

LET'S TALK ABOUT MENTAL HEALTH

Because it's about @%#*& time!

Arthur Doler

 @arthurdoler

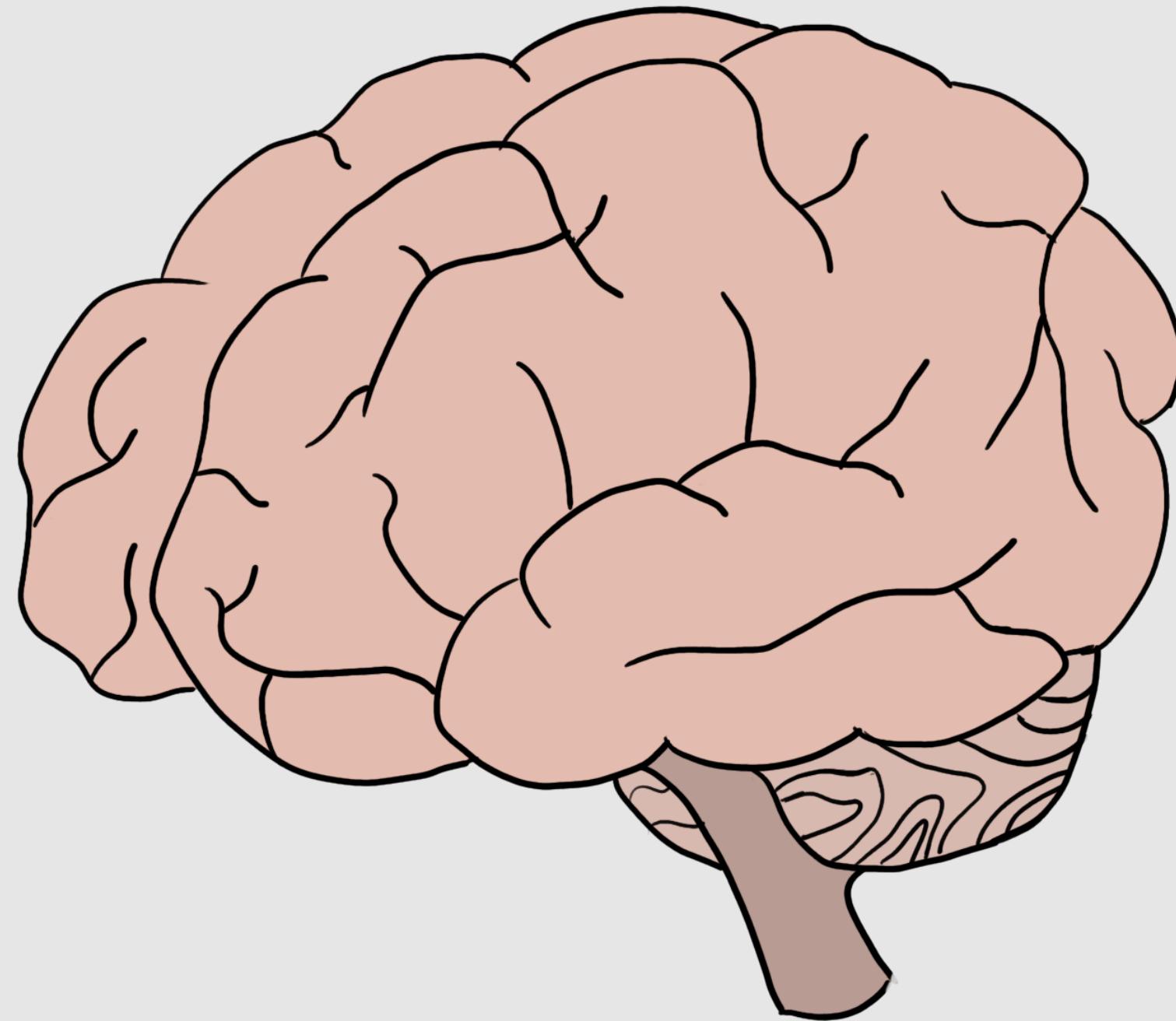
 arthurdoler@gmail.com

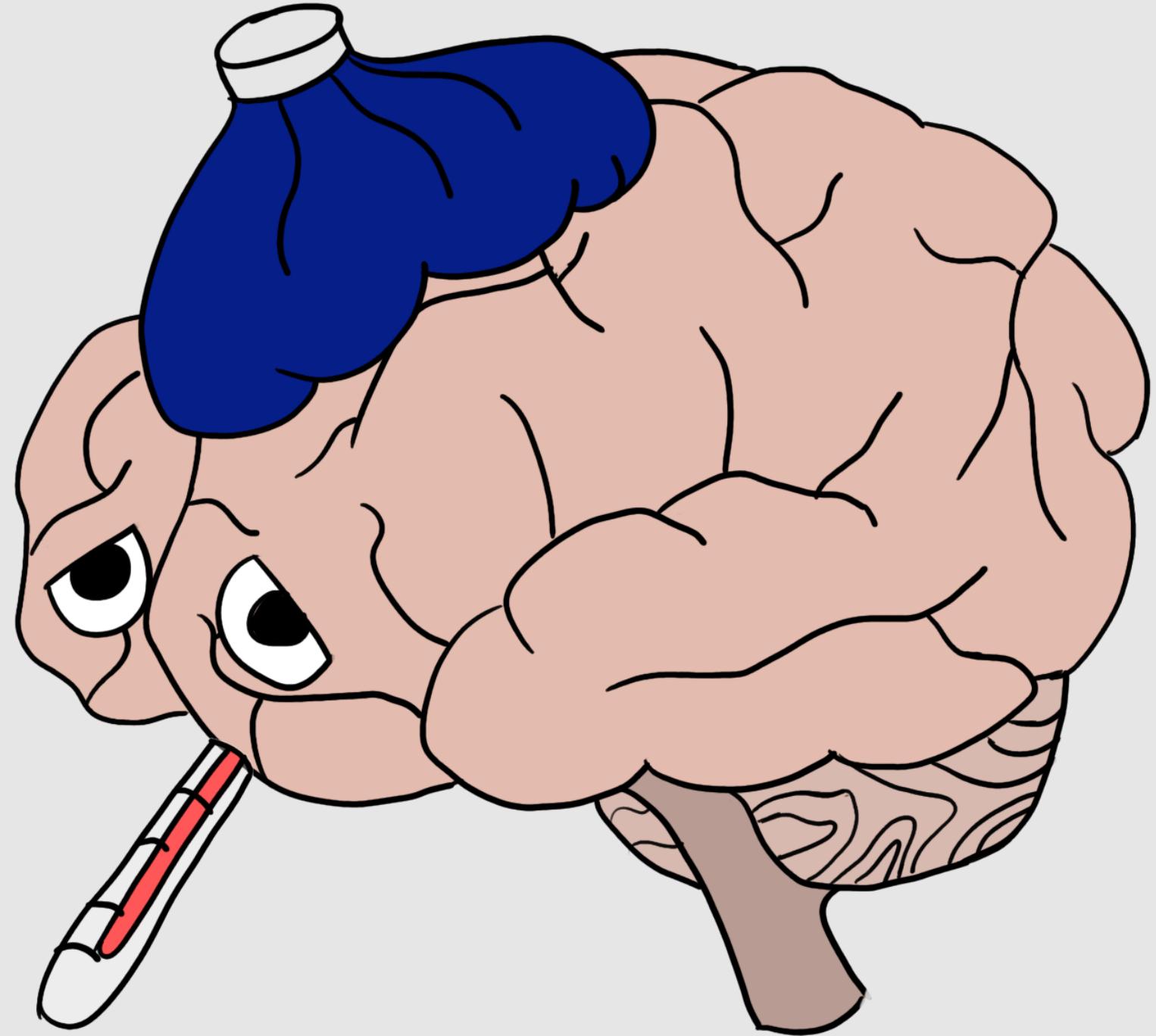
Slides: <http://bit.ly/art-global-mental-deck>

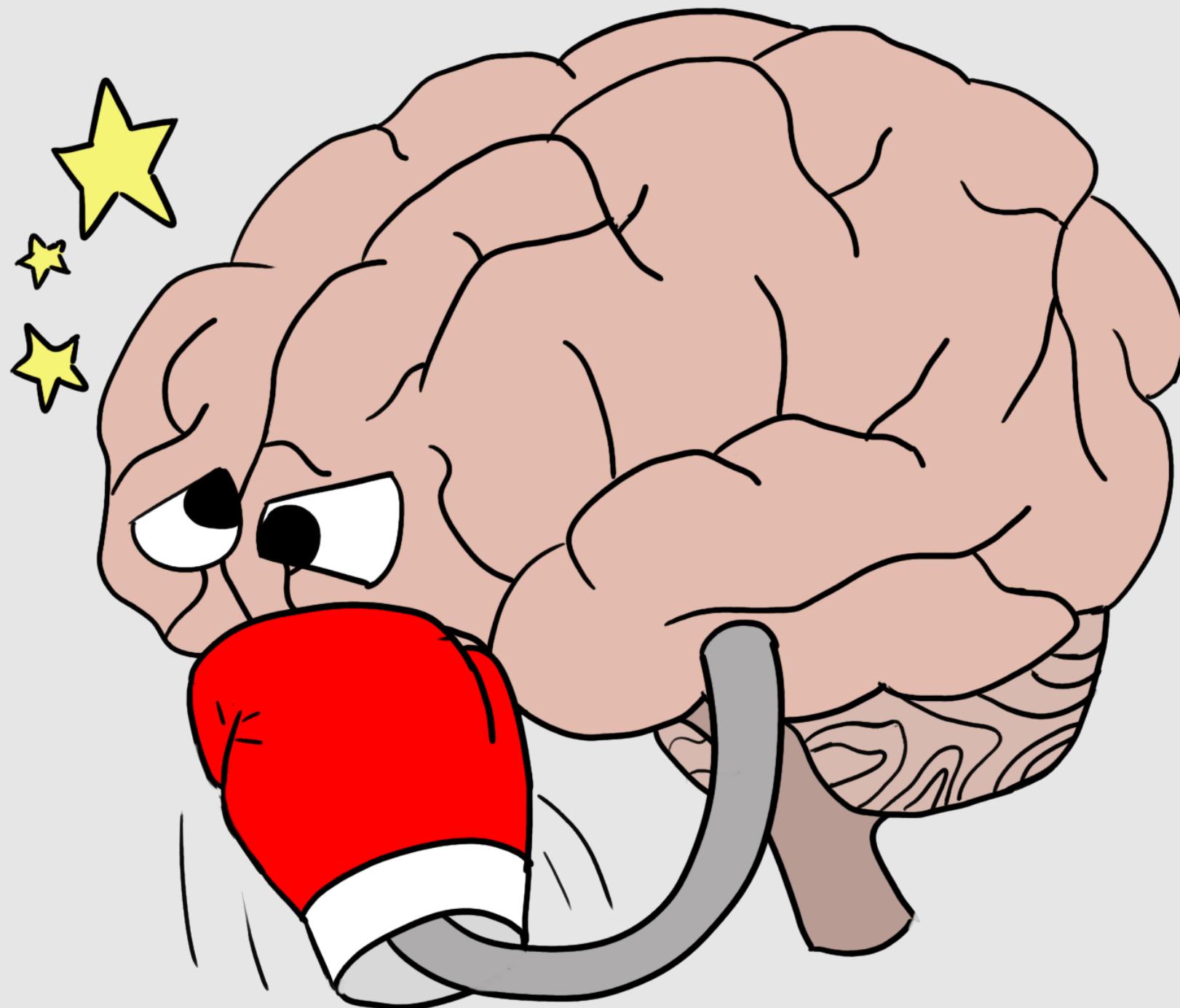
Handout: <http://bit.ly/art-global-mental-handout>



WHAT'S THIS TALK EVEN ABOUT?



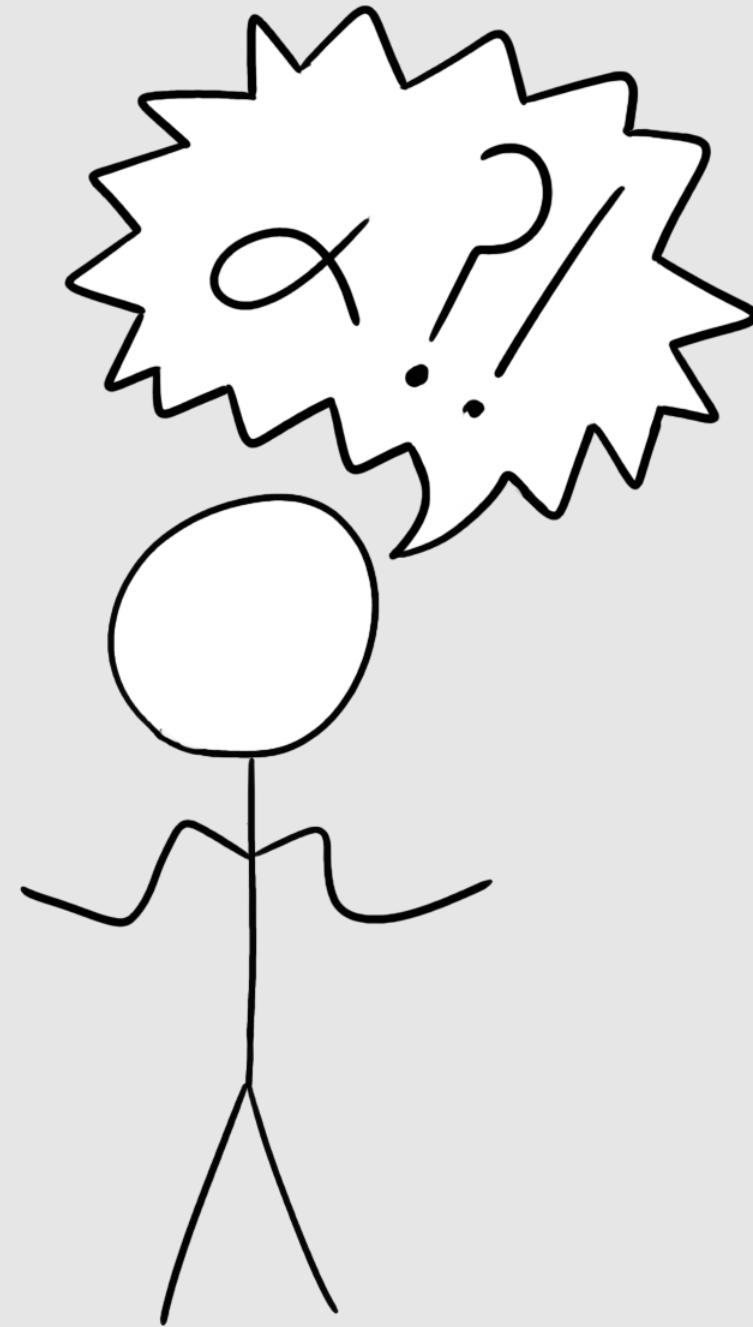
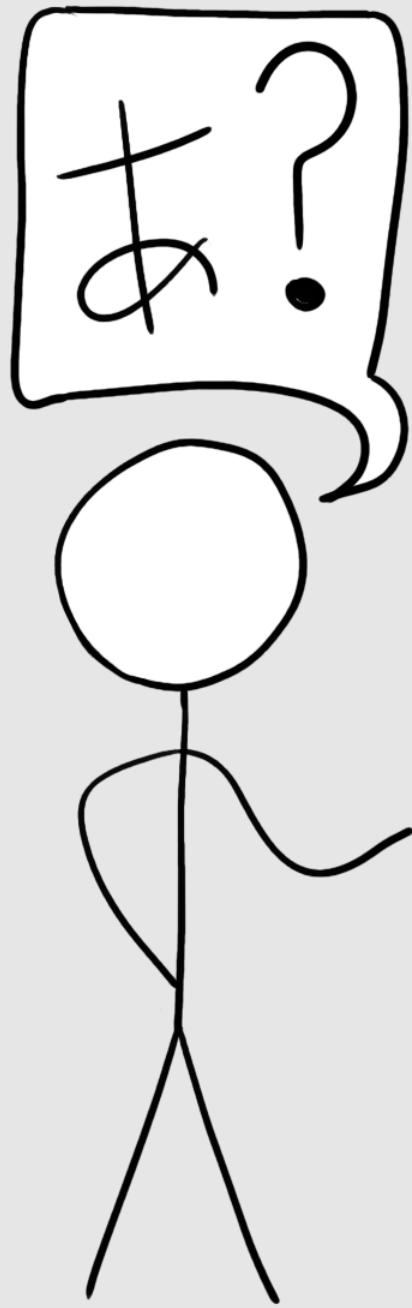






Well,
%!@#.

