



# It's Ok Not To Be Ok: Mental Health @ Work

Dr Marty Martin  
[martym@depaul.edu](mailto:martym@depaul.edu)



*“There is no health  
without mental health.”<sup>1</sup>*

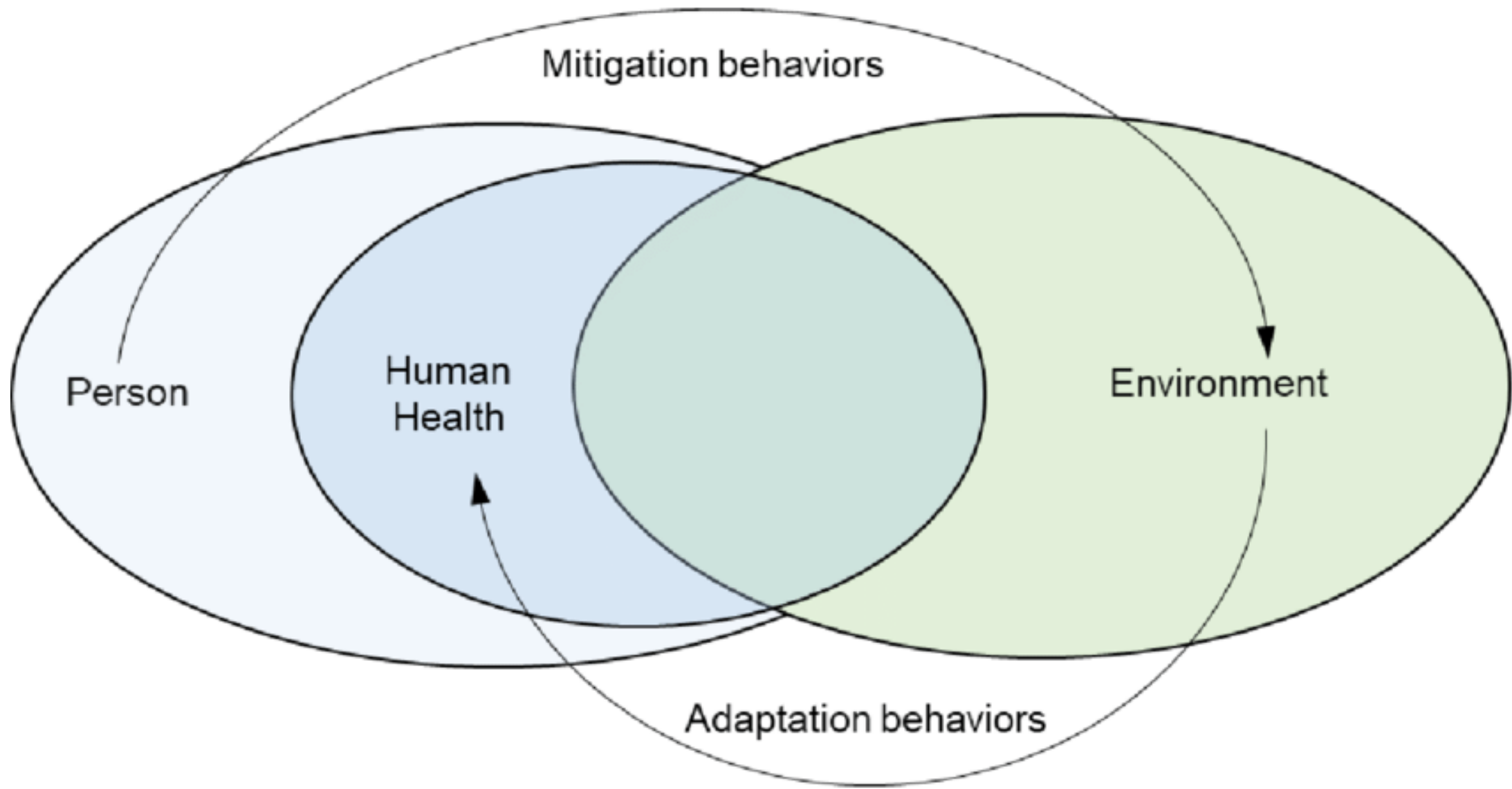
-Dr. David Satcher, 16th U.S. Surgeon General



**Karoshi: Death from Overwork**


**Peel The  
Layers:  
Context  
Matters**







The Environment (Context) Matters

A hand is holding a crystal ball that reflects a tropical beach scene. The reflection is upside down, with the sky at the bottom and the beach at the top. The scene includes palm trees, a sandy beach, and a body of water. The background of the image is a blurred sunset or sunrise with warm colors.

Does the world  
feel upside down  
to you?

An aerial night view of a city, likely Bangkok, showing a complex multi-level highway interchange with glowing orange and yellow light trails from traffic. The city buildings are illuminated with various lights, and the sky is a deep blue twilight.

We live in a

WUJCA

world



# VUCA

**Volatile**

The environment demands you react quickly to ongoing changes that are unpredictable and out of your control

