

# Mental Health: Making Your Organization Stronger and More Supportive



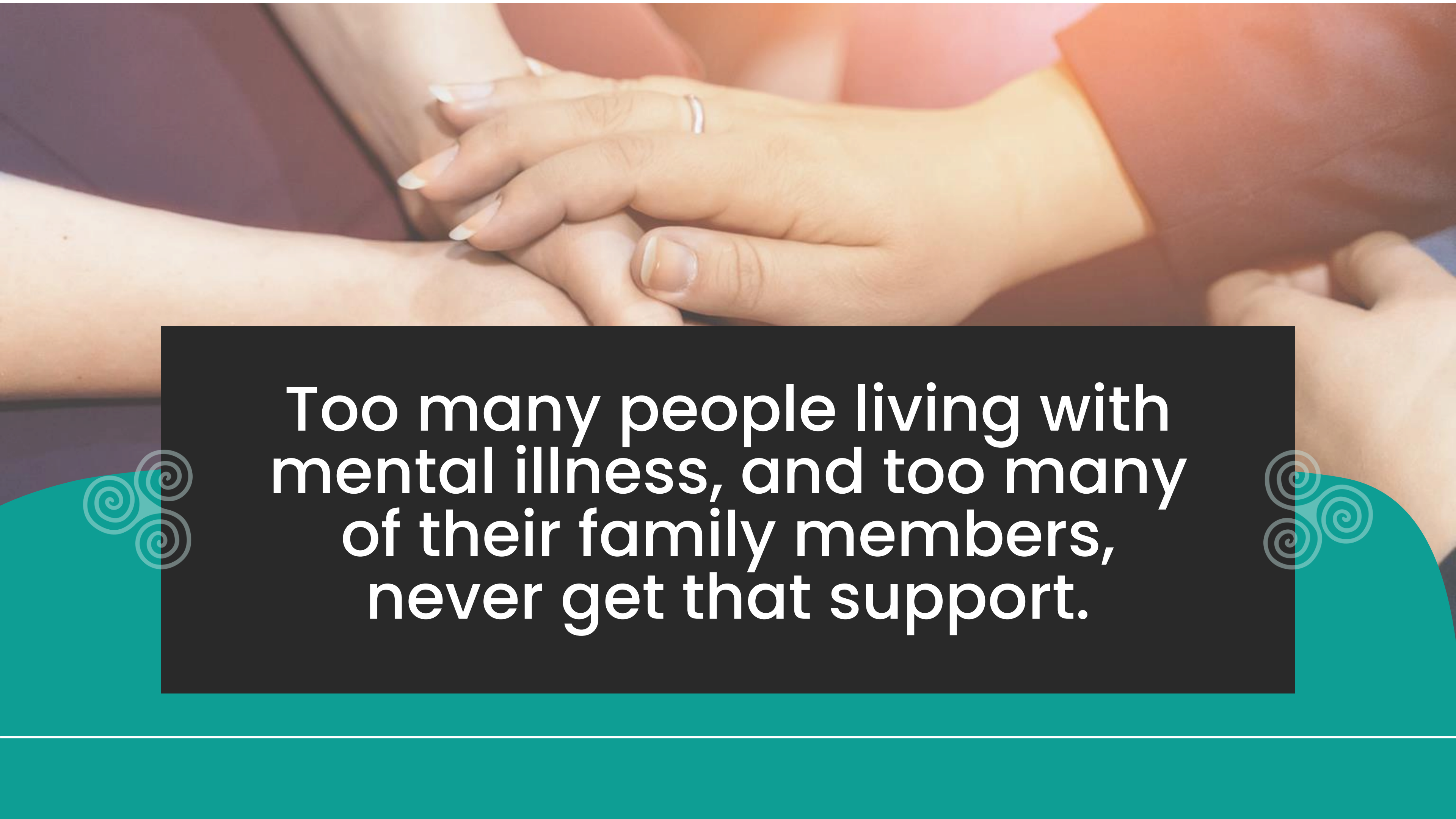


What  
helped us  
survive?