CRAZY



The Reality

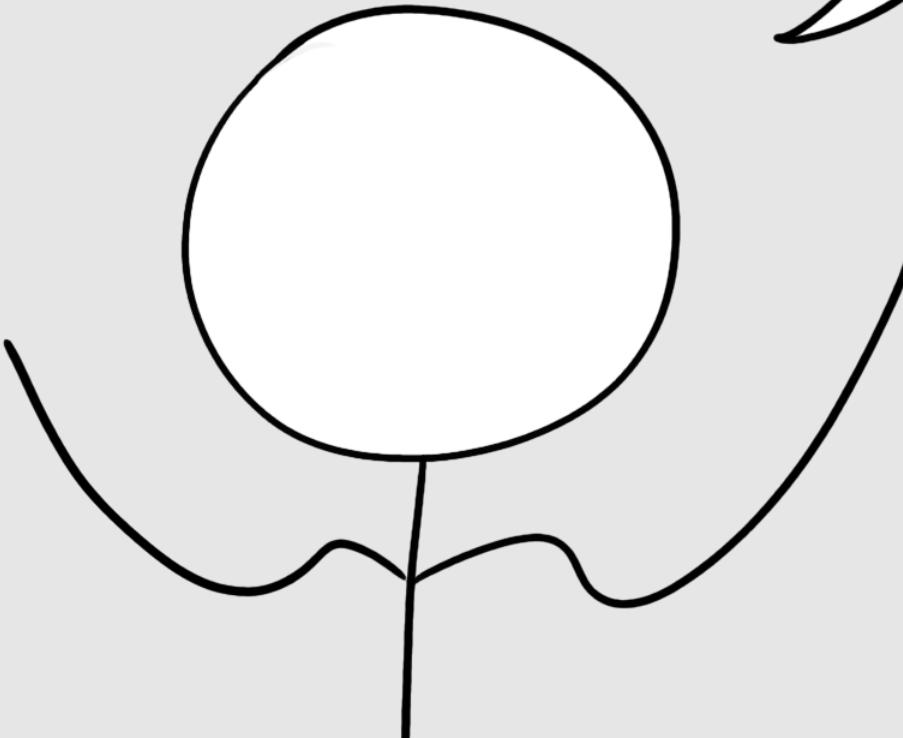
What IS a mental health challenge?

The most common mental health challenges

Who is Art?

How to talk about mental health at work

Some methods for good mental hygiene



Why should I care,
about mental health?
I'm not crazy!

REALITY



Changes in energy level and sleep patterns

Loss of interest or pleasure in usual activities

Difficulty with concentration or decision-making

Feeling sad, empty, hopeless, worthless, or guilty

Extreme or unusual mood swings

Feeling like your brain is playing tricks on you

450 MILLION
PEOPLE

6%





16 TRILLION

20 years

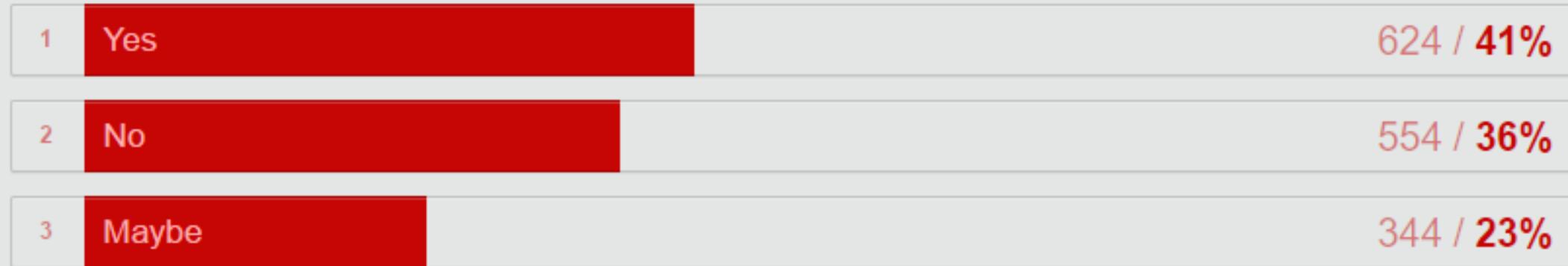
EVERY
40 SECONDS

WHAT DO THEY DO?

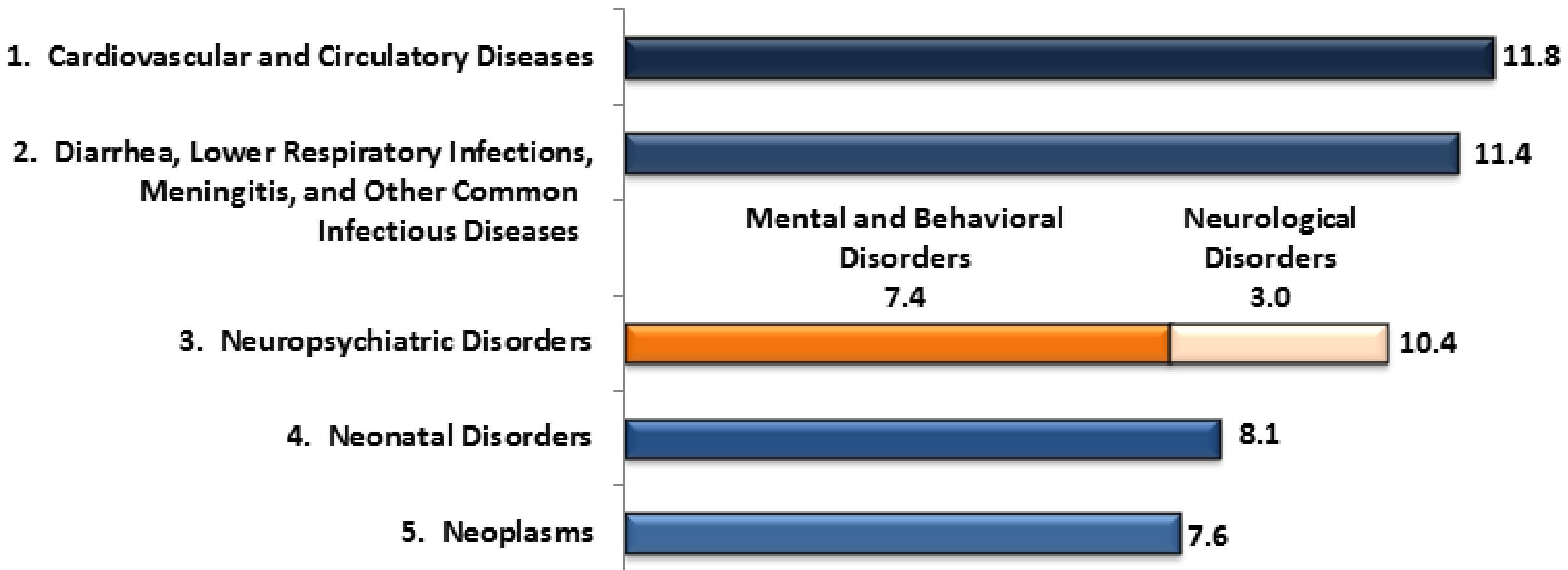
- Increased occurrence of chronic diseases
- Decreased use of medical care
- As much as a 25-year decrease in lifespan for SPMI sufferers

Do you currently have a mental health disorder?

1522 out of 1522 people answered this question



Top 5 Disease/Disorder Categories Contributing to Global DALYs



These things are

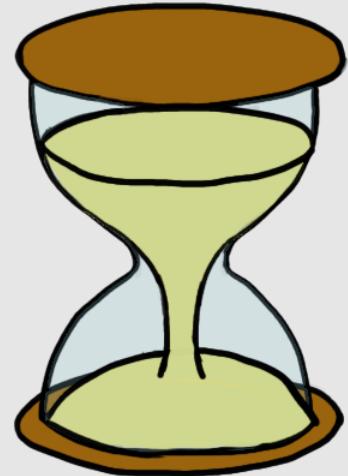
REAL.

MENTAL DISORDER
MENTAL ILLNESS
PSYCHIATRIC DISORDER
NEUROPSYCHIATRIC DISORDER
MENTAL HEALTH ISSUE
MENTAL HEATH CHALLENGE



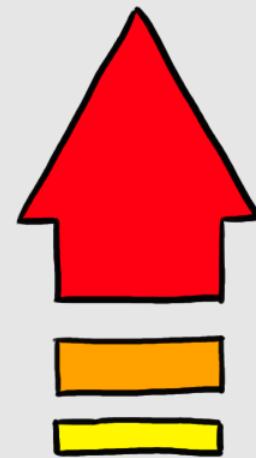
BEWARE !!!

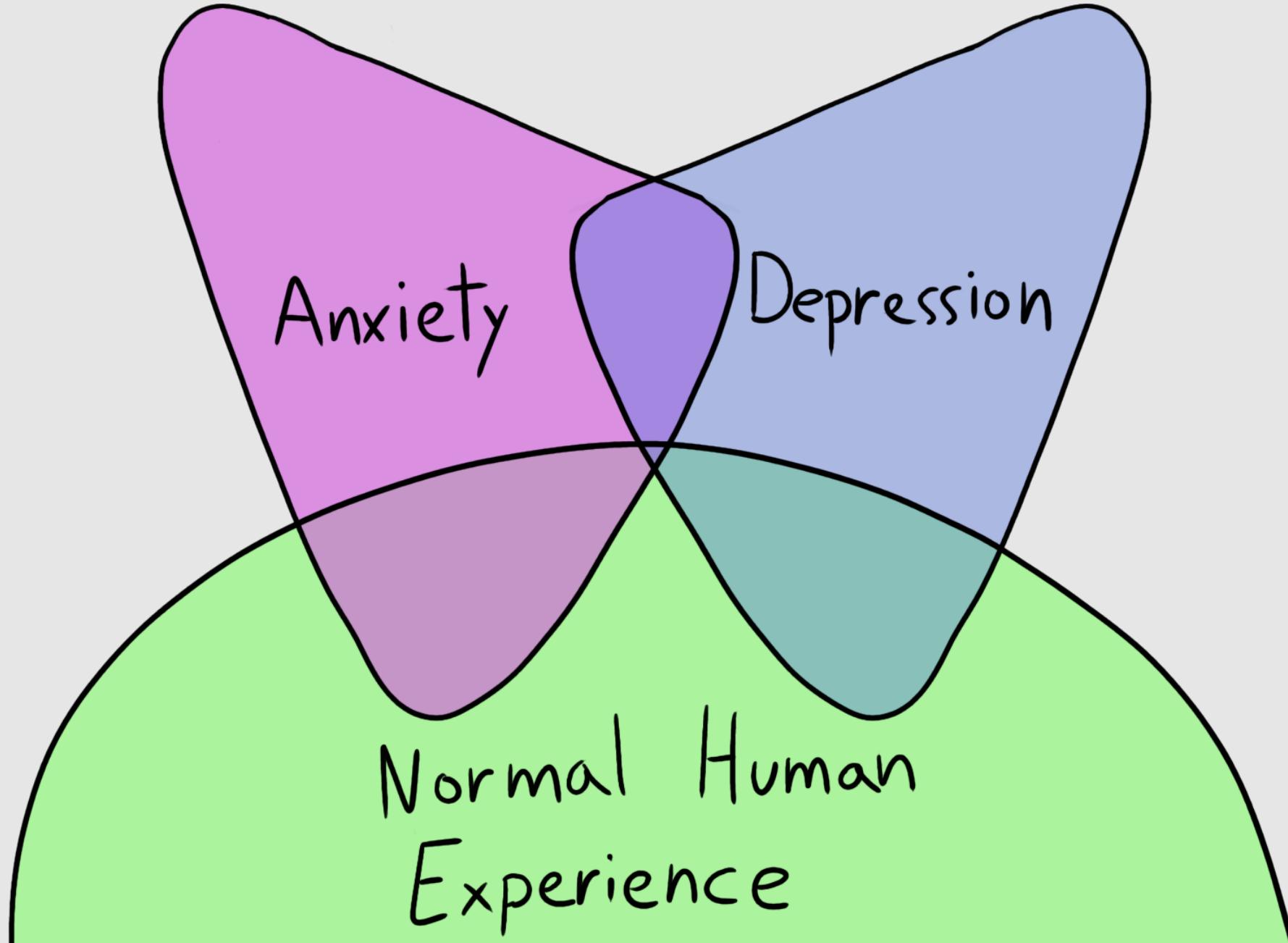
- Often fails to give close attention to detail or makes mistakes
- Is forgetful in daily life
- Is easily distracted by extraneous stimuli



Duration

Intensity





DIAGNOSES ARE NOT
PREScriptive

THEY ARE *DESCRIPTIVE*

Meet:

Jordan



Taylor

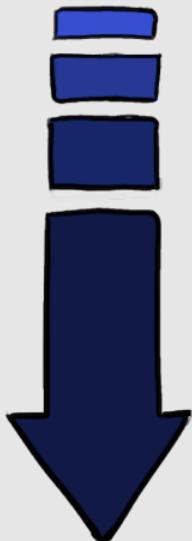




JORDAN

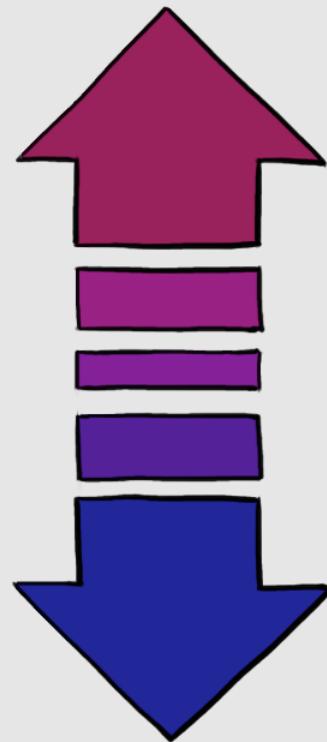
has been
diagnosed with a

Mood Disorder



DEPRESSION

(296.20 - 296.36)



(296.40-296.46,
296.50-296.56)

BIPOLAR

DISORDER

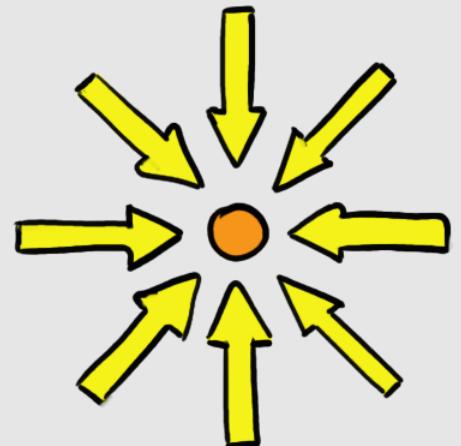


TAYLOR

has been
diagnosed with an

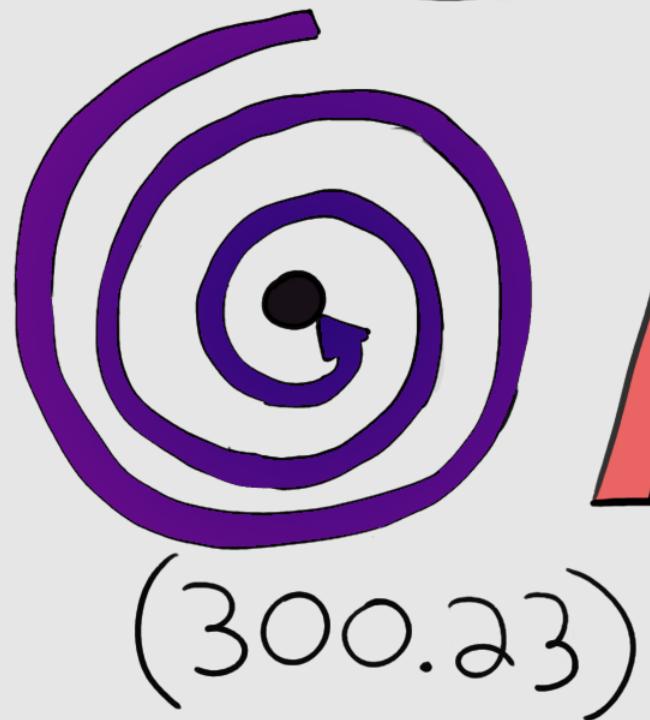
ANXIETY DISORDER

GENERALIZED



(300.02)

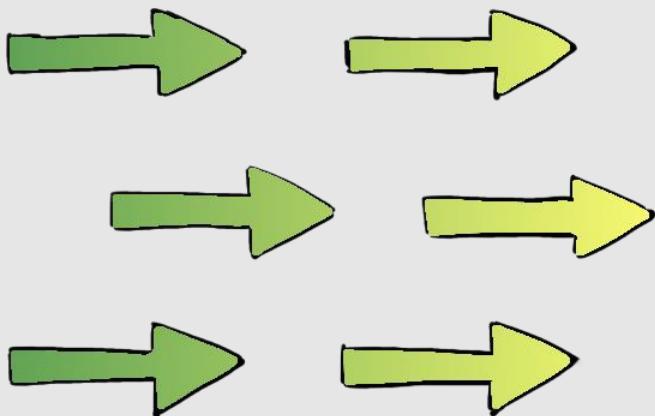
ANXIETY DISORDER



(300.23)

SOCIAL ANXIETY DISORDER

OBSSESSIVE- COMPULSIVE

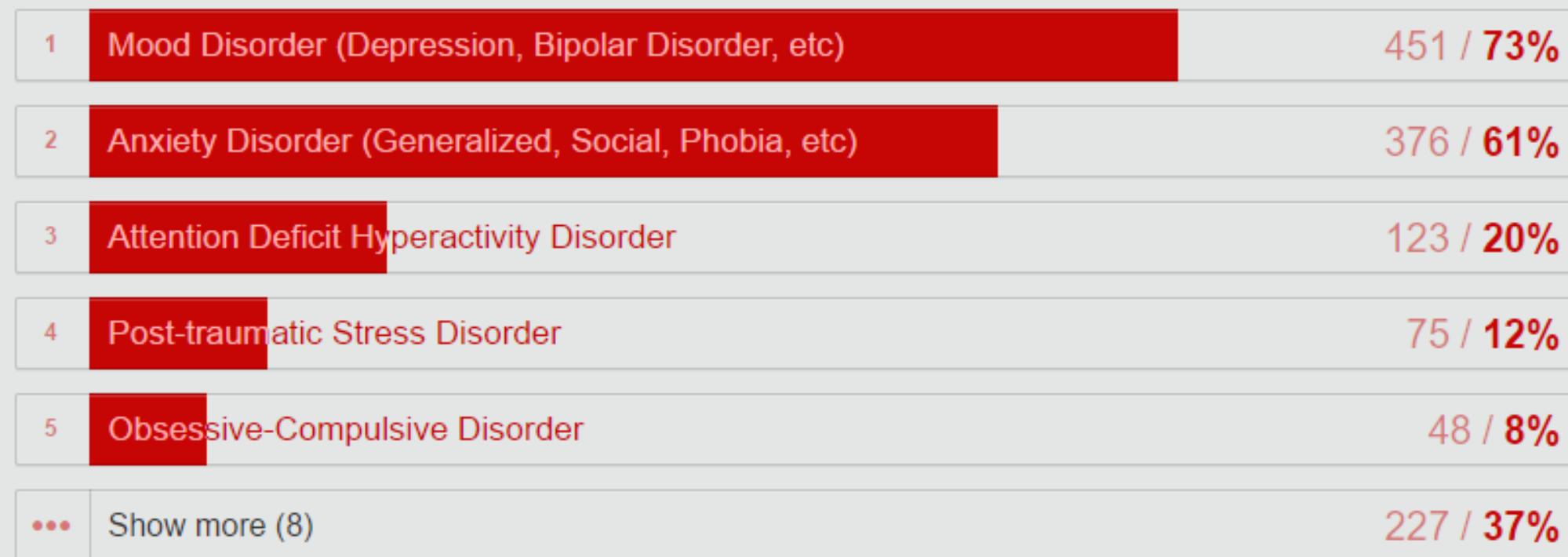


DISORDER

(300.3)

If yes, what condition(s) have you been diagnosed with?

617 out of 1522 people answered this question

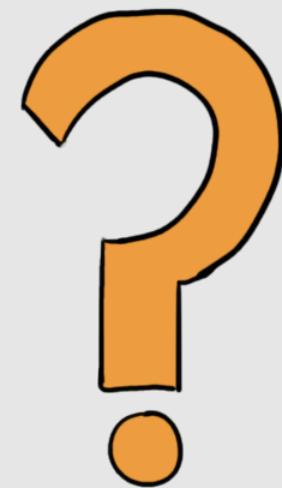
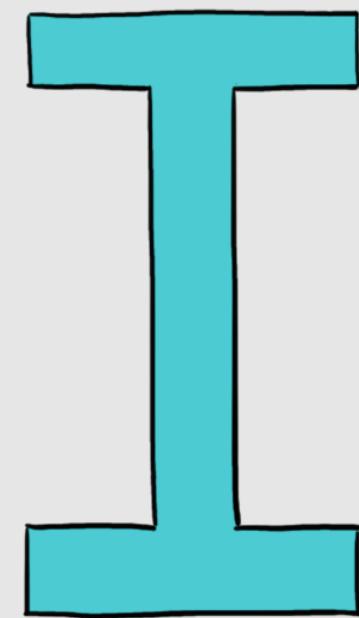


**REMEMBER – DIAGNOSES ARE
*DESCRIPTIVE, NOT PRESCRIPTIVE***

Who is

ART?

Who am



What was

DIFFERENT?

CLINICAL

-VS-

EXPERIENTIAL

CLINICAL

LANGUAGE

Learned Passivity Emotionless
Helplessness Diagnosis-Focused
Deficits-based False Precision

EXPERIENTIAL

LANGUAGE

Individual

Describes and
delineates

Personal Truth

Emotional

Self-direction

Self-responsibility

So...

HOW DO WE TALK ABOUT MENTAL
HEALTH AT WORK?

EXPERIENTIALLY!

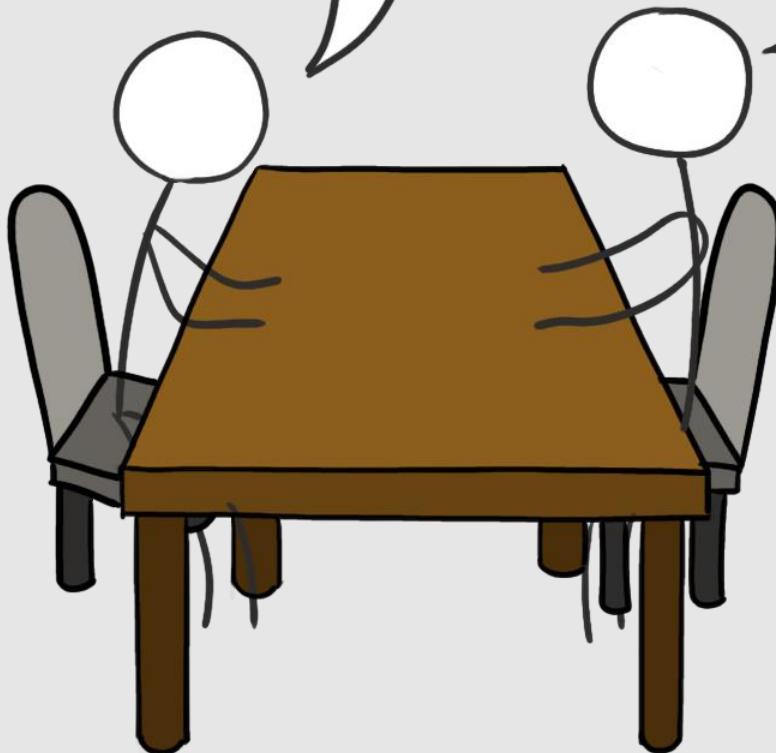
Hey, how's the ADHD
treatin' ya?

... REALLY, Steve?



Hey, I noticed you've been a
little distracted lately. Anything
I can do to help?

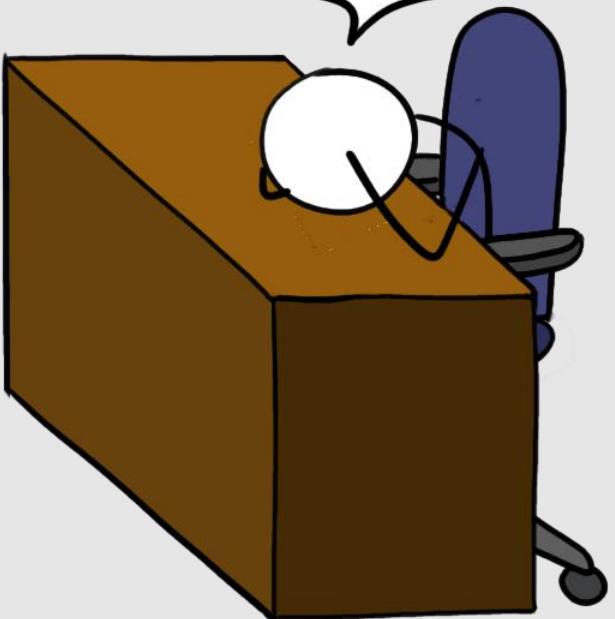
Wow... no,
but thank
you.



WE NEED GUIDELINES

So yeah, sometimes I get bored so I figure I totally have ADHD....

OH MY GOD, STEVE



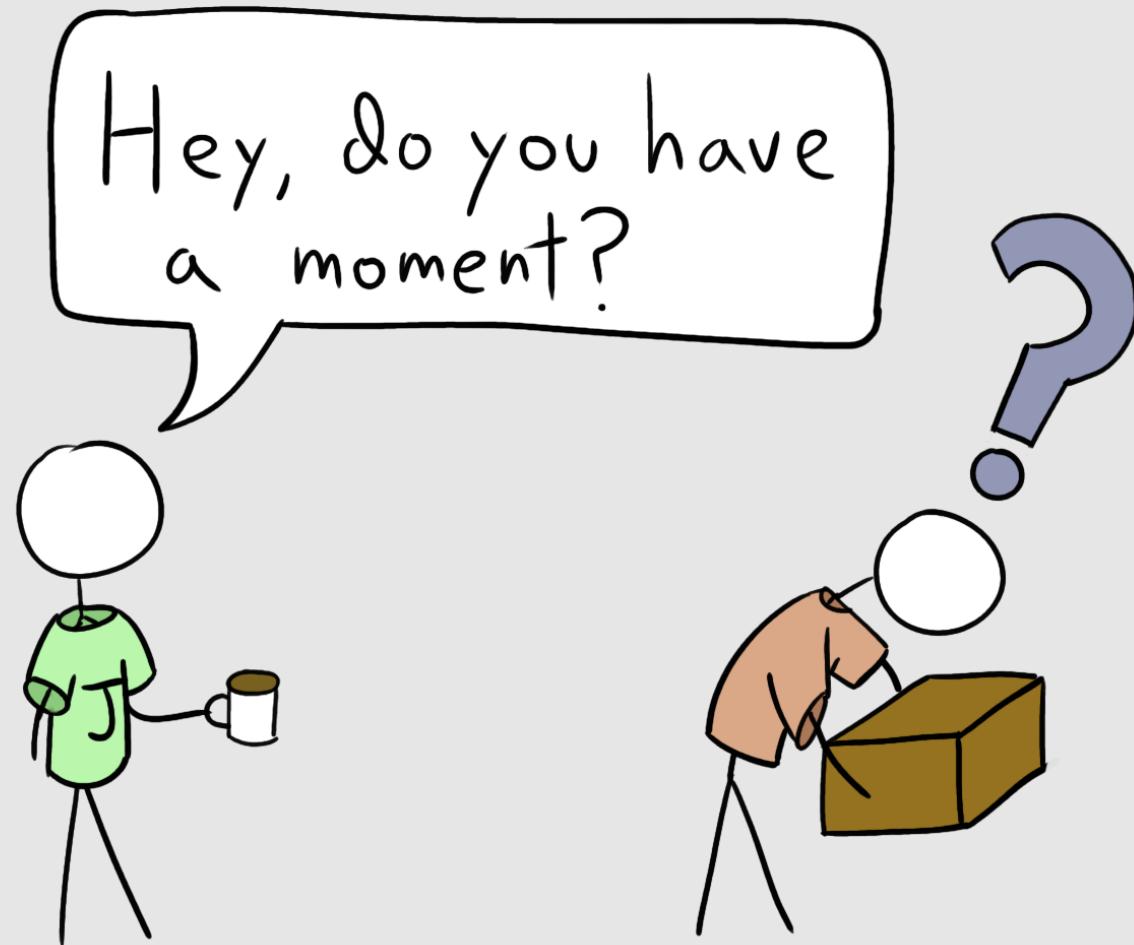
RULE :

You can't

SOLVE ^{OR} FIX
ANYTHING

NOTE:
THE SITUATIONS HERE ARE
HYPOTHETICAL
THE ADVICE IS *REPRESENTATIVE*
EVERY SITUATION IS *DIFFERENT*

**DO NOT ASSUME IT'S THE CORRECT
ADVICE**



TYPE IA

Jordan Asks Taylor for Future Support

ASKING SCRIPT

“I could really use some support. Can you please [helpful action here]?”