**Uncertain**

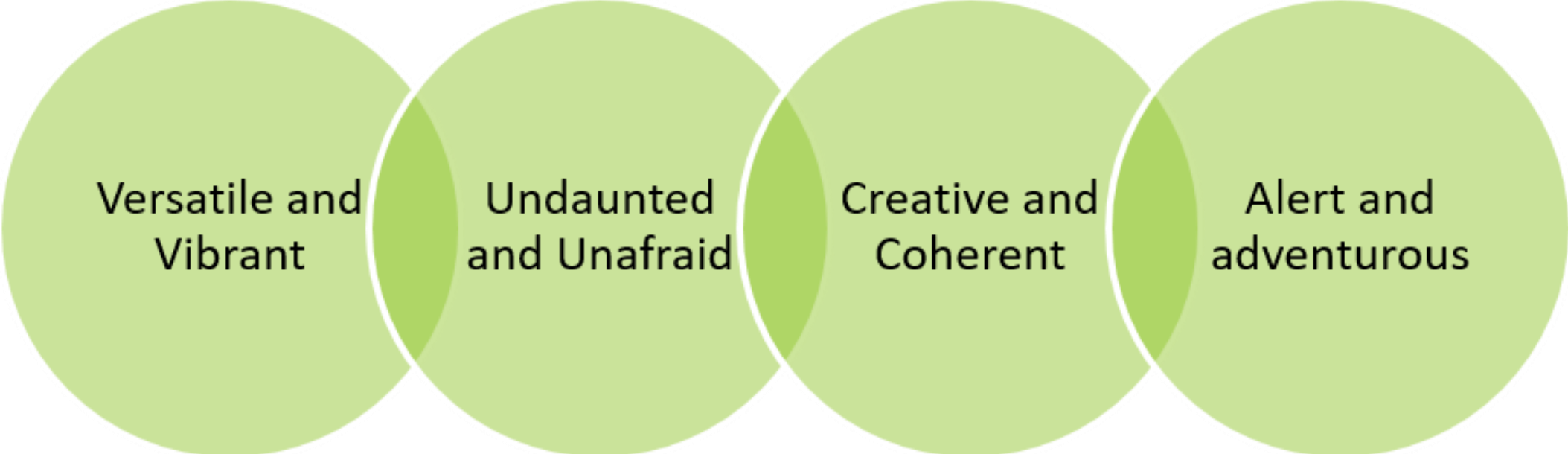
The environment requires you to take action without certainty

**Complex**

The environment is dynamic, with many interdependencies

**Ambiguous**

The environment is unfamiliar, outside of your expertise

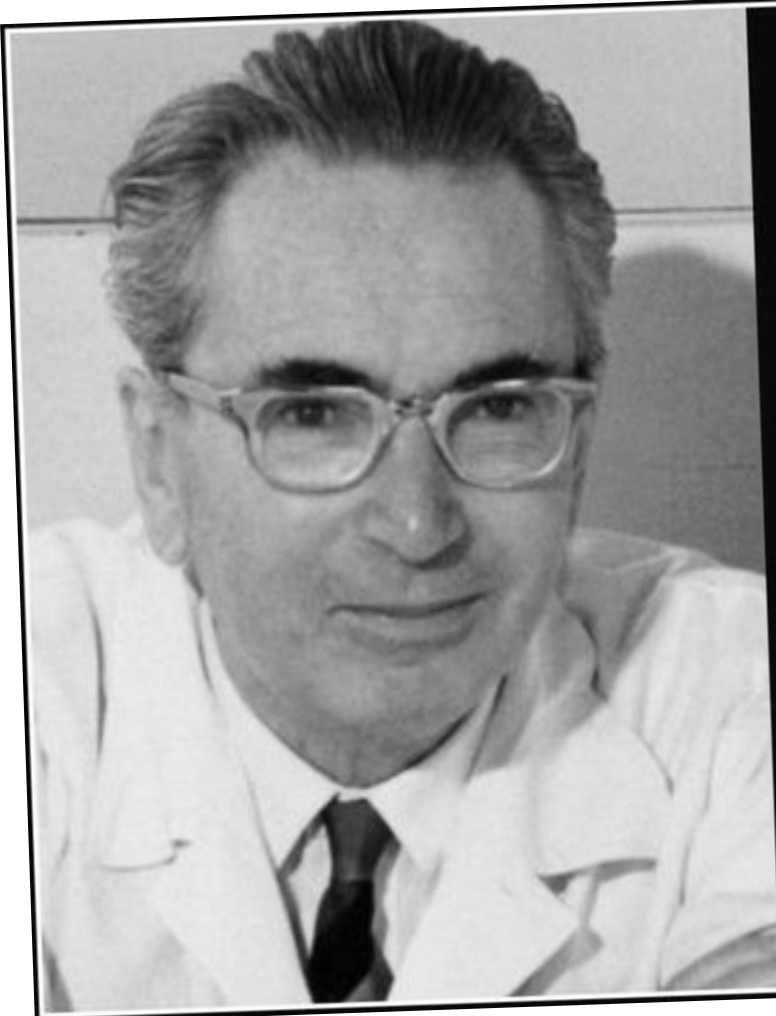


Versatile and  
Vibrant

Undaunted  
and Unafraid

Creative and  
Coherent

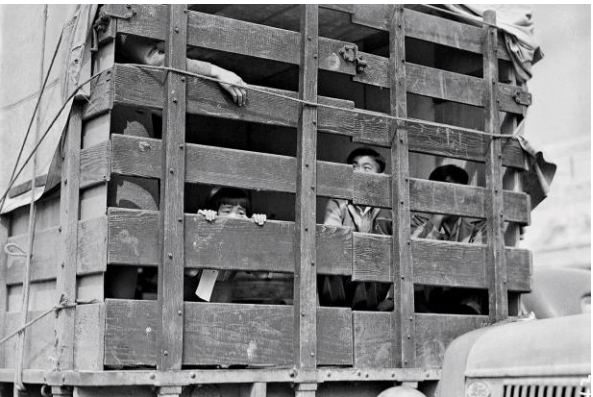
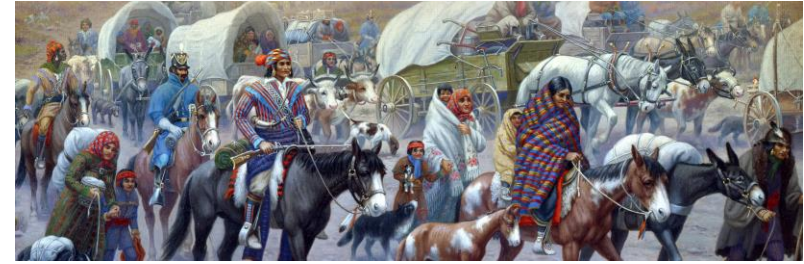
Alert and  
adventurous



Between stimulus and response  
there is a space. In that space is our  
power to choose our response. In  
our response lies our growth and  
our freedom.