COMPASSION

OPENNESS

SUPPORT



Too many people living with  
mental illness, and too many  
of their family members,  
never get that support.

# MY GOAL TODAY



Dive into what we can do to create  
organizations and communities  
that Get It Right on Mental Health.



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We're going to think  
through questions like:



How do we nurture those  
qualities of compassion,  
openness, and support?



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# ABOUT ME

Not a mental health provider or therapist

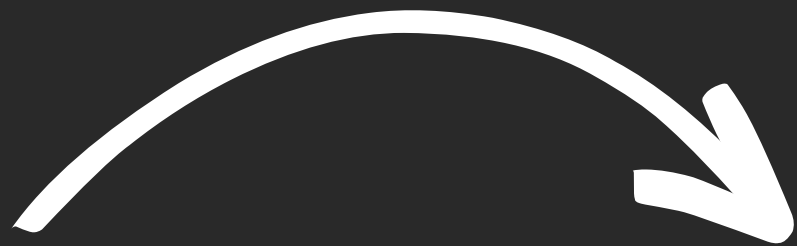
MBA + Nonprofit background

Primary guardian and mom

Experience talking to hundreds of families  
about their mental health experiences

# Why deal with this at work?

\$1

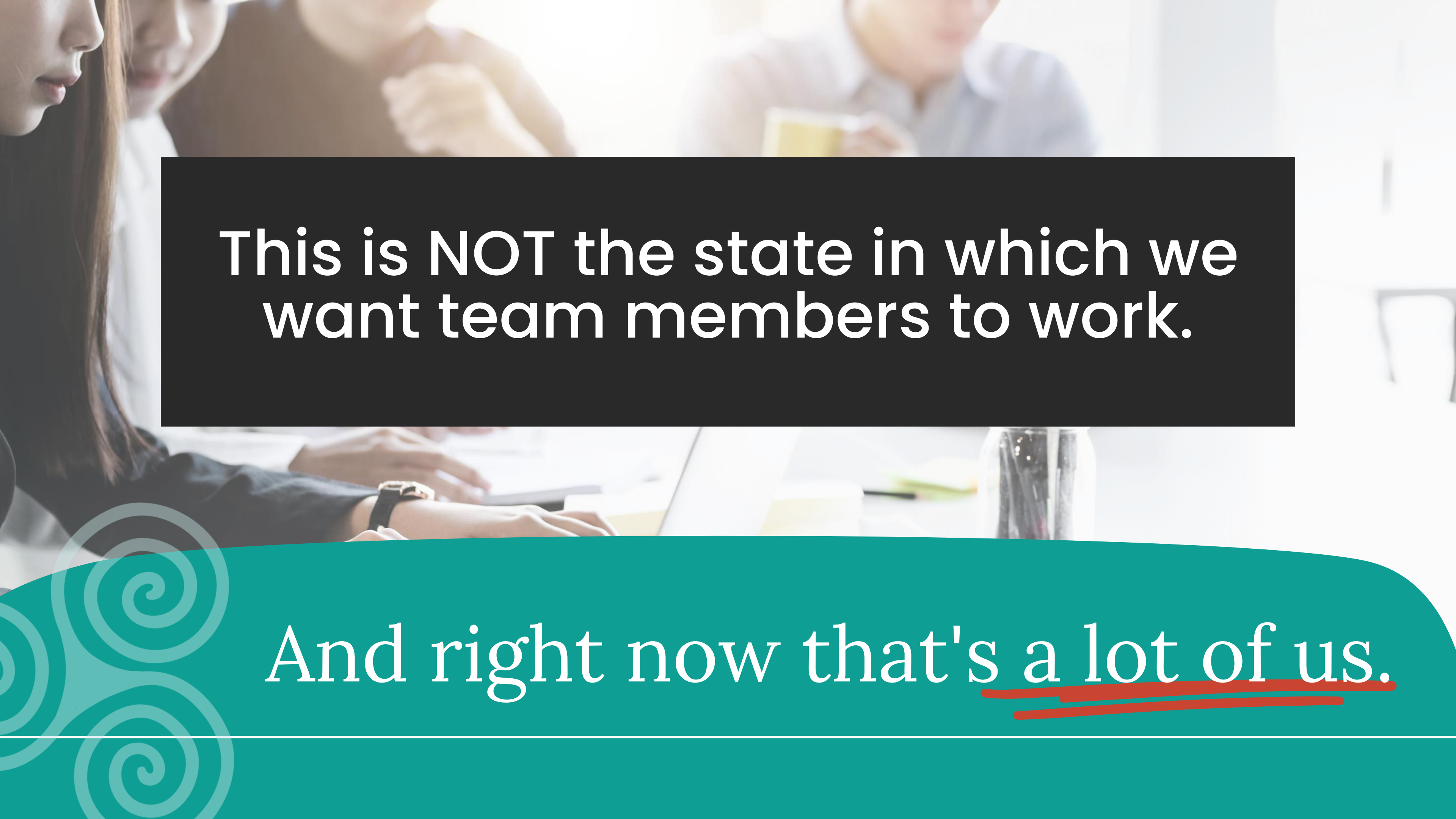


\$4

INVESTMENT

RETURN





This is NOT the state in which we  
want team members to work.

And right now that's a lot of us.

The last 3  
years: Legit  
Traumatic  
Experience

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What factors make  
trauma worse?

chronic in nature

lack of control

no clear end point



Collectively, we experienced grief,  
anxiety, depression, uncertainty  
and change like never before.



Many families you serve experience...

**SERIOUS TRAUMA**

**CLOSE TO  
HOMELESSNESS**

**POVERTY**

**DISABILITY AND/OR  
MENTAL ILLNESS**

A photograph of a man and a woman in a cafe. The man, on the right, is wearing a grey hoodie and a light blue surgical mask. The woman, on the left, has long brown hair and is wearing a dark blue face mask. They are standing near a counter where a coffee cup is visible. In the background, there are shelves with bottles and a sign that says "100%".

There was no pandemic handbook.

That didn't stop all of you  
from having to ACT like  
pandemic experts.

A red rectangular sign with white text hangs from a chain. The text reads "Sorry We're" in a smaller font, followed by "CLOSED" in a large, bold, sans-serif font. Above the sign, a circular object, possibly a light fixture or a camera lens, is visible. The background is blurred, showing what appears to be a storefront or a window.

Overnight, it all changed.

Sorry We're  
**CLOSED**

# Thinking back on Pandemic Moments

What were YOUR big  
work moments?