OR

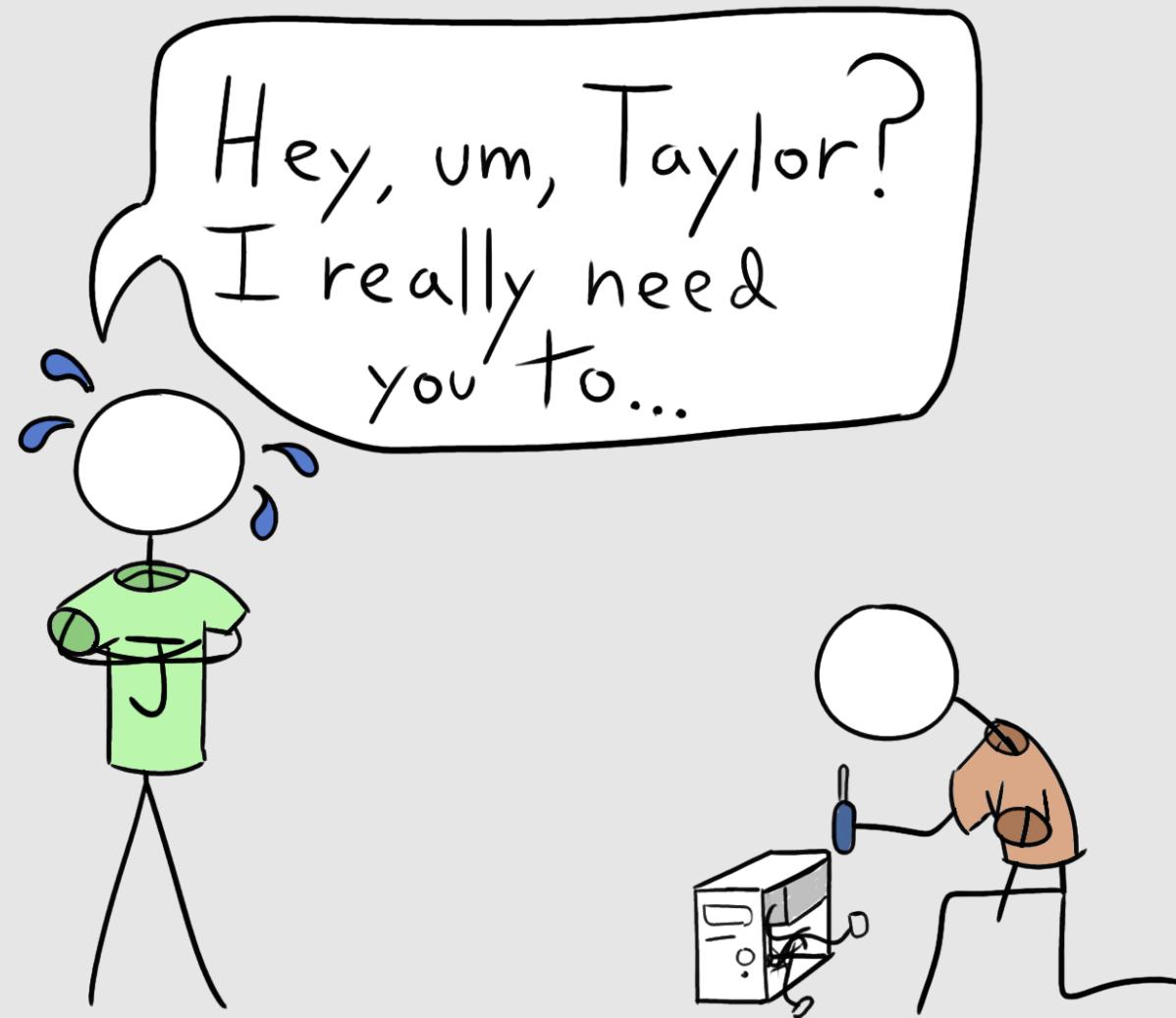
“I don’t know if you knew this, but I deal with (or am having problems with) [a specific kind of experience]. You’ve been helpful to me in the past; would it be okay in the future if ask you to [actionable thing] when [event happens]?”



“Hey, I’ve been having a tough time with my mood lately. If you see me starting to isolate myself, can you take me out for a cup of coffee?”

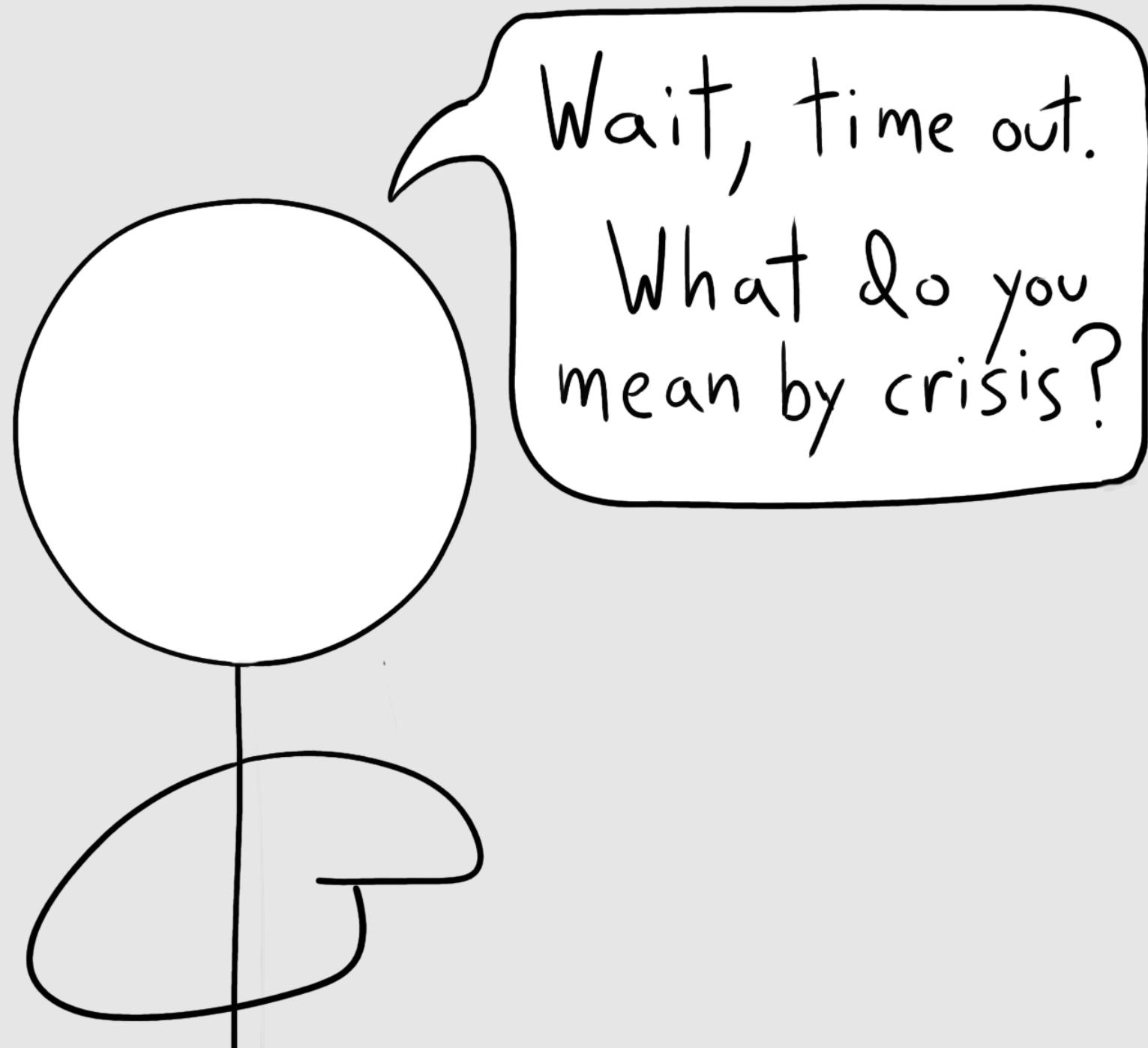
IDEAL **L**Y





TYPE IB

Jordan is in Crisis and Asks Taylor for Support



Wait, time out.

What do you
mean by crisis?

MENTAL

HEALTH

CRISIS

SAFETY IN CRISIS



- Don't be alarmist!
- Get the facts. ASK!
 - Don't assume someone is safe.
 - Don't assume someone is not safe.
- A clear & unambiguous statement of intent?
... CALL FOR HELP.



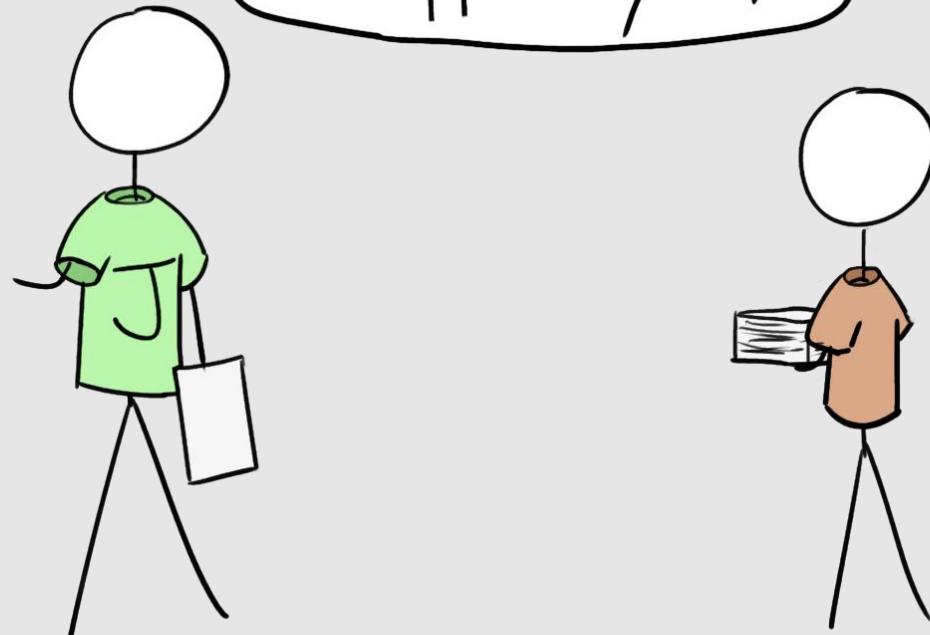
“Um, you might not know this but I deal with some mood issues... and... I need some help telling which emotions are real right now.”

IDEAL **L**Y



Hey, I noticed...

... are you okay? How can
I support you?



TYPE IIA

Jordan Offers Future Support to Taylor

OFFERING SCRIPT

“I noticed that [behavioral observation here].
Can we talk about it?”

THEN

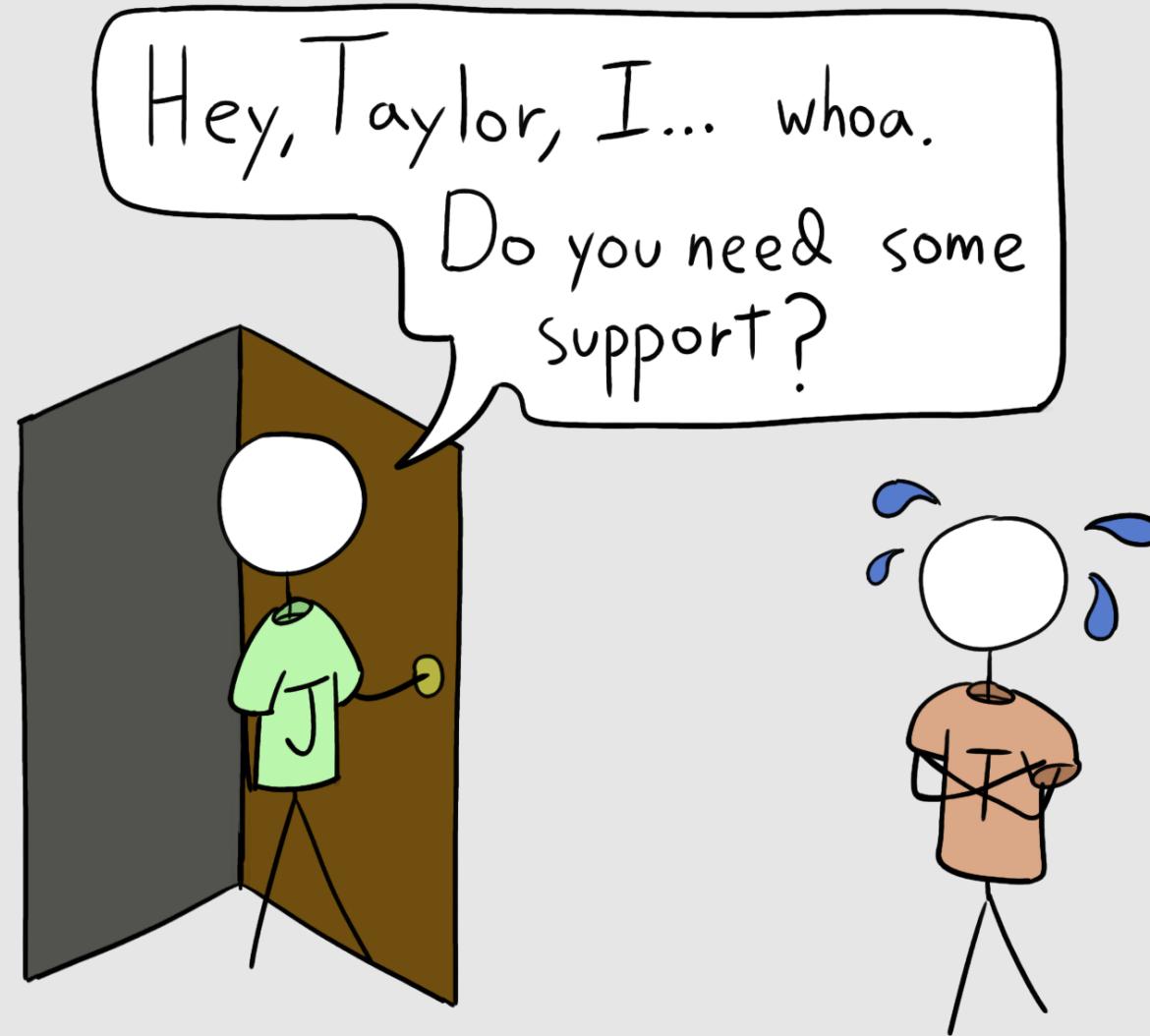
“Do you think you could use [action here]?
Can I help provide that?”