— *Viktor E. Frankl* —

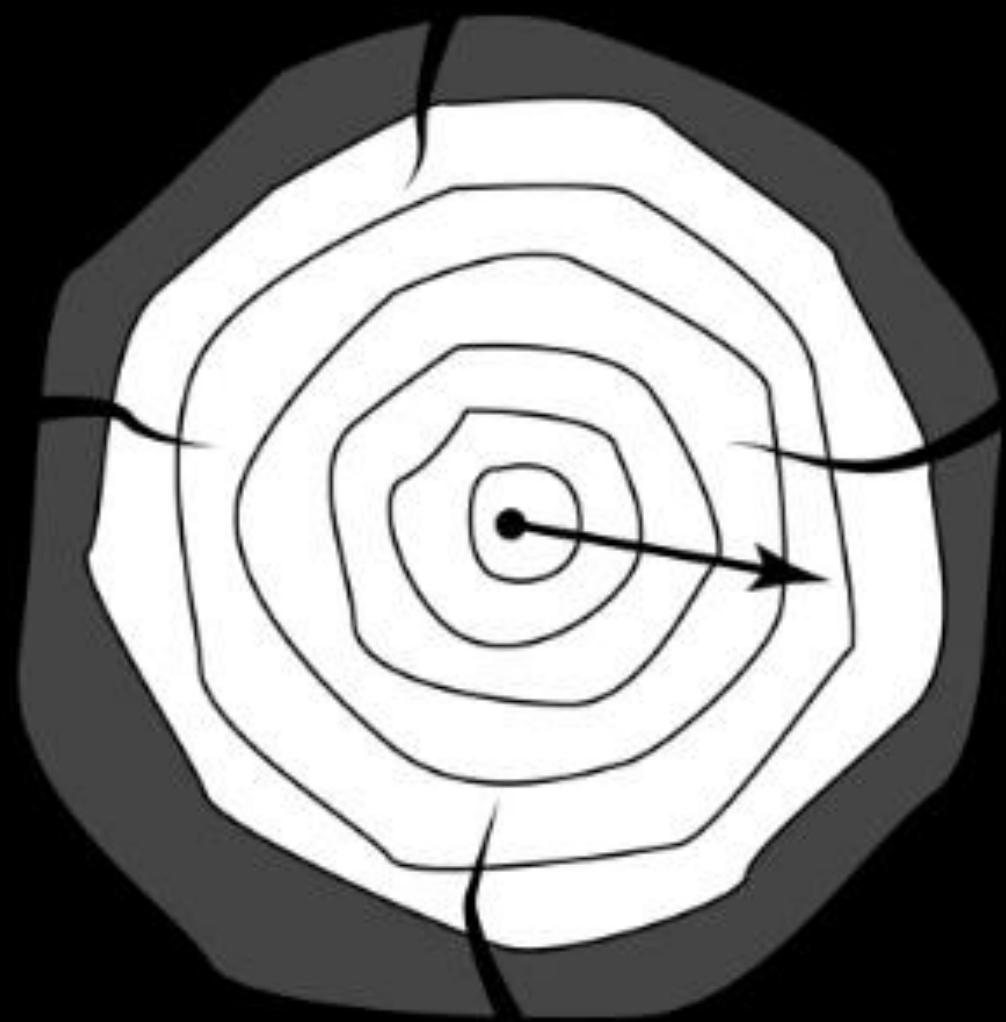
AZ QUOTES



History Matters

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“Trauma is a kind of past  
that refuses to be a past,”

**Maurice Merleau-Ponty**

ECONOMY · Published February 22, 2023 7:00am EST

## Diversity, equity and inclusion jobs slashed at higher rate than others in recent layoffs

Corporations are trimming DEI roles according to a recent study

U.S. • EDUCATION

BY KATE MCGEE FEB. 22, 2023 4 PM CENTRAL

## A Florida Education Bill Would Ban Gender Studies and Diversity Programs at Universities.

Here's What to Know

OPINION

Get woke, go broke – companies are laying off useless DEI workers

by Christopher Tremoglie, Commentary Writer | February 17, 2023 07:40 PM

## Big Tech layoffs reduce minority hires, deem affirmative-action push as costly goal during inflation

## University of Texas System pauses new diversity, equity and inclusion policies

The system leaders' decision comes weeks after Gov. Greg Abbott ordered state agencies to stop considering diversity in hiring. Texas A&M University also recently changed its hiring practices.

A laid-off Meta worker says she's struggling after not getting the 16 weeks of severance her fellow employees received: 'I'm going through my kids' closet and selling their old clothes'

MEDIA · Published February 24, 2023 5:00pm EST

## University of North Carolina moves to ban 'diversity, equity and inclusion' statements in anti-woke backlash

# Understanding Collective Trauma



*INDIVIDUAL*



*RELATIONSHIP*



*COMMUNITY*



*SOCIETY*





# Organizational Trauma

# Trauma



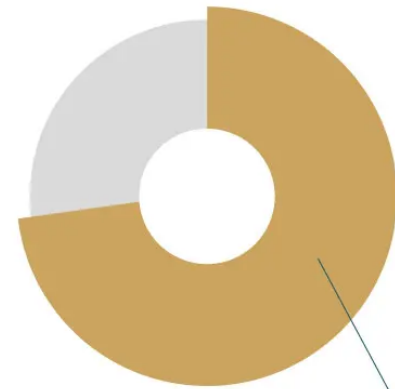
It is becoming  
clear that  
chronic toxic (working)  
conditions  
are just as destructive as  
a sudden,  
overwhelming event  
but there isn't yet  
recognition for that.