hardest

most surreal

most unbelievable

# This has all been hard.

$$\frac{1}{3} - \frac{1}{2}$$

Higher levels  
of depression  
+ anxiety

as many as  
**80%**

Early signs  
of burnout

# It's worse for our kids.

National emergency in child  
and adolescent mental health

$\frac{2}{3}$

$\frac{1}{3}$

teenage girls

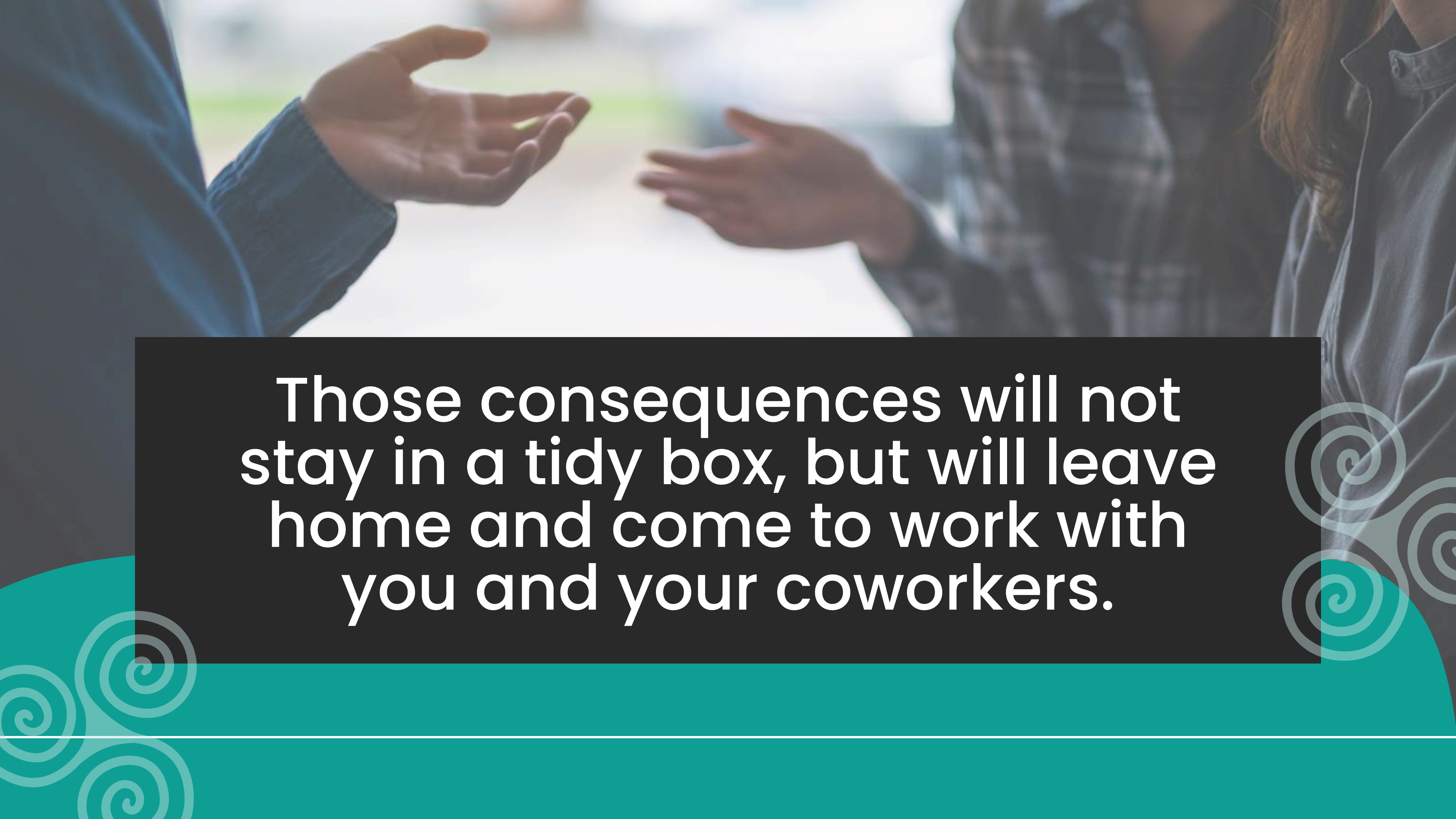
22%

LGBTQ kids

Kids mental health is now the single most common worry for parents.

more than  
**50%**  
"very" to  
"extremely"  
concerned

more than  
**50%**  
regularly  
take time off



Those consequences will not stay in a tidy box, but will leave home and come to work with you and your coworkers.

What  
helped us  
survive?

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SUPPORT



Compassion requires  
understanding mental health  
experiences, and how workplace  
conditions can help or not.

In the beginning, I didn't.



I've been  
there  
myself.



We too often think of people with mental illness as "them," something that happens to other people.