“Hey, Taylor. I noticed that when someone disagrees with you in a meeting you stop talking and shut down, even though you clearly care a lot about what you’re saying. Would you like me to help back you up when that happens?”

IDEAL **L**Y





TYPE II B

Taylor is in Crisis and Jordan Offers Support



“It seems like you’re going through a rough moment. If you want, I can cover for you if you need to step out.”

IDEAL **L**Y



It's not that, I just...



TYPE III

Taylor Explaining to Jordan What They Feel

EXPLANATION SCRIPT

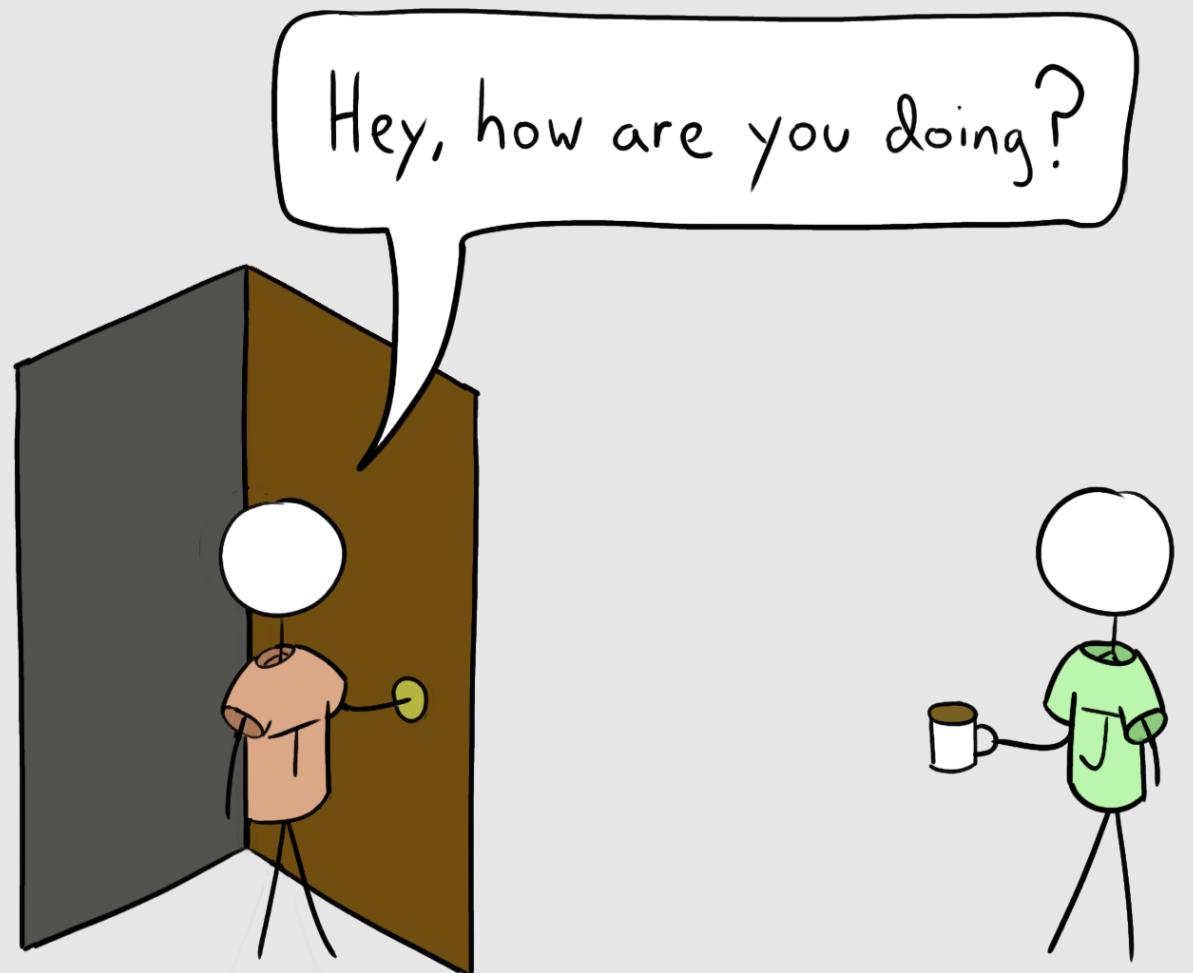
“When [event happens], I [sometimes, often, always] feel like [insert feelings here]. To cope with that, I [insert behavior here].”



“When I’m in a meeting and someone asks me a question, my brain freezes and all I can think about is what happens if I screw up and answer incorrectly. To cope with that, I spend time before the meeting obsessing over all the things people could ask me, so I’m not very responsive.”

IDEAL **L**Y





TYPE IV

Taylor Checking In with Jordan

CHECK-IN SCRIPT

“Hey, how are you doing?”

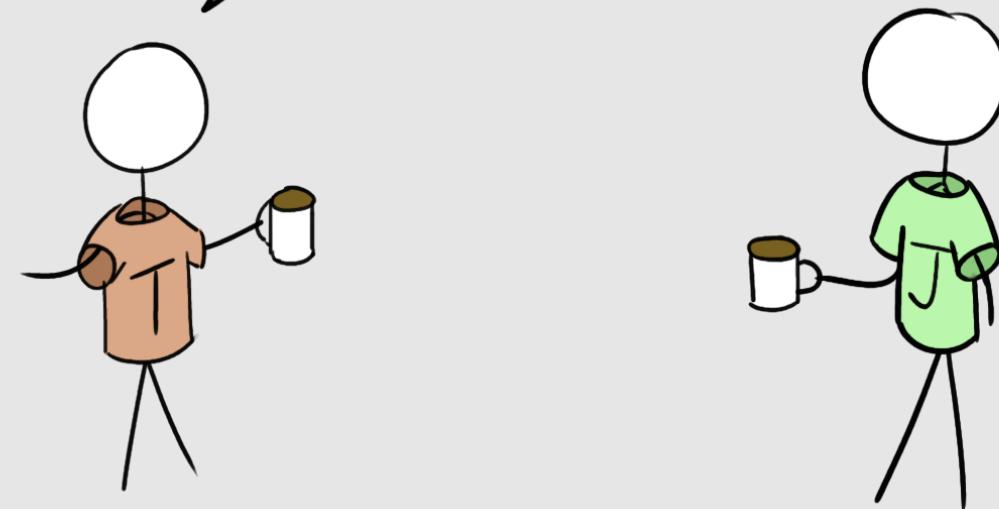


**“Good morning, Jordan. How’re you
feeling today?”**

IDEAL **L**Y



So HE was all like, "wtf?"
and the rest of us were
all "lol!!!"



TYPE V

Jordan and Taylor Talking Like Normal Humans



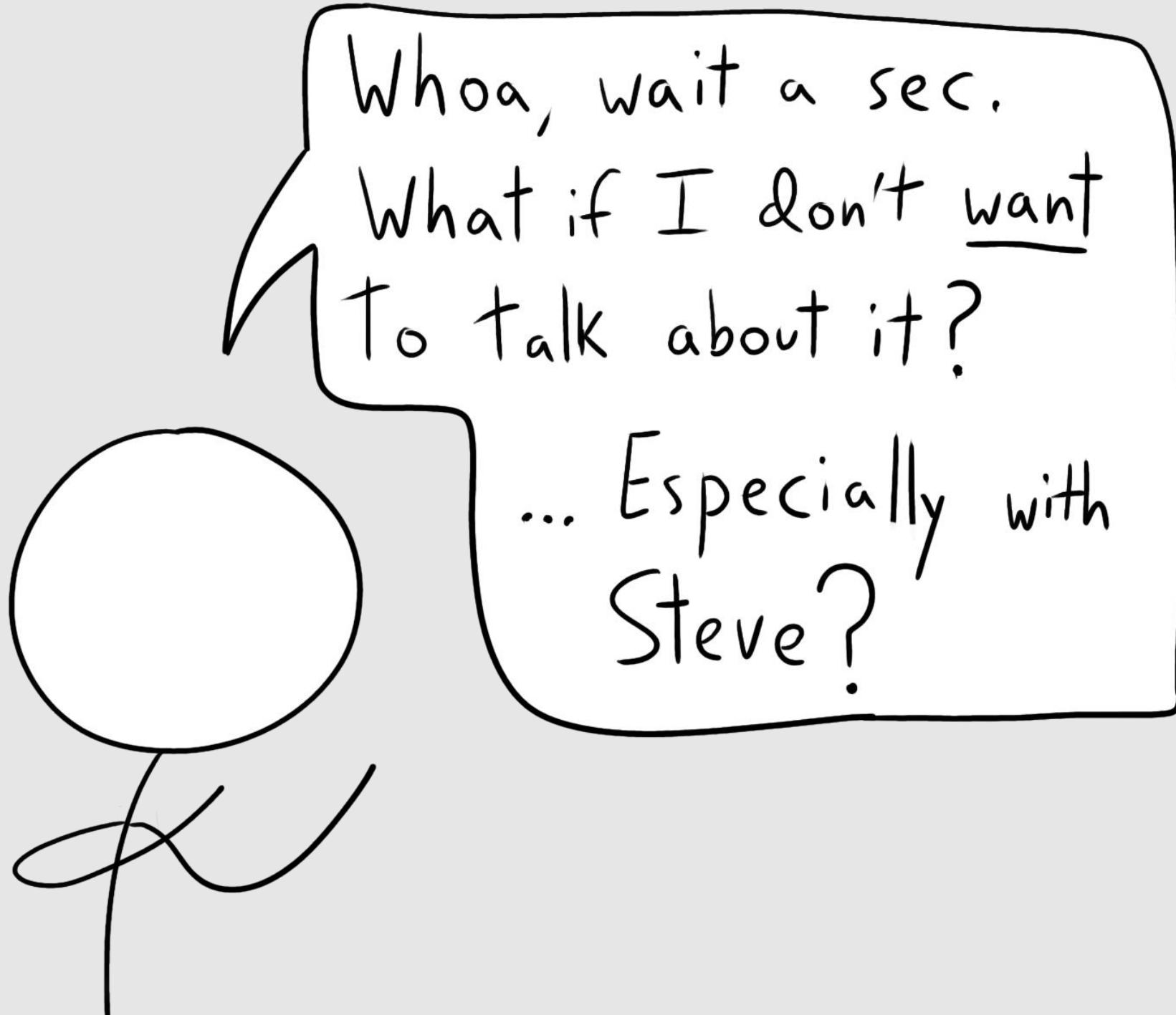
“Hello fellow human! It is a good day to enjoy things like oxygen and carbon, is it not?”

“It is! Since I am also clearly a human I too enjoy those things, as well as making pleasant conversation through my mouth-parts.”



IDEALLY

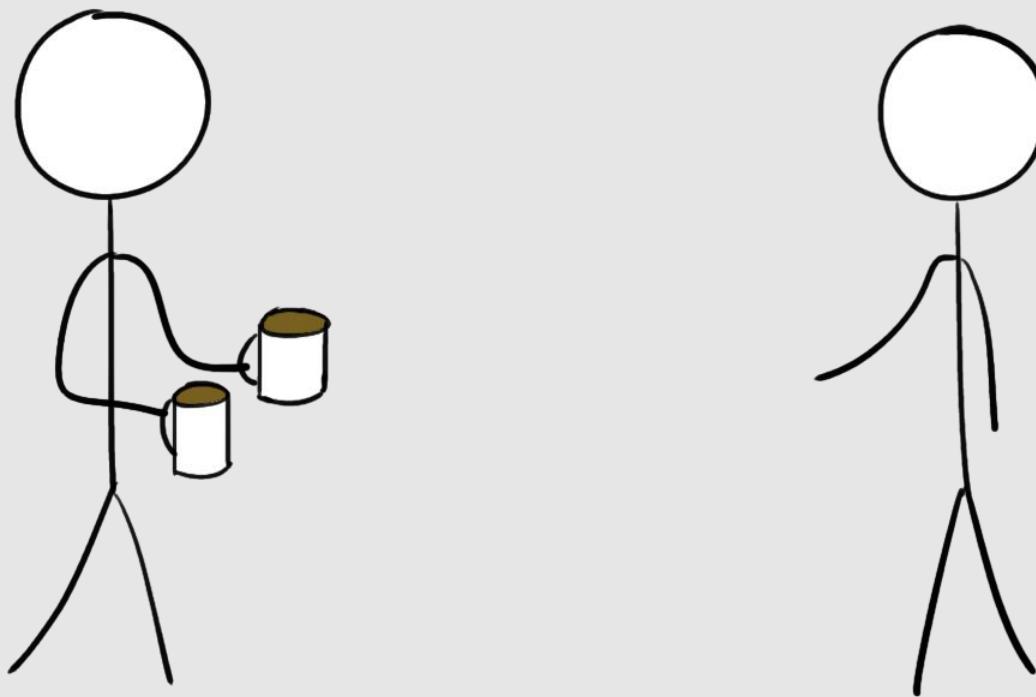




THEN DON'T!

Remain

COMPASSIONATE



TIME FOR SOME ARTTRUTH™.