# trauma

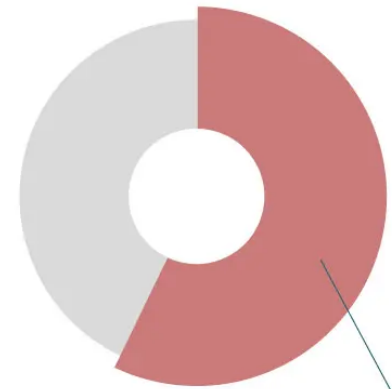


**Where are  
you from?  
No, where  
are you  
really from?**

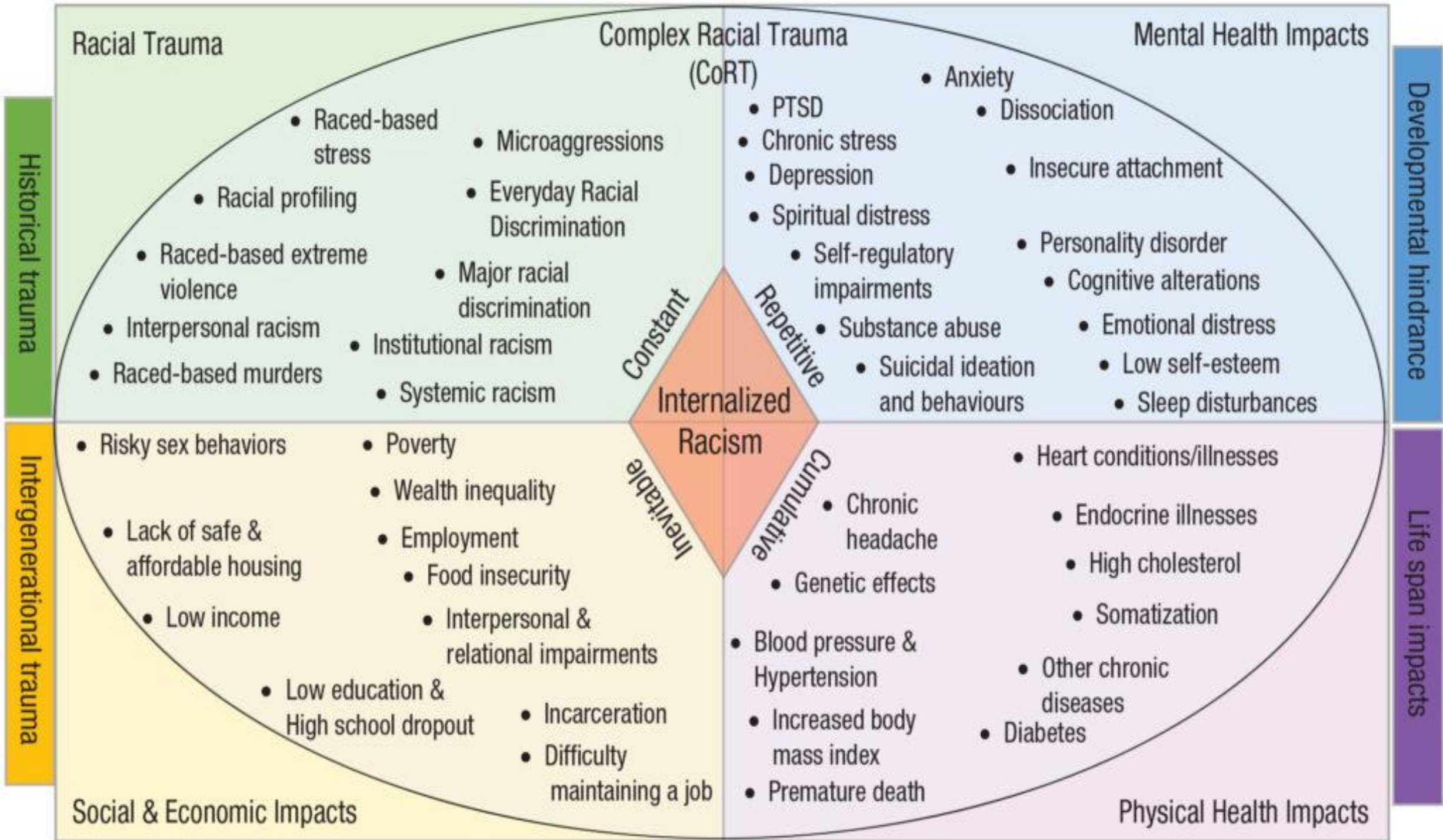
## How microaggressions impact workers' mental health



**73%**  
of people that identify as  
being from a minority  
group have experienced  
microaggressions at work

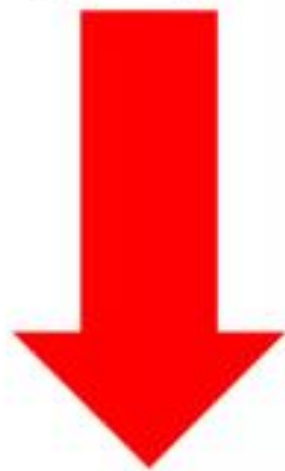


**57%**  
of people that quit their  
jobs in 2021 did so because  
they felt disrespected at  
their companies





## **Organizations as Living Systems**



**Resilience  
Regenerative  
Life Force is Flowing**

**Life Force is Stuck  
Degenerative  
Rigidity**



# Organizations as Living Systems




**Resilience**  
**Regenerative**  
**Life Force is Flowing**



**Life Force is Stuck**  
**Degenerative**  
**Rigidity**

## THINGS THAT AFFECT MENTAL HEALTH AT THE WORKPLACE

-  High levels of stress and pressure due to excessive workload
-  Lack of balance between work and personal life
-  Fear of job loss or instability
-  Inadequate communication within the workplace
-  Insufficient support from supervisors or colleagues
-  Bullying, harassment, discrimination, or a negative workplace culture
-  Unclear job expectations or responsibilities
-  Not feeling valued or recognized for one's contributions
-  Uncomfortable or unsafe work conditions
-  Lack of opportunities for growth, advancement, or learning
-  Dissatisfaction about salary or long extended working hours
-  Irregular shifts and work schedules



