



SELF CARE for ACADEMIC LEADERS

Outside of a health care setting, *self-care* refers to the:





WHY IS SELF-CARE SO IMPORTANT?

COMPLEX DEMANDS

IMPACT



STATISTICS ON MENTAL HEALTH

At least **1 in 5** Canadians will experience a significant mental health problem that will require treatment and/or service at some point in their lives

The majority of episodes will occur between the ages of **18-65**

2 out of 3 individuals will **not** seek help (Canadian Mental Health Association)

An estimated **\$51+ billion** annual loss to Canada's economy posed by mental health problems in the workplace (Mental Health Commission of Canada)



Stress, Mental Illness and Prevention

- Job stress has a direct affect on quality of life and job performance and increases the incidence of mental health issues
- Nearly 9 out of 10 survey respondents in Canada report excessive workloads and long hours as a top source of employee stress
- The percentage of Canadian respondents reporting this type of stress jumped 25 percentage points — from 64% in 2009 to 89% in 2012
- Significantly more employers are taking action to address specific causes of employee stress — particularly work/life balance (67%), lack of supervisor support (64%) and inadequate staffing (60%)

Towers Watson, Staying at Work Survey Report, 2012

The cost of mental illness

- Mental illnesses are costing Canada about \$20.7 billion in 2012
- 28% of workers would be comfortable having a conversation with a co-worker about that worker's mental health
- Stigmas associated with mental health issues, misinformation, fear and prejudice remain prevalent in workplaces
- In the next 5 years, mental illness is expected to be 50% of all disability claims



Mental Illness in the Workplace

- **51%** of employees kept quiet about their mental illness
- **43%** of Canadians know a colleague with a mental illness
- **66%** of employees say they do not have the tools at work to help with mental illness
 - 2007 CMHA and Desjardins Financial Security National Mental Health Week Survey
- **44%** of Canadians have coped with a mental health problem such as extreme stress, depression, substance abuse or schizophrenia
 - Conference Board of Canada, 2012
- **1 in 5** Canadians will experience mental illness
 - MHCC 2013
- **Depression is one of the leading causes of disability** worldwide among men and women aged 15 to 44 –WHO, 2012



THE MENTAL HEALTH CRISIS ON CAMPUS

2013 ACHA-NCHA II N = 812	Male	Female
In the last 12 months, I have felt so depressed it was difficult to function:	28.4%	39.0%
In the last 12 months, I have seriously considered suicide:	7.6%	9.3%
In the last 12 months, I have attempted suicide:	2.1%	0.4%

Healthy Minds Study 2014 - 2015 (National survey - U of L is part of this study)

10% of respondents have seriously thought about attempting suicide in the past year.

1% have attempted suicide in the past year.



U of L STAFF & FACULTY

- **Psychological issues (including stress, anxiety, depression)** are among the primary reasons for faculty and staff at U of L seeking EFAP Counselling from 2012 to present.
- Key Person Advice Line (through EFAP) – Issues – concern for employee's safety (from others), crisis management, supporting a troubled employee/work team
- **Psychological illness** is 20% of sick leave and Long Term Disability for staff and faculty of U of L
- This is consistent with trends at other universities and organizations in Canada



RECOGNITION / AWARENESS

- Avoidance (colleagues/students/gatherings/meetings)
- Uncharacteristic changes in mood or pro-longed low
- Changes in productivity, judgement or quality of work
- Difficulties with concentration, alertness or memory
- Sleeping difficulties, low energy, procrastination
- Increase in illness, colds, flu, vocal difficulties, absences
- Critical self-talk, increased lability
- Change in physical appearance, personal hygiene
- Loss of interest/Apathy



AREAS OF WELL-BEING

Physical

Intellectual

**Psychological/
Emotional**

Spiritual
(Soul/Happiness/
Bliss/Wonder)



BALANCE





Walking the Wellness Walk



The Stress Response

- http://www.ted.com/talks/kelly_mcgonigal_how_to_make_stress_your_friend?utm_source=newsletter_daily&utm_campaign=daily&utm_medium=email&utm_content=button_2013-09-04#t-97086



“Wellness on a Shoestring – Seven Habits for a Healthy Life” Dr. Michelle Robin 2011

- The biggest challenge for busy stressed people is **being present**; when we are not present in the moment, it creates anxiety and depression and this can change our metabolic make-up and cause a range of issues, from digestive and weight issues to trouble with sleeping and even pain.
- Staying focussed on the present moment, being mindful, is beneficial for happiness.