**IF YOU ARE DIAGNOSED WITH A MENTAL
HEALTH ISSUE...**

Less Than human

Going to "go psycho"

Incapable of
functioning

You ARE

NOT:

Dangerous

Broken

Less intelligent

Worth less than
"normal" people

Capable of making decisions about your own life

Capable of having human relationships

You ARE **STILL:**

Capable of participating in every part of life

Capable of logical, rational thought

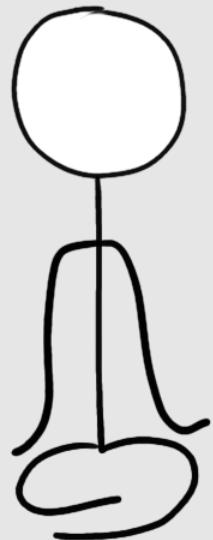
COMPENSATION TECHNIQUES

Supercharging

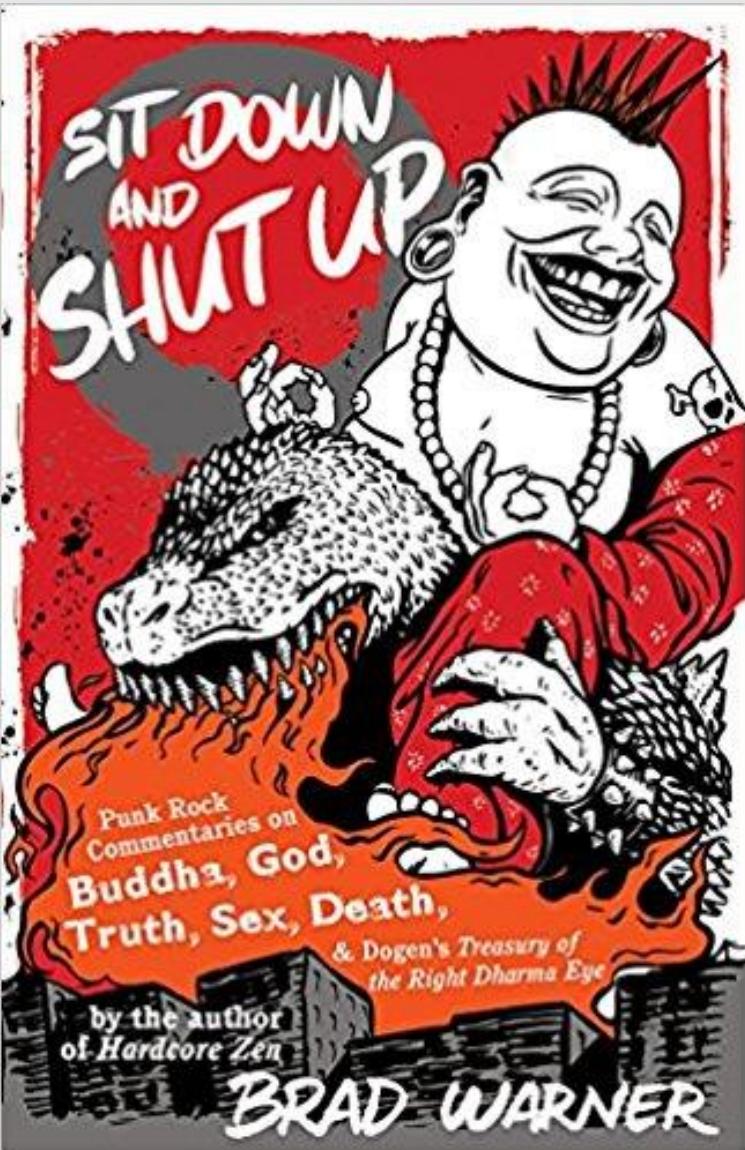
~~COMPENSATION TECHNIQUES~~

MINDFULNESS

AND

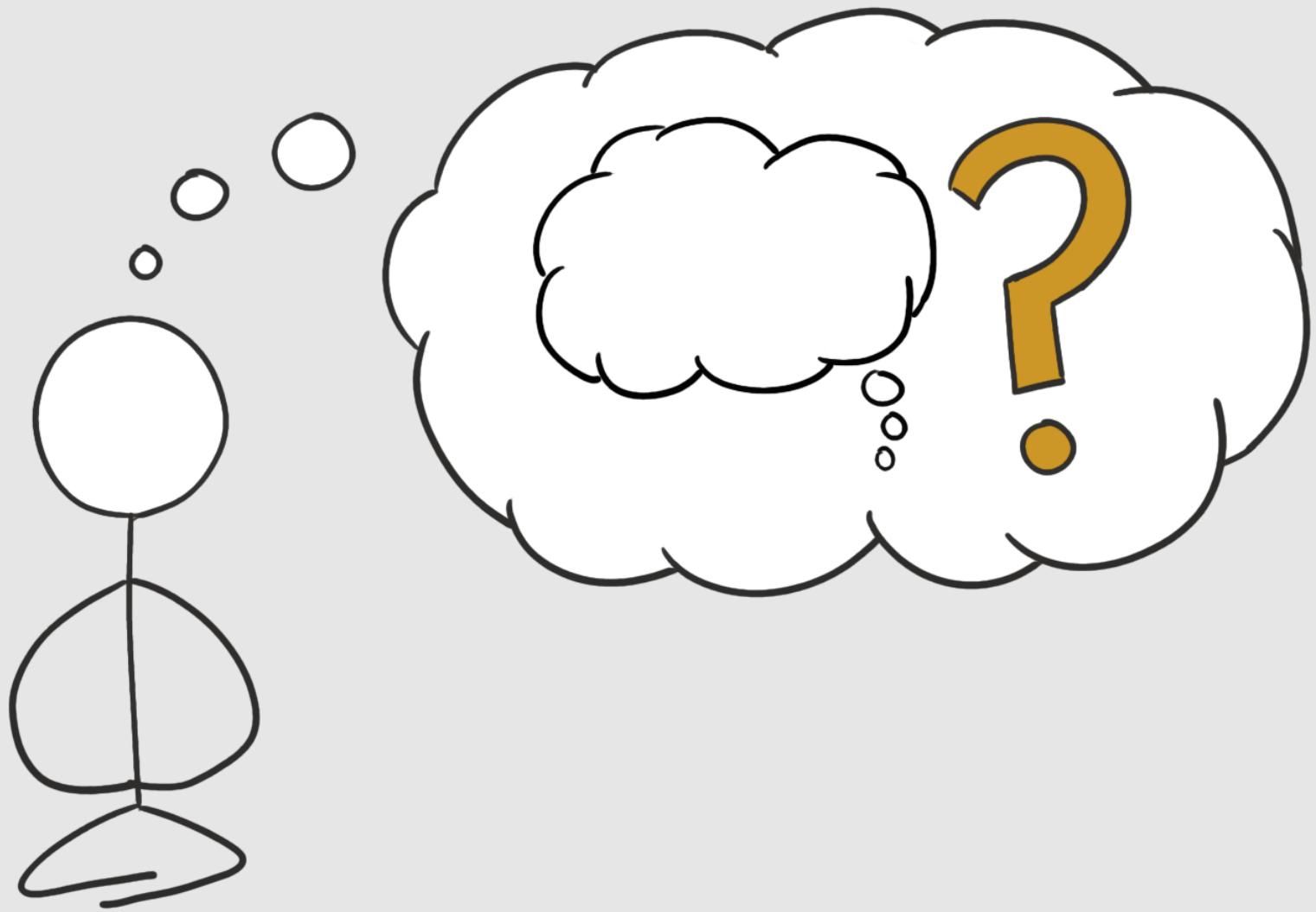


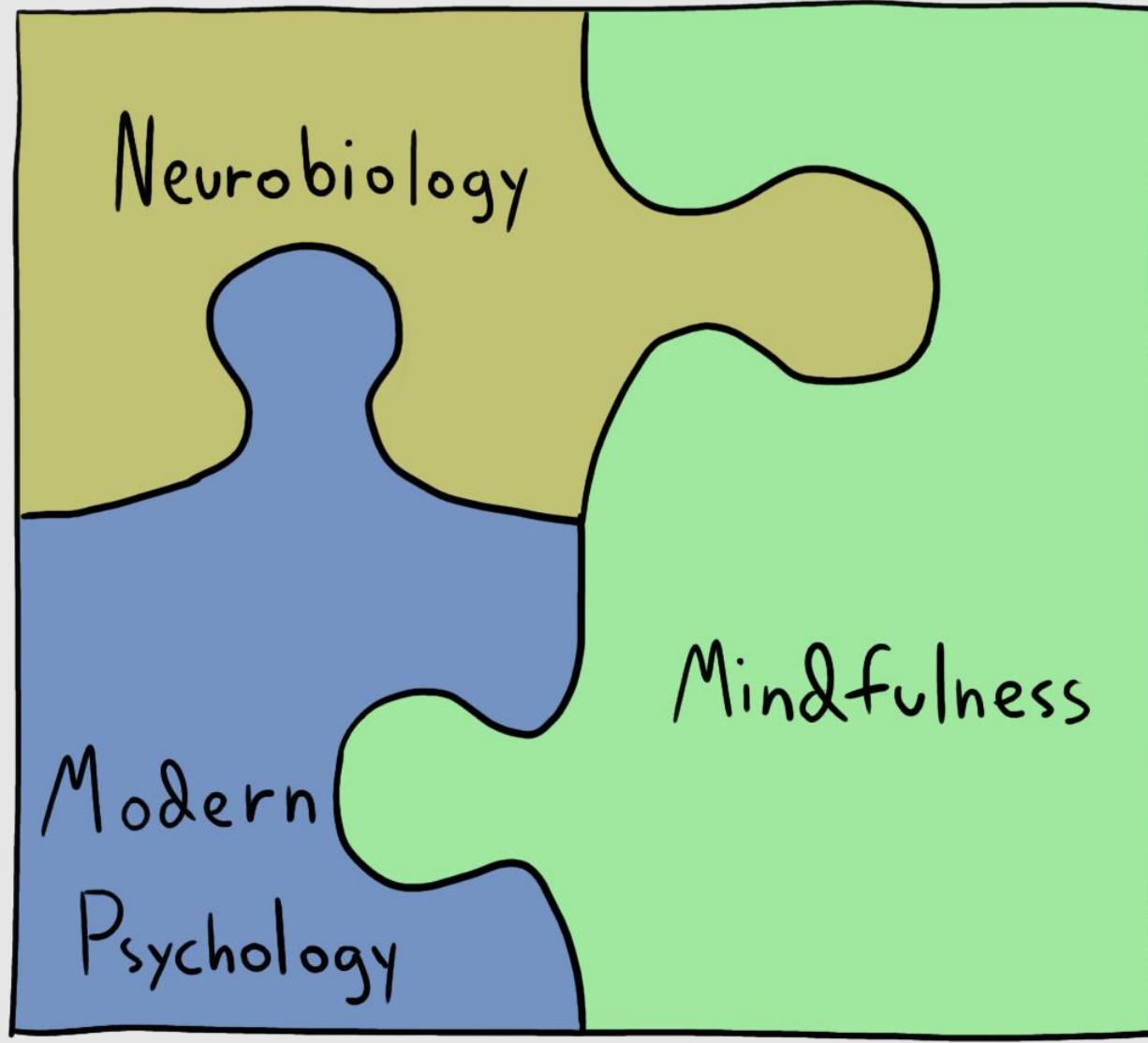
MEDITATION



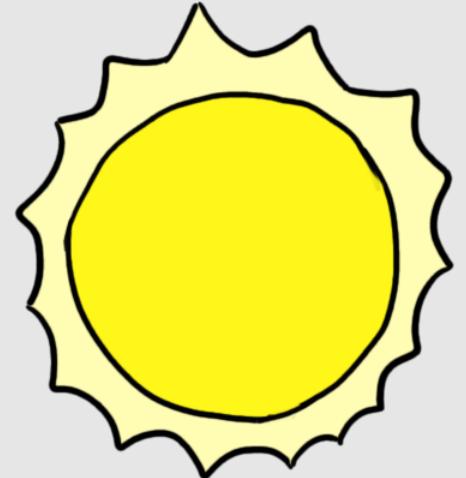
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DIET ,