# An Analysis of Employee Resource Groups

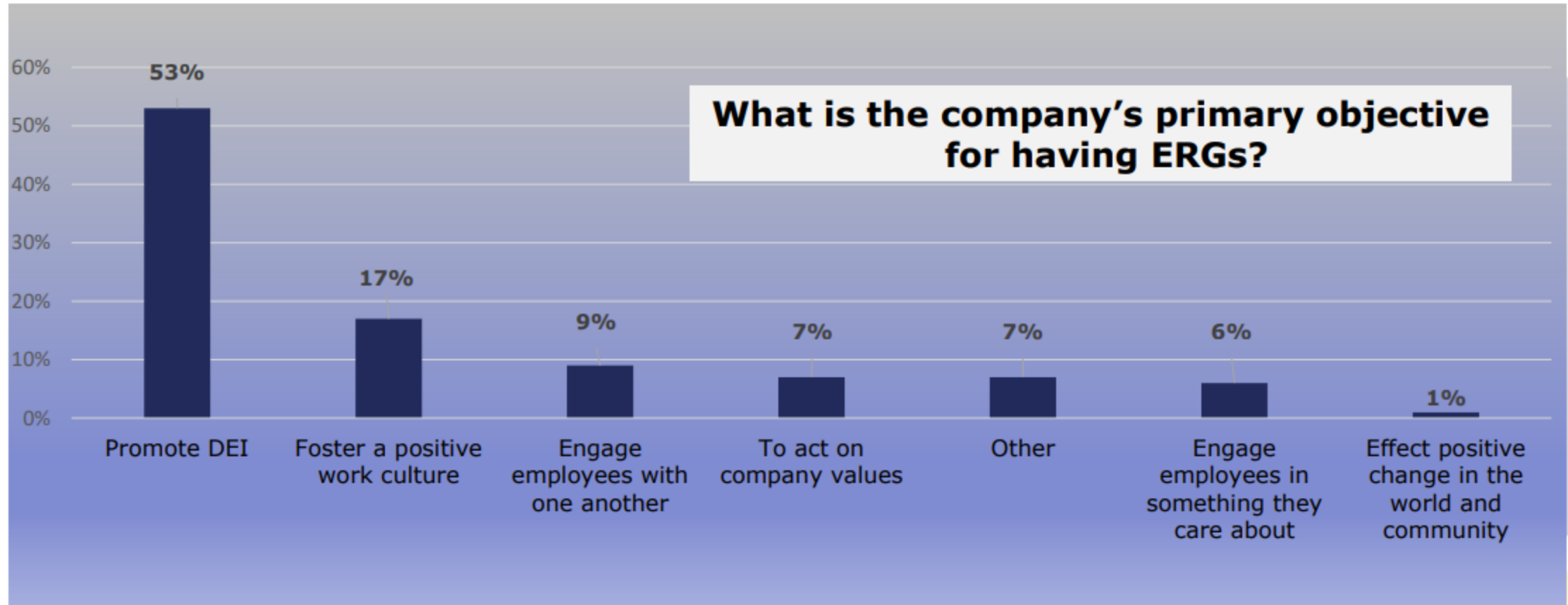
Summer/Fall 2021



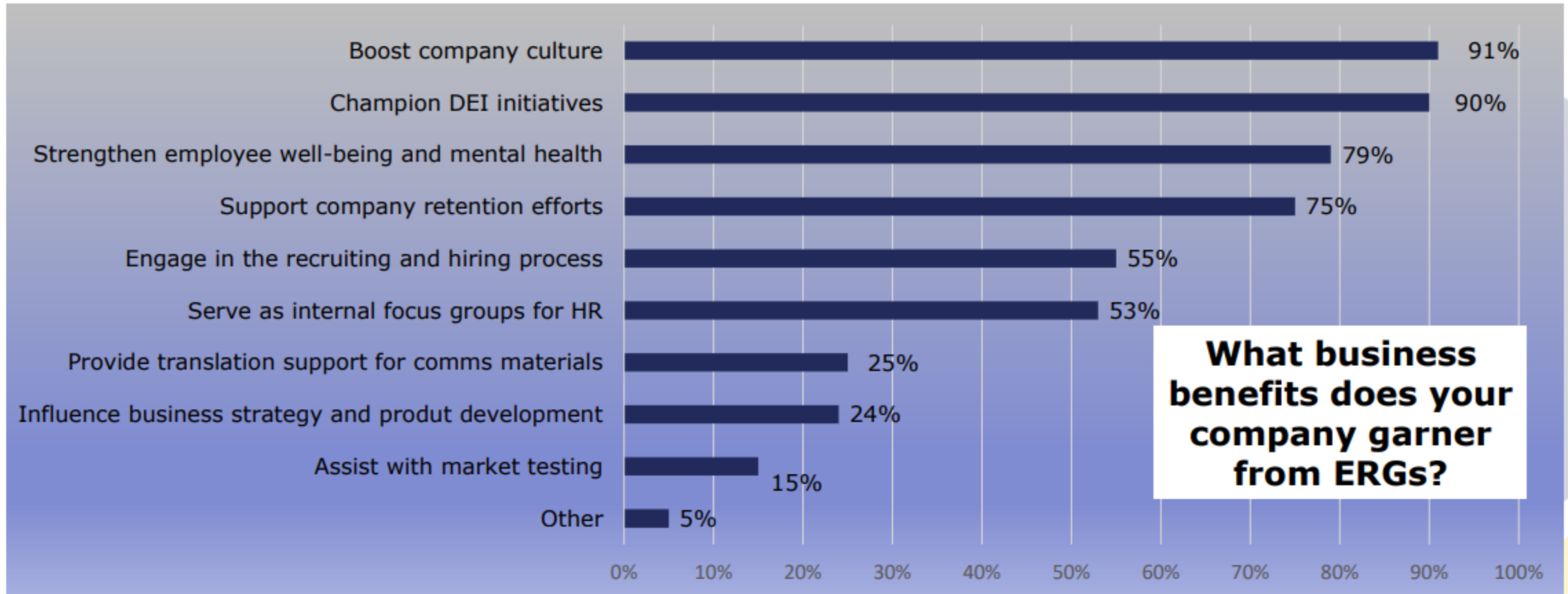
Survey sponsored by [salesforce.org](https://www.salesforce.org)