# MENTAL HEALTH PRE-PANDEMIC

1 in 4

over a  
lifetime

1 in 5

every  
year

1 in 5

kids  
13-18

**Recovery is not  
just possible, but  
is the expectation!**



# MENTAL HEALTH AT WORK

86%

performed better +  
missed fewer days

50%

don't receive  
treatment

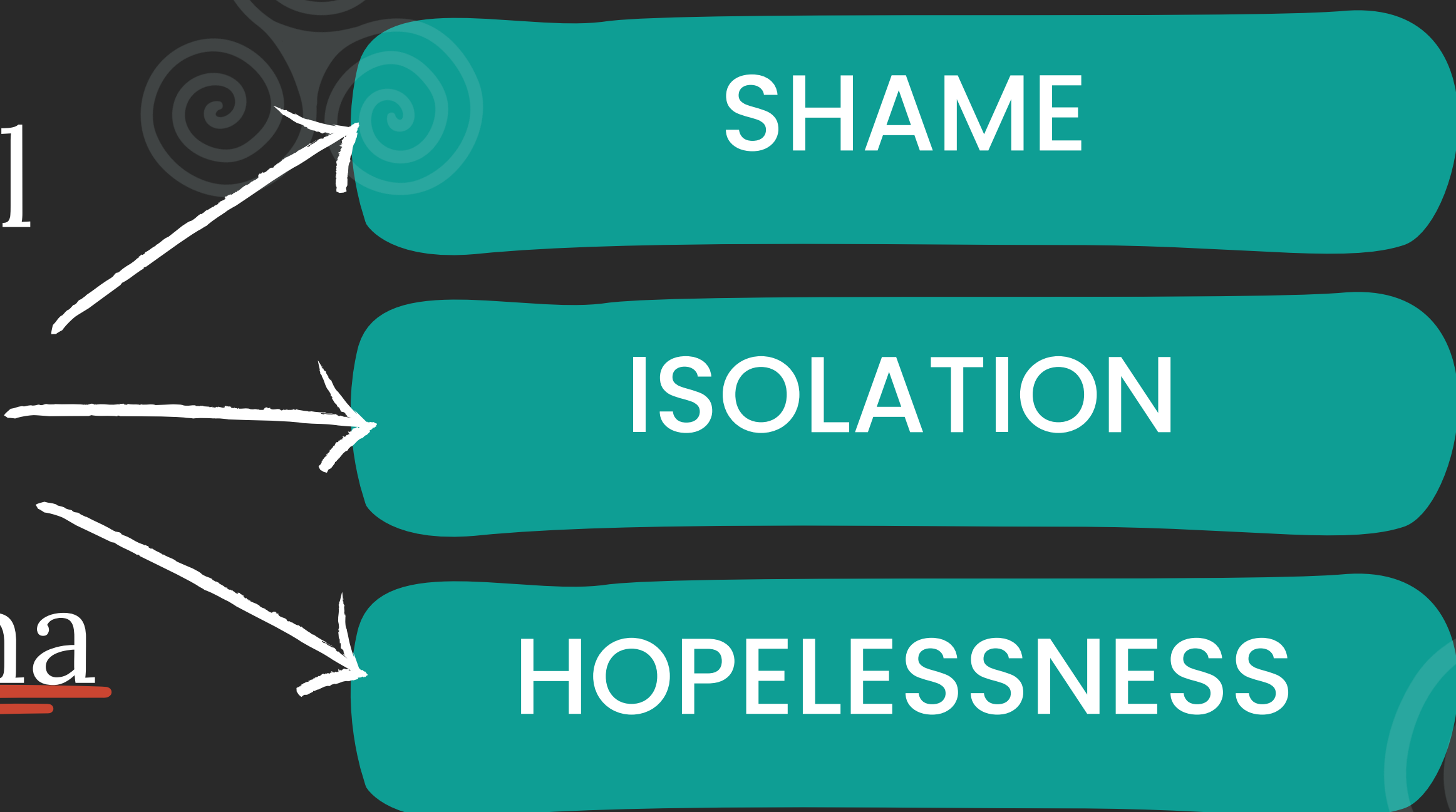
A photograph of two women sitting outdoors. The woman on the left has voluminous, curly blonde hair and is wearing a light blue blazer over a blue top. She is looking towards the right with a gentle expression. The woman on the right has long, dark, wavy hair and is wearing a white and blue striped shirt. She is reaching out with her right hand to touch the blonde woman's hair. The background is a bright, out-of-focus outdoor setting with greenery. The image is framed by teal decorative elements: a solid teal shape in the top-left corner and a teal shape with white spiral patterns in the bottom-right corner.