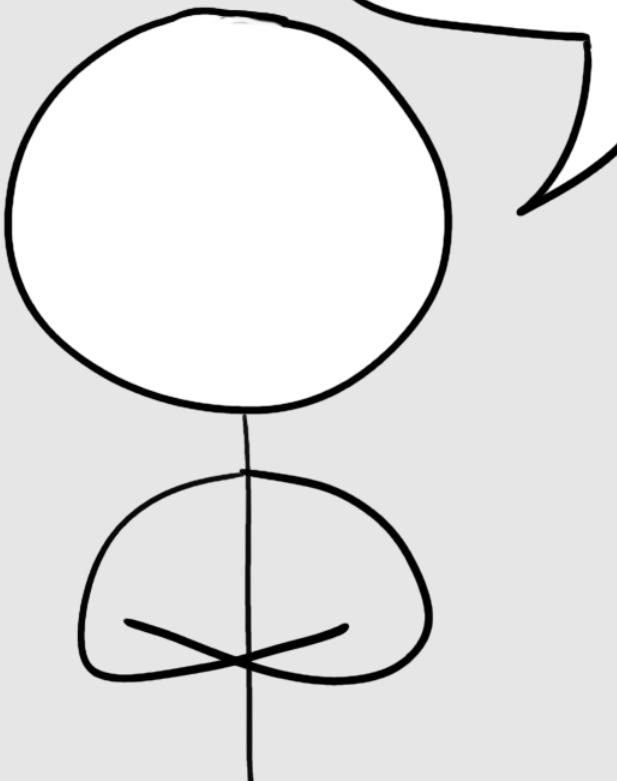
SUNLIGHT,

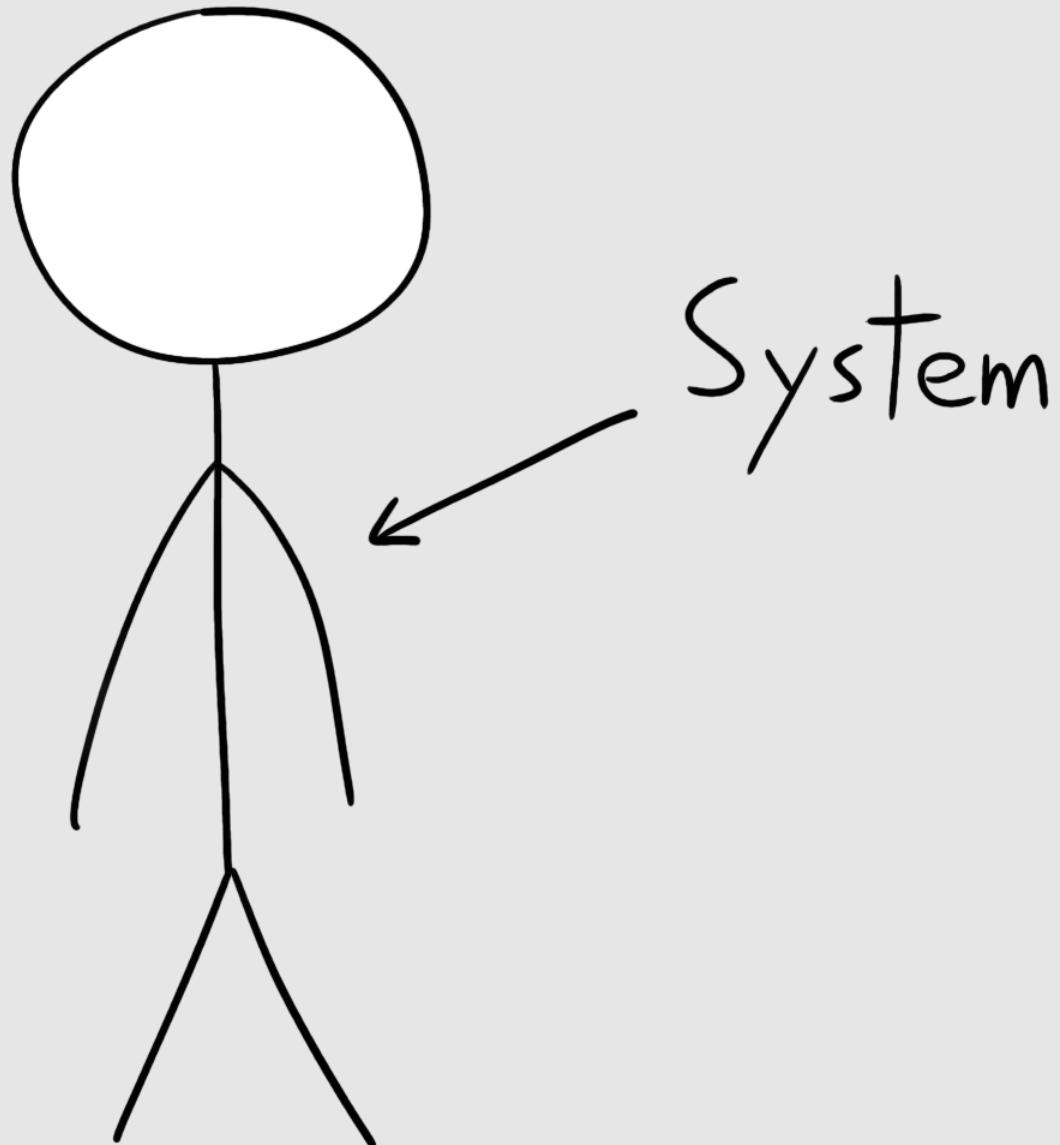
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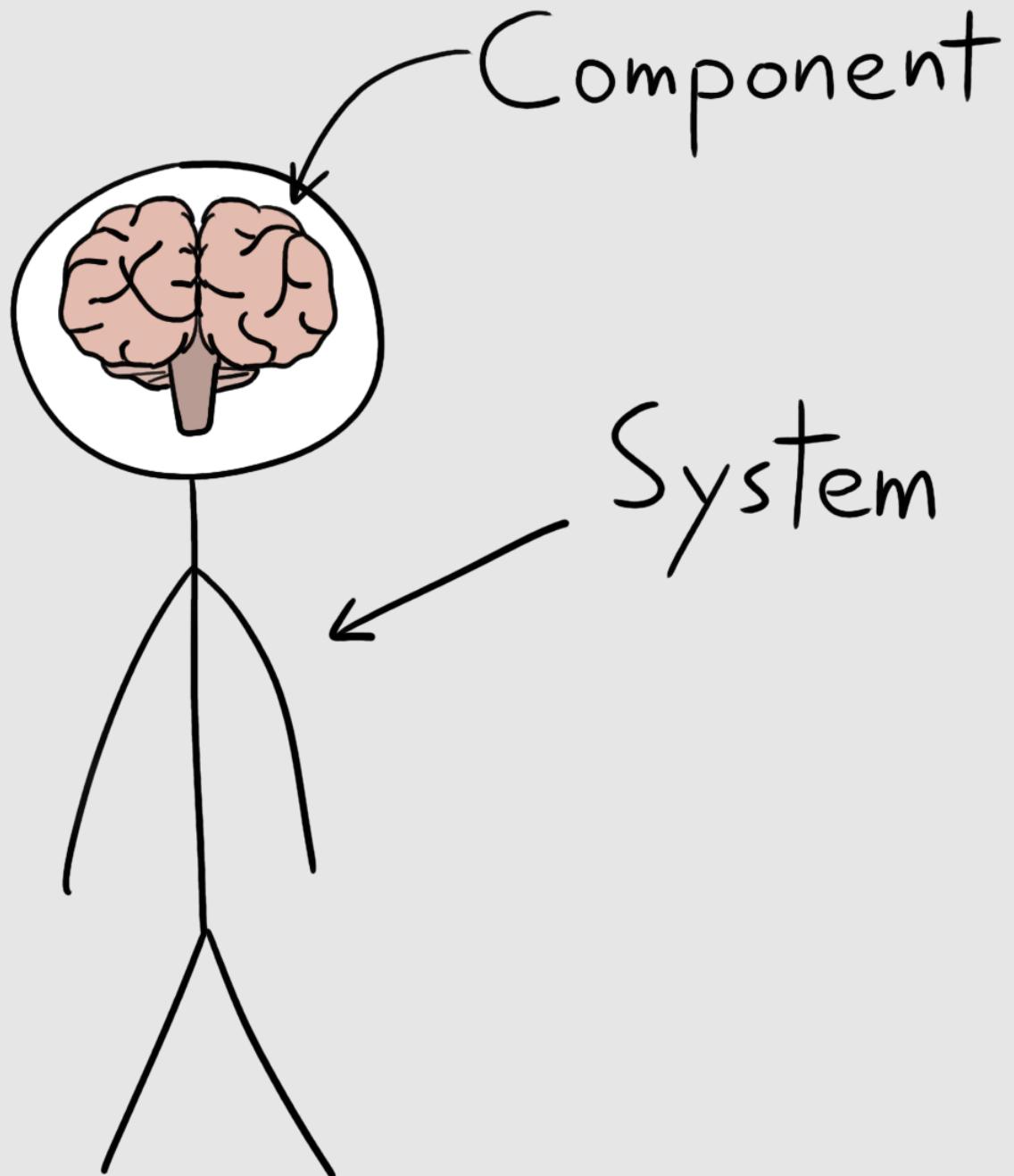
EXERCISE



I'd be rolling my eyes
so hard right now, if
you'd bothered to draw
me with any.





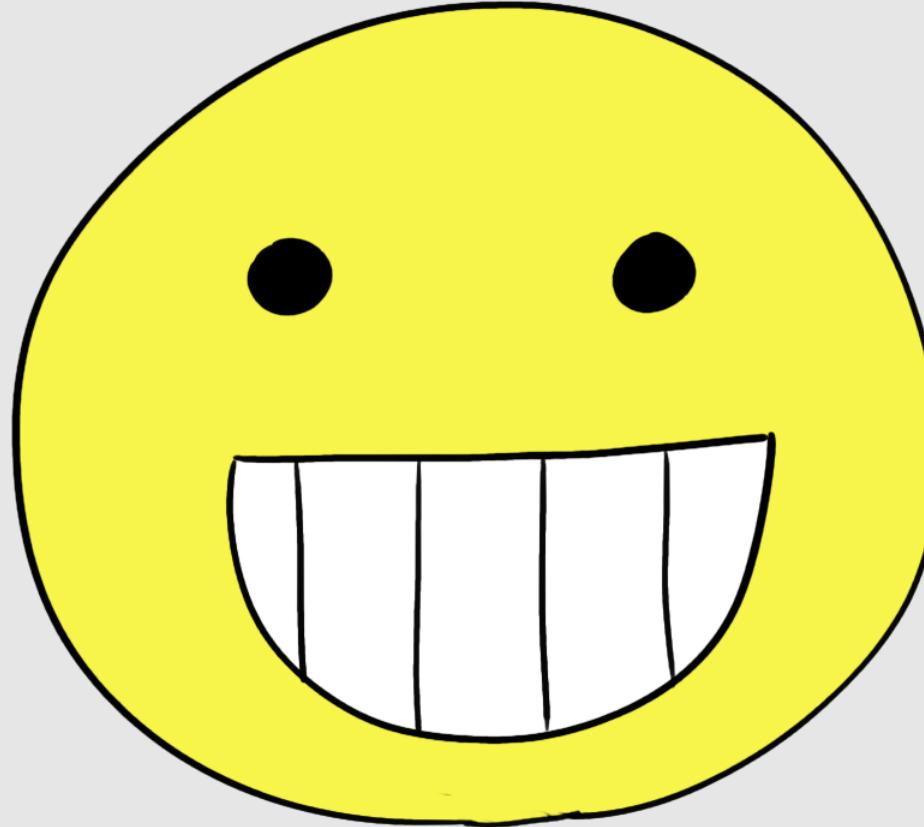


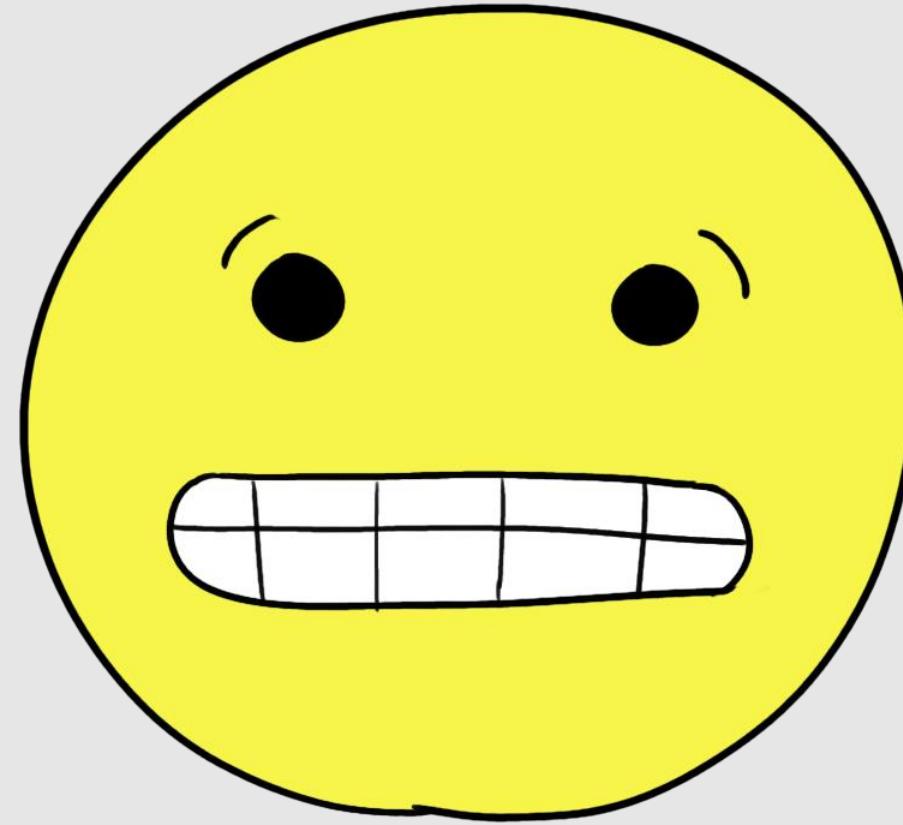
Good physical health

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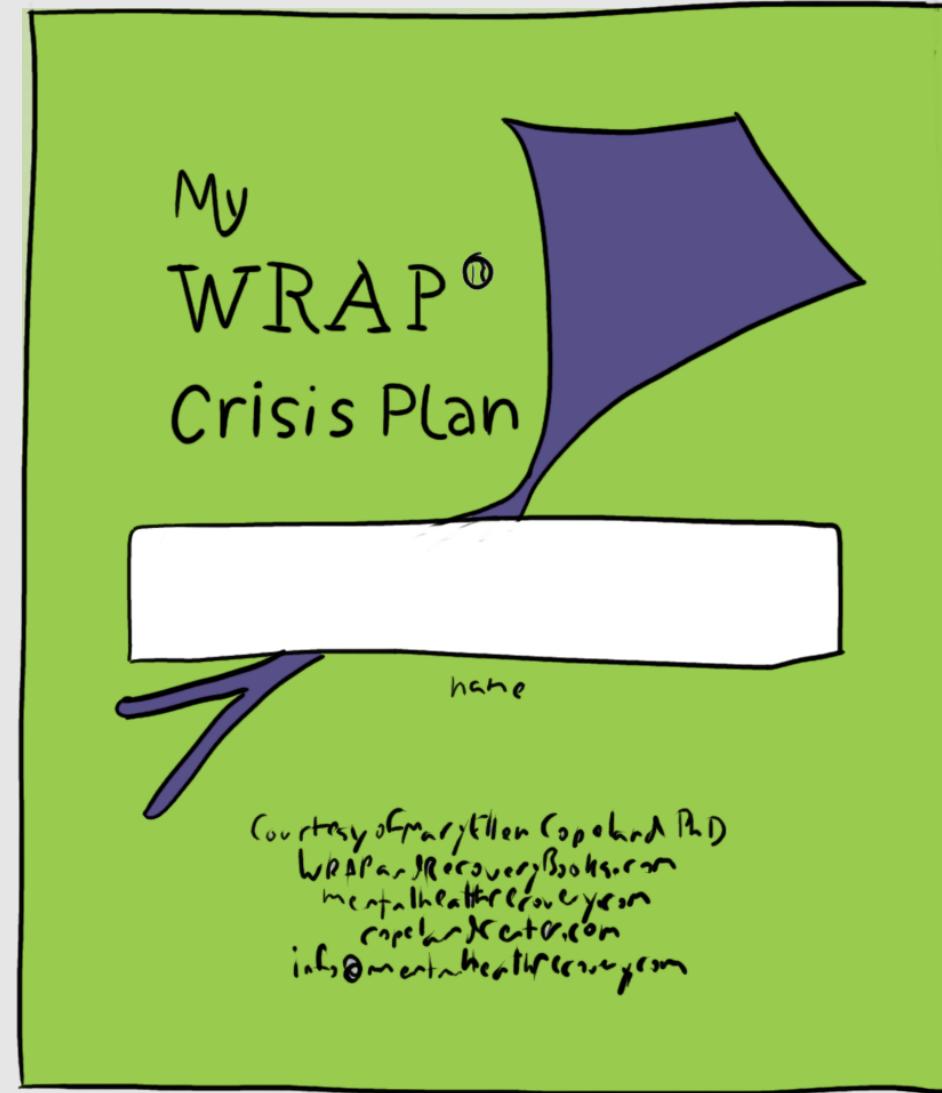
Good mental health