# The primary objective of ERGs is to promote DEI and employee engagement.

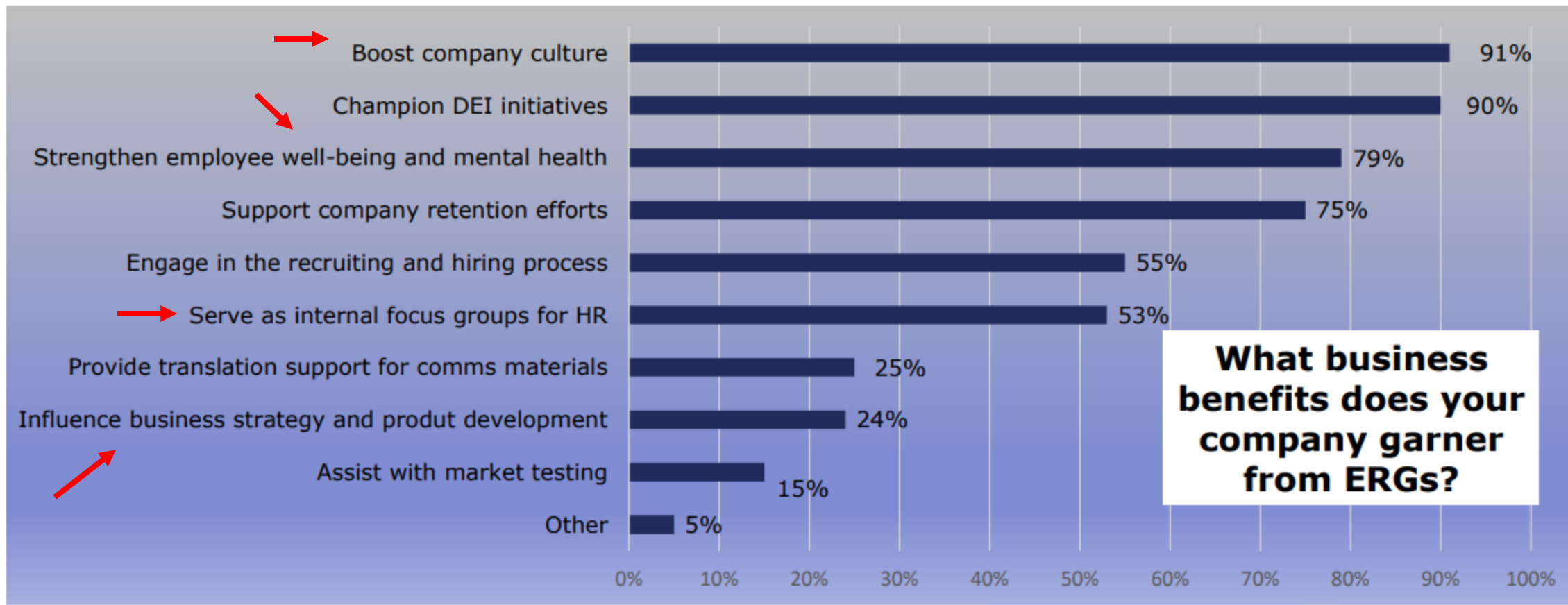


# ERGs achieve several business benefits around corporate culture, employee well-being, and DEI.



**What business benefits does your company garner from ERGs?**

# ERGs achieve several business benefits around corporate culture, employee well-being, and DEI.



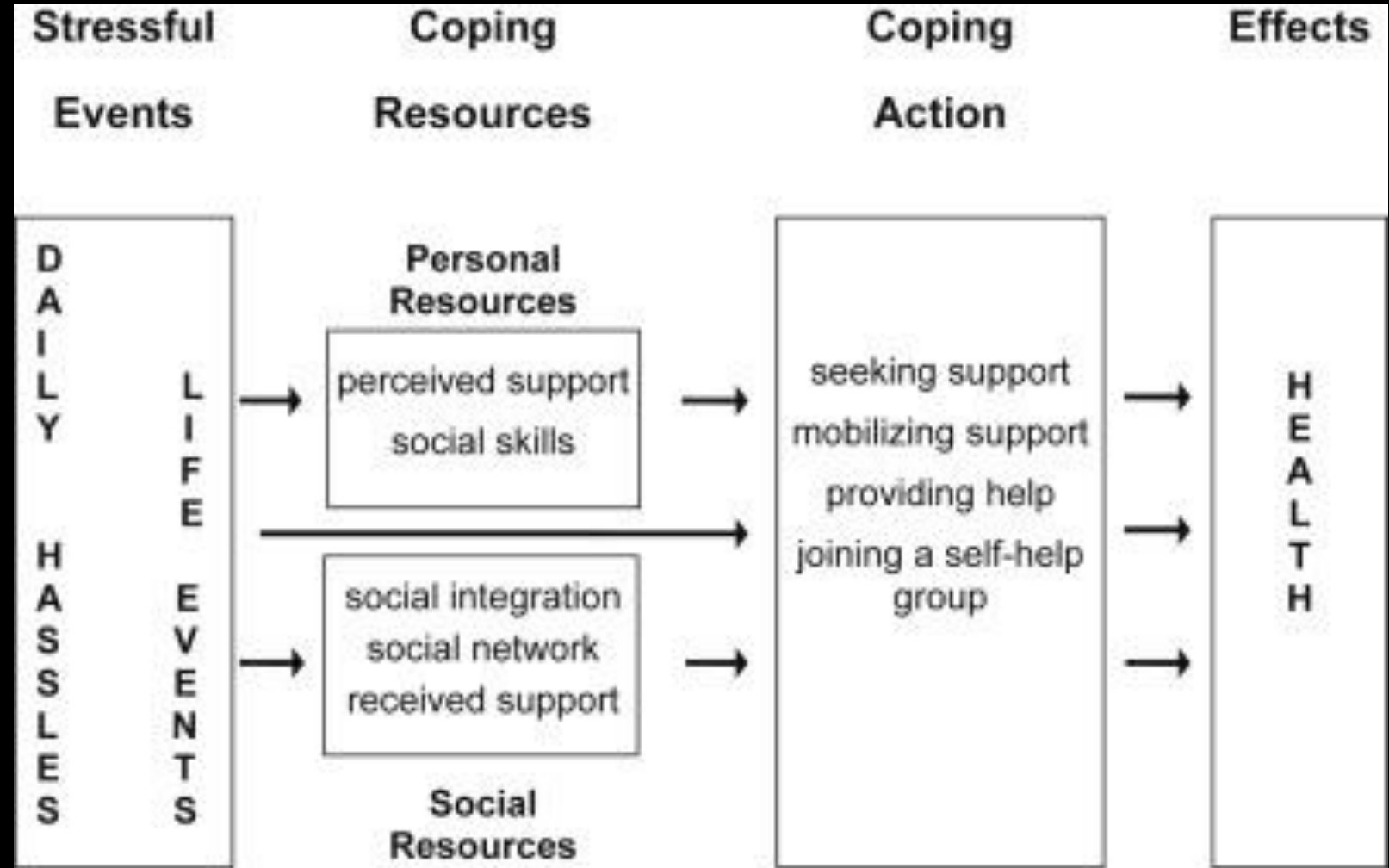
# ERG Maturity Model

## An Example

Ensuring the EAP and wellness programs incorporate culturally competent standards in their work with your fellow employees and dependents.