**The earlier you get help, the  
faster you'll get better and  
the more better you'll get!**

If mental health struggles are so common,  
and treating them so important...

Why don't people  
get help earlier?

Mental  
illness still  
carries a  
powerful,  
ugly stigma  
in society.



A diagram illustrating the components of mental illness stigma. On the left, a text block describes the stigma as 'powerful, ugly stigma in society'. Three white arrows originate from the word 'stigma' and point to three teal-colored rounded rectangular boxes stacked vertically on the right. The boxes contain the words 'SHAME', 'ISOLATION', and 'HOPELESSNESS' in white capital letters. The background features faint, dark grey spiral patterns.

SHAME

ISOLATION

HOPELESSNESS



Let's talk about some of the ways  
you might encounter mental  
health struggles at work.



What you  
see, and  
what you  
don't.

OUR WORDS MATTER.



# What to do?????

*\*no personal details*



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The goal is a culture in which we talk about mental health issues the same way we talk about physical health issues.

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## CHOOSE VULNERABILITY:

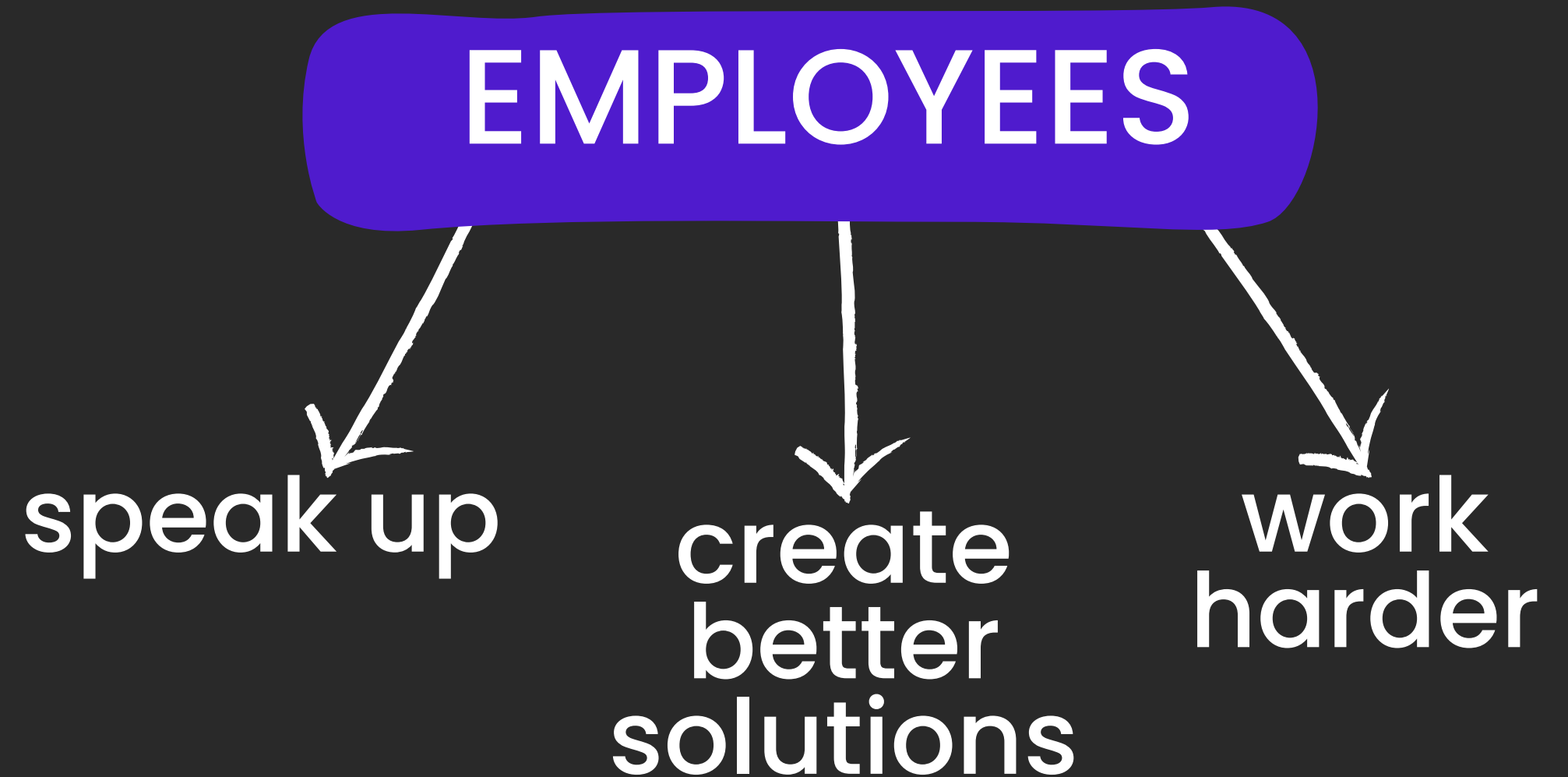
COWORKERS

KIDS

ACQUAINTANCES

# OPEN AND VULNERABLE LEADERS

Increase psychological safety for their teams





Do not underestimate  
the power of your story.





We all need to  
actively develop  
the skills to  
have hard  
conversations  
with each other.

Be someone  
people can talk to



then don't freak out.



Why is this  
important?

# IT'S ALSO TRUE IN THE WORKPLACE

Millennials +  
Gen Z are  
twice as  
comfortable  
talking to  
their bosses  
about mental  
health issues.

80% & 70%  
of Gen Z of Gen X +  
Millennials  
think employers  
should offer  
mental health  
programs.

They are  
more likely to  
leave a job  
for mental  
wellness  
reasons.