WELLNESS RECOVERY ACTION PLAN

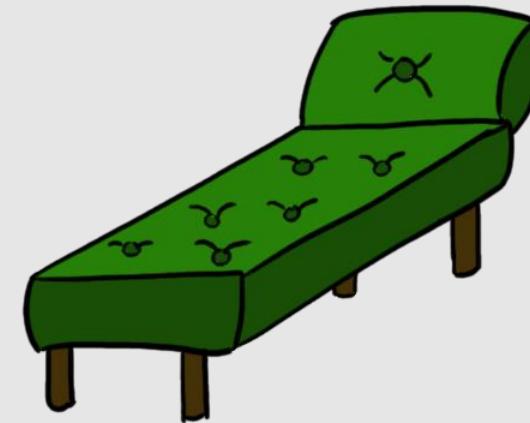






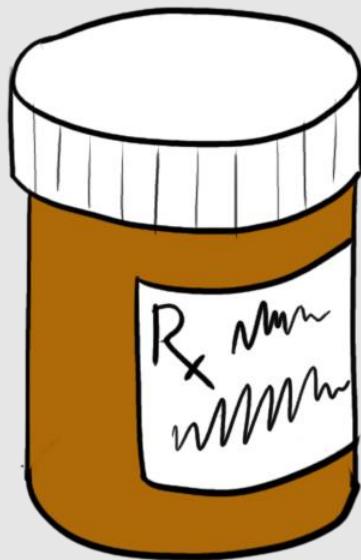


Therapy

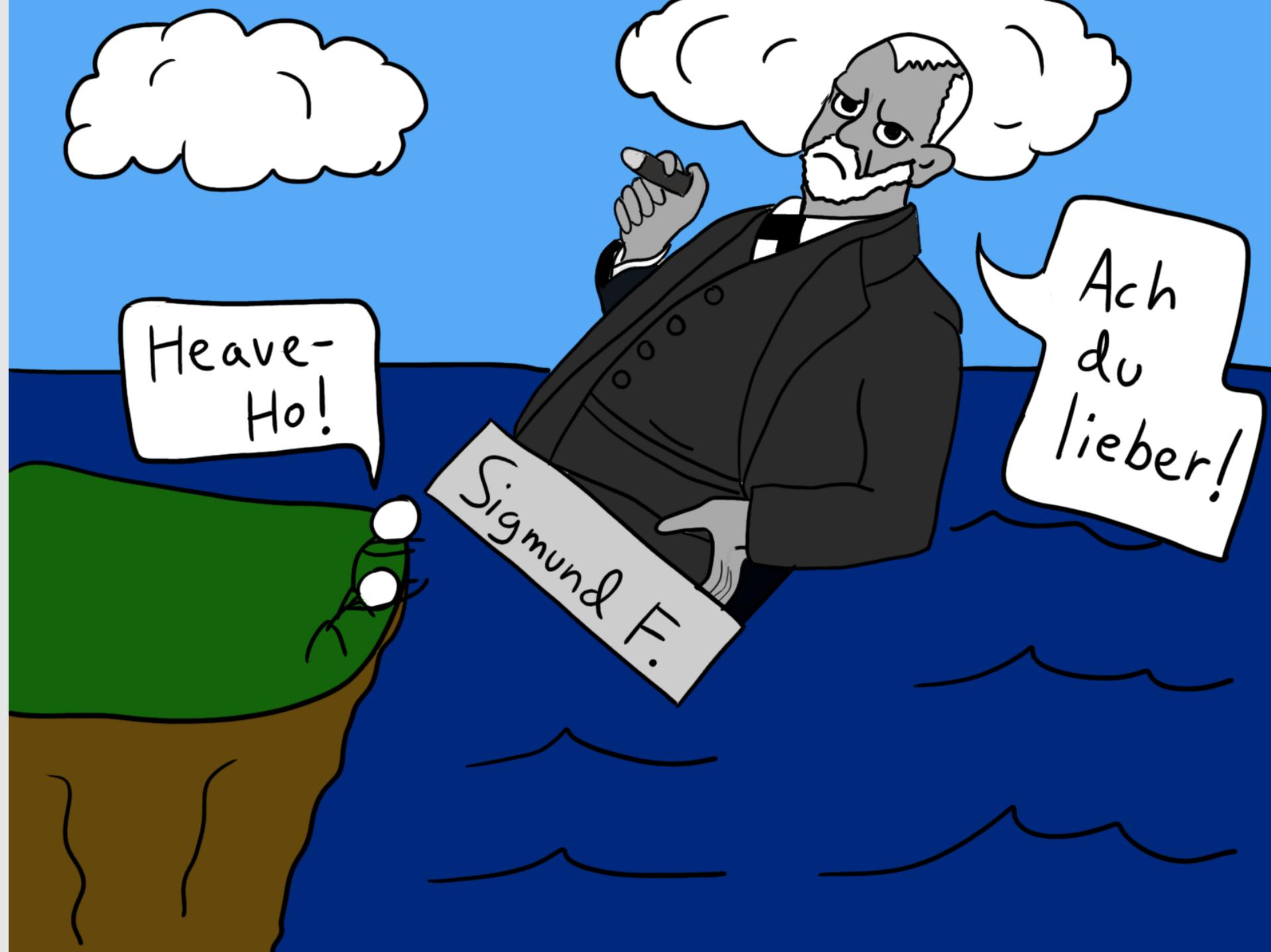


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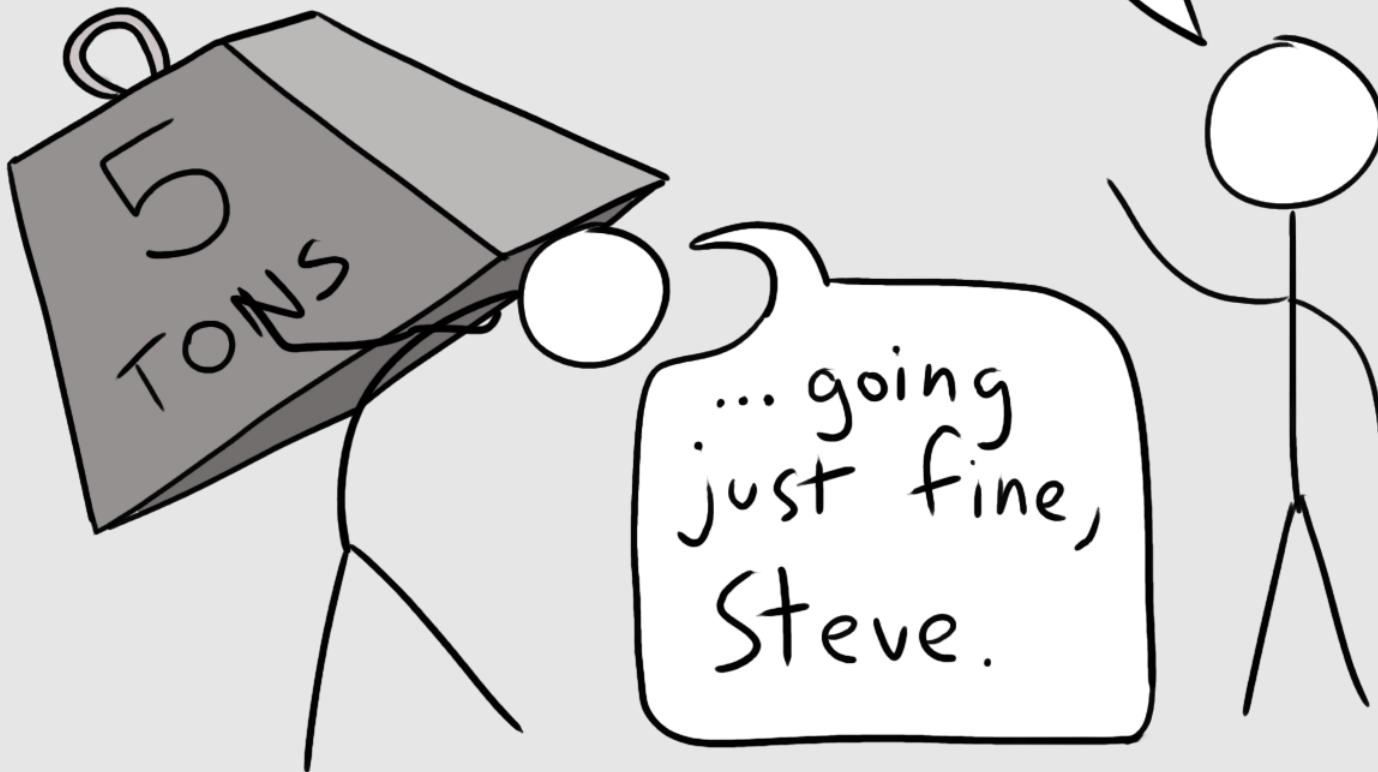
Treatment



NOT JUST DIAGNOSIS!



Hey buddy, how's it
going?

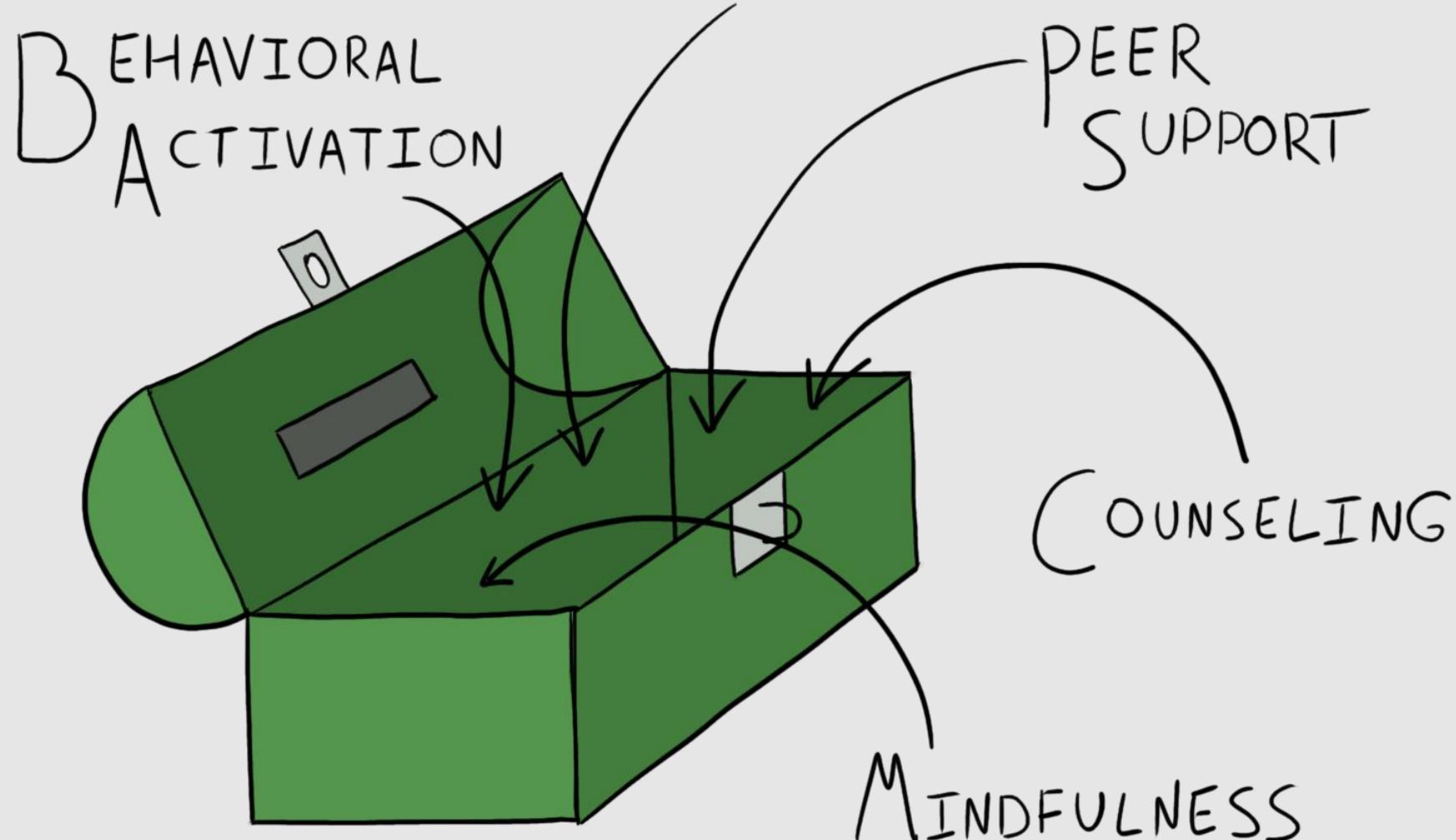


**NOT
JUST
DRUGS**

You're not the
only game in
town anymore!



CBT/DBT





Ow! Okay. Ow.

My brain's full. Can
we get some
takeaways, please?

MENTAL HEALTH CHALLENGES
PROBABLY MATTER MORE TO YOU THAN
YOU SUSPECT

DIAGNOSES DON'T MATTER AS MUCH AS
YOU THINK THEY DO

BEING ABLE TO DISCUSS ISSUES WITH
COWORKERS (AND OTHERS) IS
IMPORTANT TO YOUR TEAM'S RESILIENCE

ENABLE THESE DISCUSSIONS BY:

1. Using experiential language
2. Being descriptive, not prescriptive
3. Being compassionate
4. Recognizing that just because you know for one person doesn't mean you know for everyone

RESOURCES



OPEN-SOURCING MENTAL ILLNESS (OSMI)

- osmihelp.org
- Largest nonprofit dedicated to mental health in tech
- Annual survey
- Free guidebooks for employees and HR

UK MENTAL HEALTH FIRST AID TRAINING

- mhfaengland.org
- 2-day, 1-day, and half-day courses
- Literally teaches first aid for acute psychiatric symptoms
- Includes things like how to actually ensure someone is safe if they're contemplating suicide



MHFA England

GLOBAL MENTAL HEALTH FIRST AID TRAINING



<https://mhfa.com.au/>

<http://www.mhfainternational.org/>

MENTAL HEALTH AMERICA



- mentalhealthamerica.net
- Self-screening tools for potential mental health issues
- Excellent collection of other resources to learn about and deal with diagnoses

UK CRISIS/SUICIDE HOTLINES



For everyone
116 123



For people under 19
0800 1111
(Won't show up on
your phone bill)



For older people
0800 4 70 80 90

SUICIDE.ORG

<http://www.suicide.org/international-suicide-hotlines.html>

How to help a suicidal person

No suicide contracts & more



meetup.com/Omaha-Mental-Health-User-Group
@oma_mhug

PLEASE TWEET ME FEEDBACK!

What's one thing I did well?

What's one thing I could do better?

@arthurdoler



Arthur Doler

 @arthurdoler

 arthurdoler@gmail.com

Slides: <http://bit.ly/art-global-mental-deck>

Handout: <http://bit.ly/art-global-mental-handout>

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