# The Magic of ERGs



# MENTAL HEALTH AT WORK



# How Mental Health Affects Business and Employees



**Performance &  
Productivity**



**Engagement in  
Work Activities**



**Communication  
With Others**



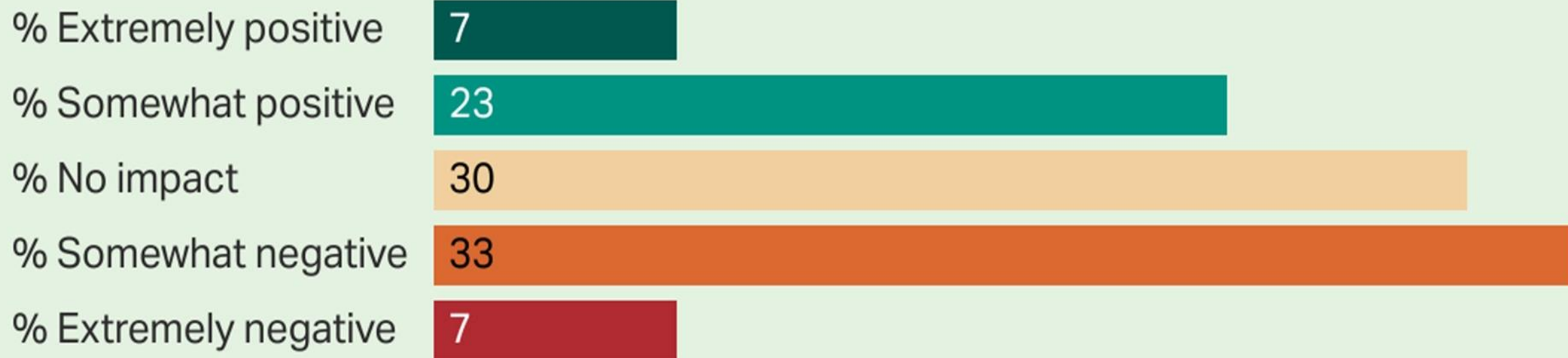
**Physical  
Capabilities**



**Daily  
Functioning**

# Impact of Job on Mental Health for American Workers

Over the last six months, what type of impact has your job had on your mental health?



GALLUP PANEL, AUG. 23-SEPT. 7, 2022

GALLUP®



What's the equivalent to working out or going to the gym for mental fitness?

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# HOW TO IMPROVE YOUR MENTAL FITNESS

Mental fitness refers to the ability to perform at one's best in any given situation. To Improve your mental fitness:



## Get Regular Exercise:

Exercise can improve mental fitness by reducing stress and anxiety, and by improving self-esteem.



## Get Enough Sleep:

Sleep is important for overall wellbeing, as it promotes brain health and improves cognitive function.



## Eat a Healthy Diet:

Eating a healthy diet improves overall wellbeing by reducing stress.



## Take Breaks:

In moments of stress, taking a few minutes to yourself can help you relax and rejuvenate.



## Practice Relaxation Techniques:

Relaxation techniques like yoga, meditation, and deep breathing can reduce stress.



## Connect with Others:

Spending time with friends and family can reduce stress and promote positive emotions.

