well-being.
3. Allow flexible work arrangements and paid time off for caregiving and inform employees about Family and Medical Leave (FML).
4. Create a culture of caring around caregiving by:
  - a. Including communications about caregiving as part of a holistic wellness program.
  - b. Training people managers about the demands of caregiving and how flexibility benefits the employee and the workplace.
  - c. Encouraging leaders to express compassion and use *Notice, Talk, Act. at Work* to offer assistance.
5. Organize employee resource groups (ERGs) to provide support, diminish isolation, share ideas, and problem solve.



**To Learn More**  
According to a 2015 survey conducted by the National Alliance for Caregiving and AARP, [Caregiving in the U.S.](https://www.seniorlink.com/blog/dtateofcaregiving), approximately 34.2 million Americans provided unpaid care to an adult age 50 or older in the last 12 months; inclusive of children, that number increased to 43.5 million. <https://www.seniorlink.com/blog/dtateofcaregiving>

*On Pins & Needles...Caregivers of Adults with Mental Illness*, a 2016 research study of 1,601 caregivers of adults with mental illness describes the experience and needs of this subset of caregivers. NAMI, MHA, and the National Alliance of Caregivers issued the survey report. [https://www.caregiving.org/wp-content/uploads/2016/02/NAC\\_Mental\\_Illness\\_Study\\_2016\\_FINAL\\_WEB.pdf](https://www.caregiving.org/wp-content/uploads/2016/02/NAC_Mental_Illness_Study_2016_FINAL_WEB.pdf)

AARP addresses caregiving, including workplace-related issues. <https://www.aarp.org/caregiving/>

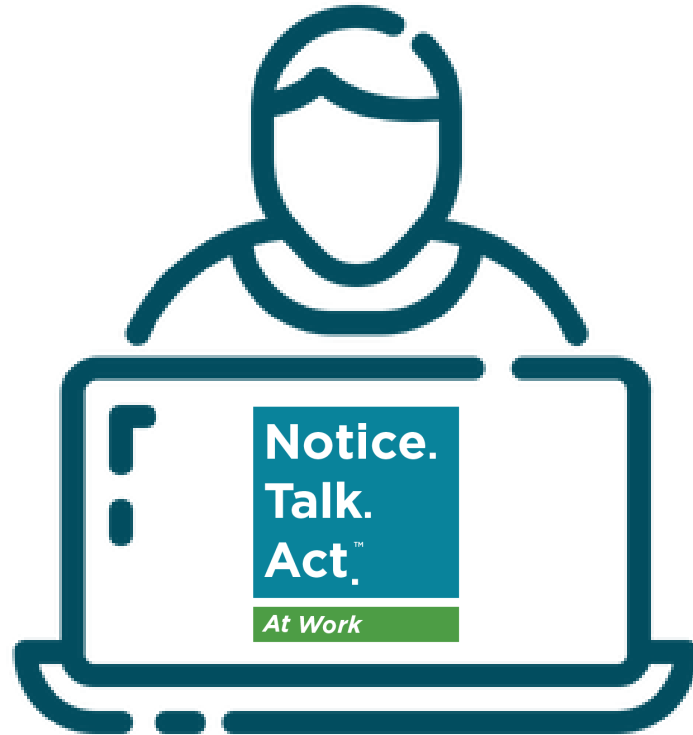
ReACT: Respect a Caregiver's Time is an employer-focused coalition dedicated to addressing the challenges faced by employee caregivers and reducing the impact on the companies that employ them. [www.respectcaregivers.org](http://www.respectcaregivers.org)

To learn more about *Notice, Talk, Act.™ at Work* training, please visit: [workplacementalhealth.org/NTAatWork](http://workplacementalhealth.org/NTAatWork)

## 20 Downloadable Resources!

Art of Listening	Caregiving	Crisis Response Protocol for a Mental Health Crisis	Disability and Accommodations	Eating Disorders
Employee Assistance Programs (EAPs)	Employee Resource Groups (ERGs)	External and Community Resources	Factors Impacting Mental Health	Family and Medical Leave (FML)
Leave Management and Return-to-Work	Loneliness	NTA at Work Overview	Privacy and Confidentiality	Psychological Safety
Racism and Trauma at Work	Remote Work and Mental Health	Substance Misuse	Suicide Prevention	Warning Signs of Mental Health Conditions



Learn more about  
**Notice. Talk. Act.™ *at Work?***

[WorkplaceMentalHealth.org/NTAatWork](https://WorkplaceMentalHealth.org/NTAatWork)



# Contact Information

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 [@darcygrutt](https://twitter.com/darcygrutt)

The COVID-19 pandemic has created the most stressful work year in people's lives, negatively affecting the mental health of 78% of the global workforce.

*As Uncertainty Remains, Anxiety and Stress Reach a Tipping Point at Work.* Oracle Report Nov. 2020