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A photograph of a gravel path in a forest. The path is made of dark grey gravel and is bordered by concrete. It curves to the right. In the background, there is a wooden fence and many trees. The ground is covered with brown leaves. The image is framed by teal borders with white spiral patterns in the corners.

**What would  
you do?**



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Your job isn't to fix it.

Your job is to be compassionate,  
open, connect them with support  
and sometimes be hope for them.



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# What could connecting people with support look like?

regular check-ins

celebrate everything!

don't wait

be present + listen

Get your phones out...

Add the Suicide &  
Crisis Lifeline  
988



# Actions you can take today:

GET EDUCATED: NAMI

REACH OUT

COMPANY BENEFITS

CHANGE THE  
CONVERSATION

# Mental Health Toolkit

## Mental Health Conditions

## Tips for Talking to Teens

## Tara Rolstad

**“When we get it right on mental health, people get real, people get help, and lives are saved.”**

**MENTAL HEALTH TOOLKIT**

When people we know struggle with mental health, we don't always know what to do. I hope the following pages offer guidance and encouragement to help you be there for those you care about.

If I can ever provide you or your family with additional information or resources, I'm here for you. Please reach out.

Find out how I can help your business, school, church or community talk about mental health and learn ways to be more effective helping those who struggle with mental health. Contact me today to learn more, or to talk about creating the perfect program for your organization!

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NOW what would  
you do?????

*\*still no personal details*





# Q+A

WITH TARA ROLSTAD

**What were your biggest takeaways today?**





## Give feedback to Tara Rolstad

1. Scan this QR code



or go to [talk.ac/tara](https://talk.ac/tara)

2. Enter this code on the screen

EBOOK

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