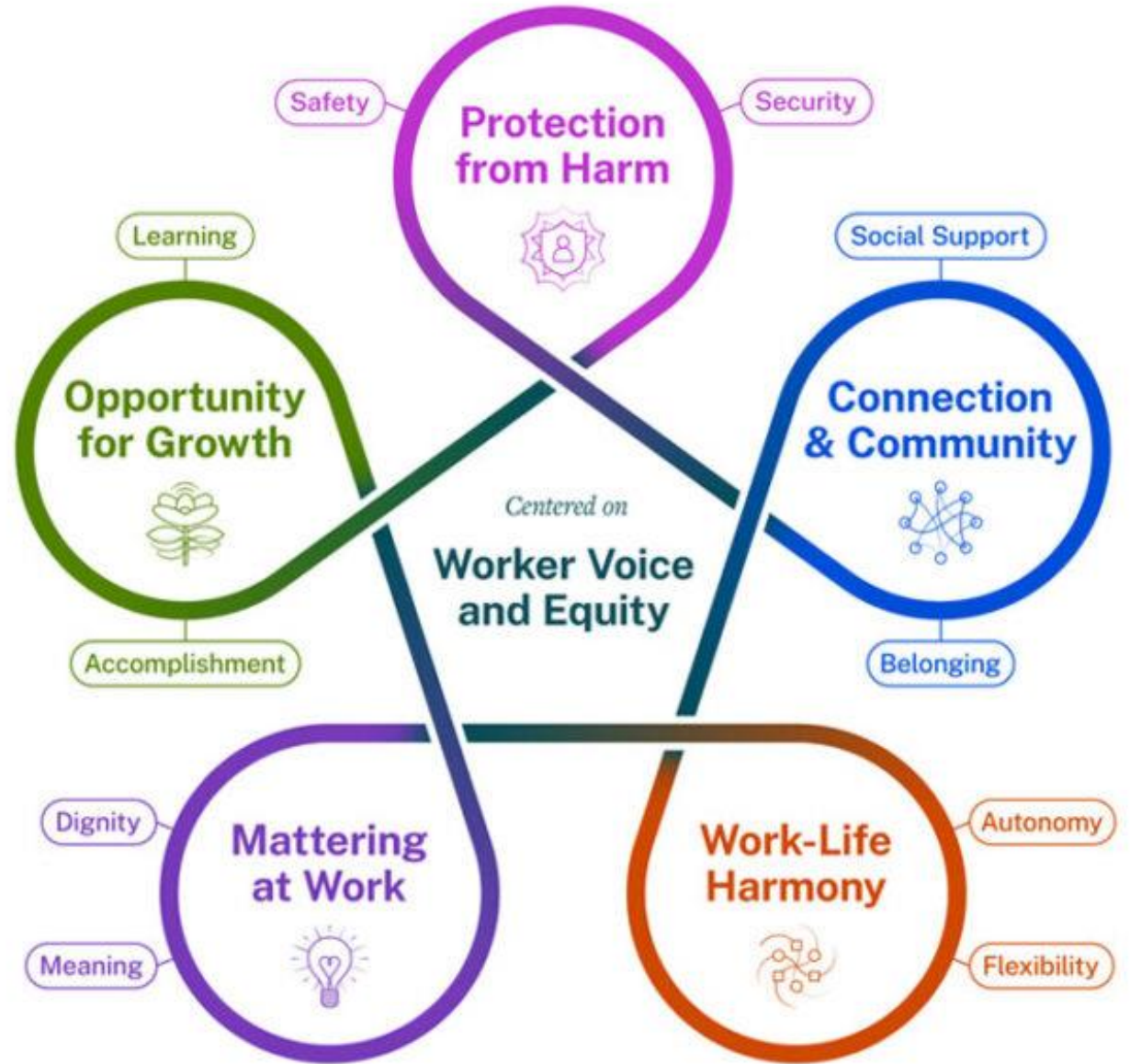


What can I do  
@ work to  
promote my  
mental well-  
being?

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# Five Essentials for Workplace Mental Health & Well-Being



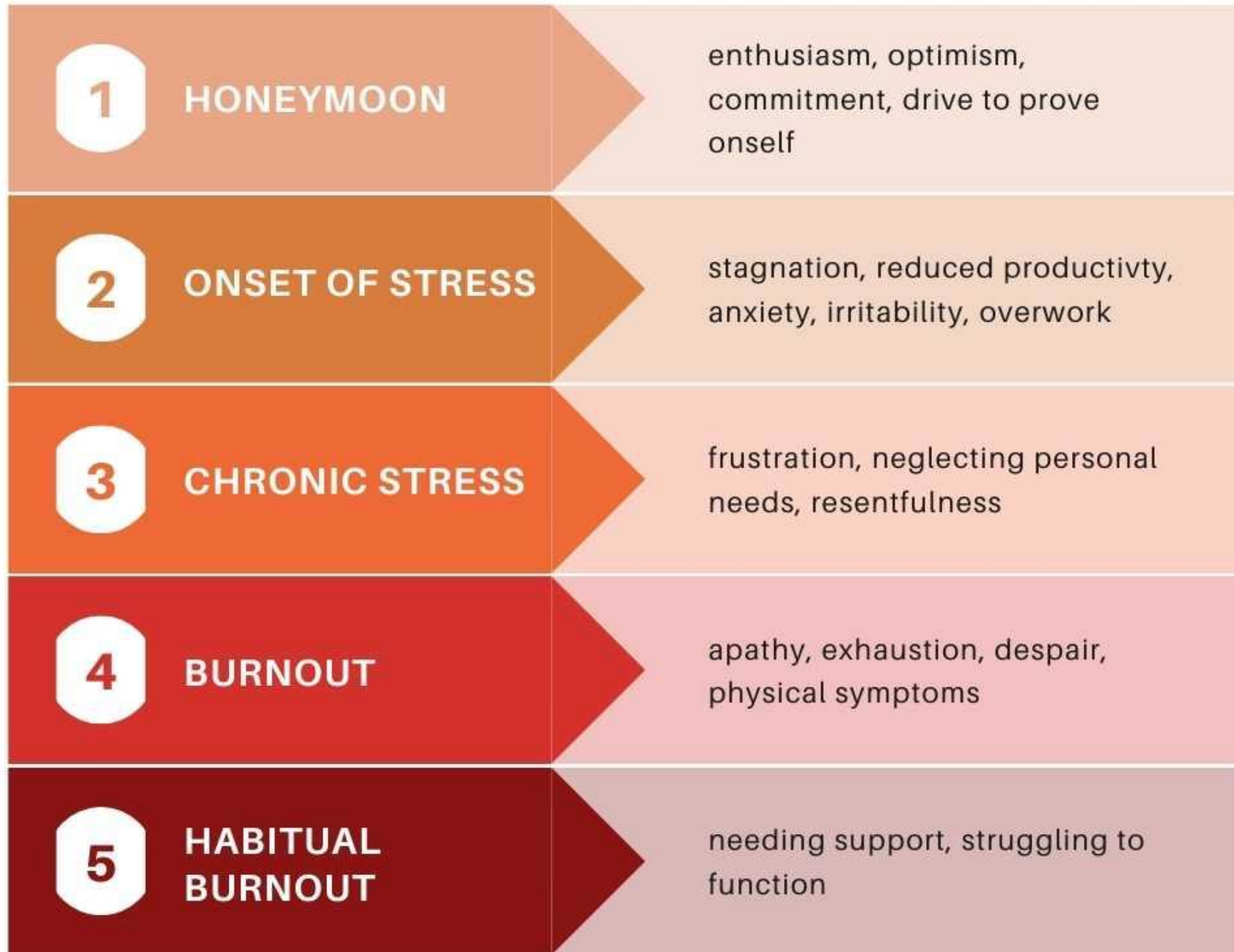
Office of the  
U.S. Surgeon General

Are you  
burning  
out?

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# 5 stages of burnout



**Progress**



**Purpose**



**Belonging**



**Thrive**

**Burnout**

Exhaustion  
and  
tiredness

Cynicism  
and  
negativity

Reduced  
efficacy

Resilience is having a good working stress release tap on your bucket.

If the tap is not working the bucket will over fill and problems will develop





# Four Powerful Questions

A decorative white torn paper effect runs horizontally across the bottom of the slide, with irregular, jagged edges that create a layered, textured appearance against the black background.



What's  
the worst  
thing that  
could happen?





How can I cope with this?

What have I done in the past to constructively deal with tough situations and/or people?

How can I  
recover if the  
worst indeed  
does  
happen?



# *Resiliency*



*When you bend with the wind but  
don't break in the storm.*

For all you are  
For all you do  
Thank You