WORKSHEET

Take 10-15 min to fill out the Questionnaire



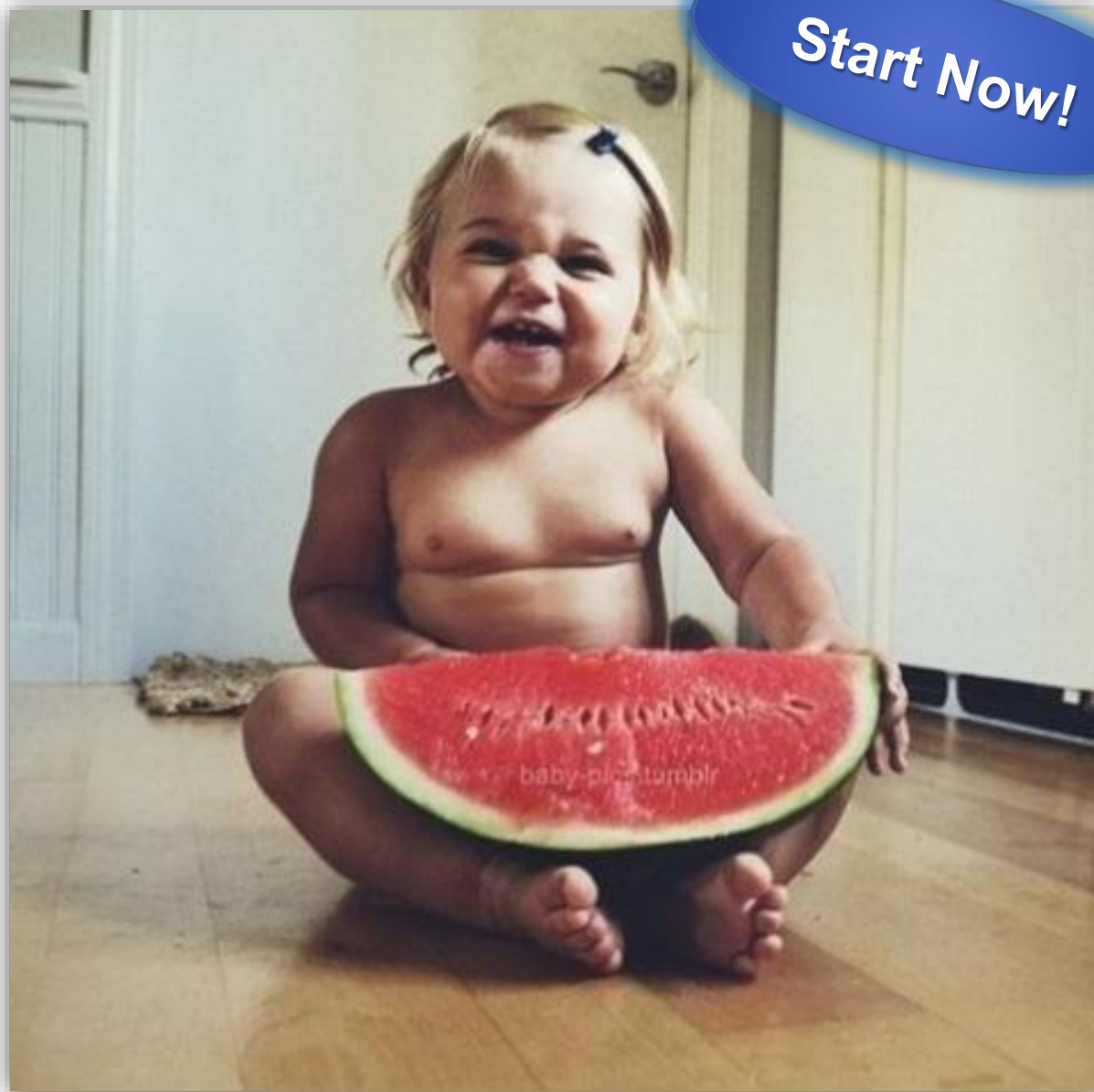


MOTIVATION

- Why don't we do what we already know we should do?
- Find personal reason for why important to be well?
- Build & Appreciate Your Resilience



Start Now!





DUTY TO INQUIRE

- **Avoid making assumptions** and instead point out what you have noticed and why it concerns you.
i.e. observe behaviour, record incidents, NOT Diagnose
- Be aware of your **own perceptions and possible biases** about mental health.
- **Respect** that your colleague may not be responsive to your concerns or offer of assistance. They may not want to discuss it with you. Refer as needed.

“I have noticed...”
“I am concerned...”



DUTY TO INQUIRE

- **Avoid** questions that probe into your colleague's personal life too deeply. Your role is not to act as a counsellor.
- **Respect** Privacy and Confidentiality
- **Listen** to their point of view. All of us want to feel validated and understood.
- Make **eye contact** and use open body language.

“It sounds like this situation is causing you...”

“I hear how you are feeling...”

“What do you need in order to...”

“How can I help...”

“Can I suggest...”

“Did you know...”



RESOURCES

- Employee Family and Assistance Program (EFAP Homewood Health – 1-800-663-1142 or <http://www.homewoodhealth.com/corporate>)
- Family physician
- Employee Wellness <http://www.uleth.ca/hr/wellness/> 403-332-5217
- Employee Benefits <http://www.uleth.ca/hr/pension-and-benefits/>
- HR Consultant - <http://www.uleth.ca/hr/human-resources-consulting-services> 403-329-2274
- Canadian Mental Health Association <http://www.cmha.ca/>
- <https://www.workplacestrategiesformentalhealth.com/>

For Someone in Crisis

- 911
- Distress Line – 403-327-7905 (Canadian Mental Health Association)
- Security Services – 403-329-2345 (Emergency)
- Homewood Health Crisis Line – 1-800-663-1142