



Young Workers and Mental Health: What Employers Need to Know



1 888 730 7821 (Toll free Ontario)
workplacesafetynorth.ca



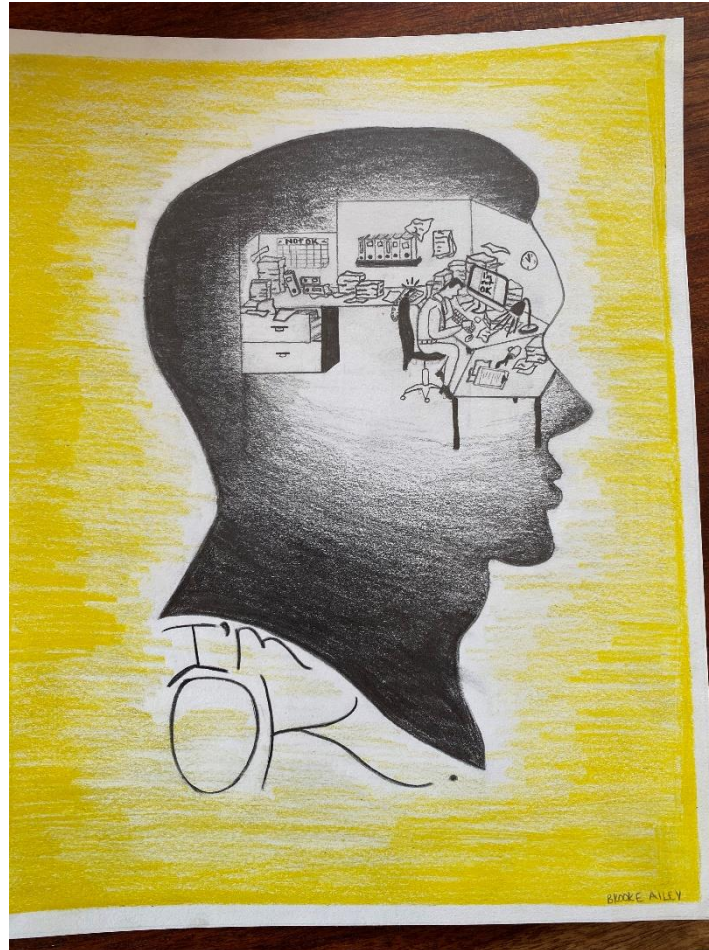
A special addition to this session



Anxiety and Covid-19

- <https://pulse.seattlechildrens.org/helping-children-and-teens-cope-with-anxiety-covid-19/>
- Get your facts from a credible source
- Ask your teen if they have fears
- Watch for changes in behaviour
- Limit media coverage
- Help them face anxiety
- Take care of yourself, if you have anxiety, they will sense it
- Encourage interaction with friends and family via face time etc.
- Encourage helping others

Student artwork challenge 2020: 'Have that safety conversation' mental health

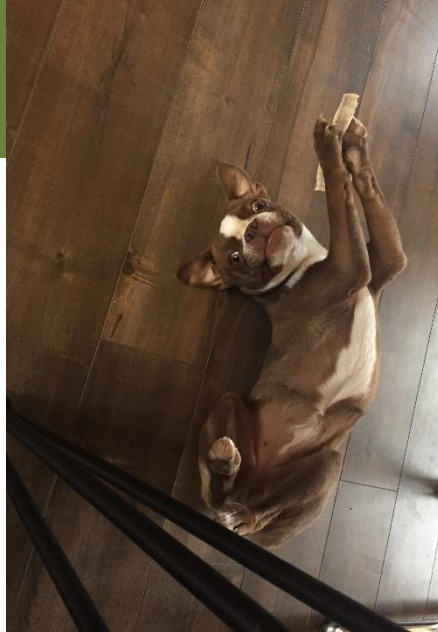


This music reduces anxiety by 65 percent

- <https://www.inc.com/melanie-curtin/neuroscience-says-listening-to-this-one-song-reduces-anxiety-by-up-to-65-percent.html>

All conversations should be natural





Who am I?

Three words, different meanings

- Mental Health
- Mental Illness
- Mental Harm



Activity: True or False

A person who has one or both parents with mental illness is more likely to develop mental illness.

True

True: Mental illness can be hereditary. For example, the rate of schizophrenia in the general population is one per cent. This rate rises to eight per cent if one parent has the disorder and to 37–46 per cent if both parents have it. One in 10 people in the general population has experienced depression, compared to one in four for people whose parents have experienced depression.

Activity: True or False

Mental illness tends to begin during adolescence.

True

True: The first episode of a mental illness often occurs between the ages of 15 and 30 years. Experts suggest that 70% of mental health challenges begin in childhood or early Youth.

Activity: True or False

People with mental illness never get better.

False

False: With the right kind of help, many people with a mental illness do recover and go on to lead healthy, productive and satisfying lives. While the illness may not go away, the symptoms associated with it can be controlled. This usually allows the person to regain normal functioning. Medication, counselling and psychosocial rehabilitation are treatment options that can help people recover from mental illness.

Activity: True or False

Mental illness can be cured with willpower.

False

False: Mental illness is associated with chemical imbalances in the brain and requires a comprehensive treatment plan.

Close your eyes....

Think of September 11, 2001

Where are you?

What are you doing?

What happened?



Online versus real-life



Online versus real-life



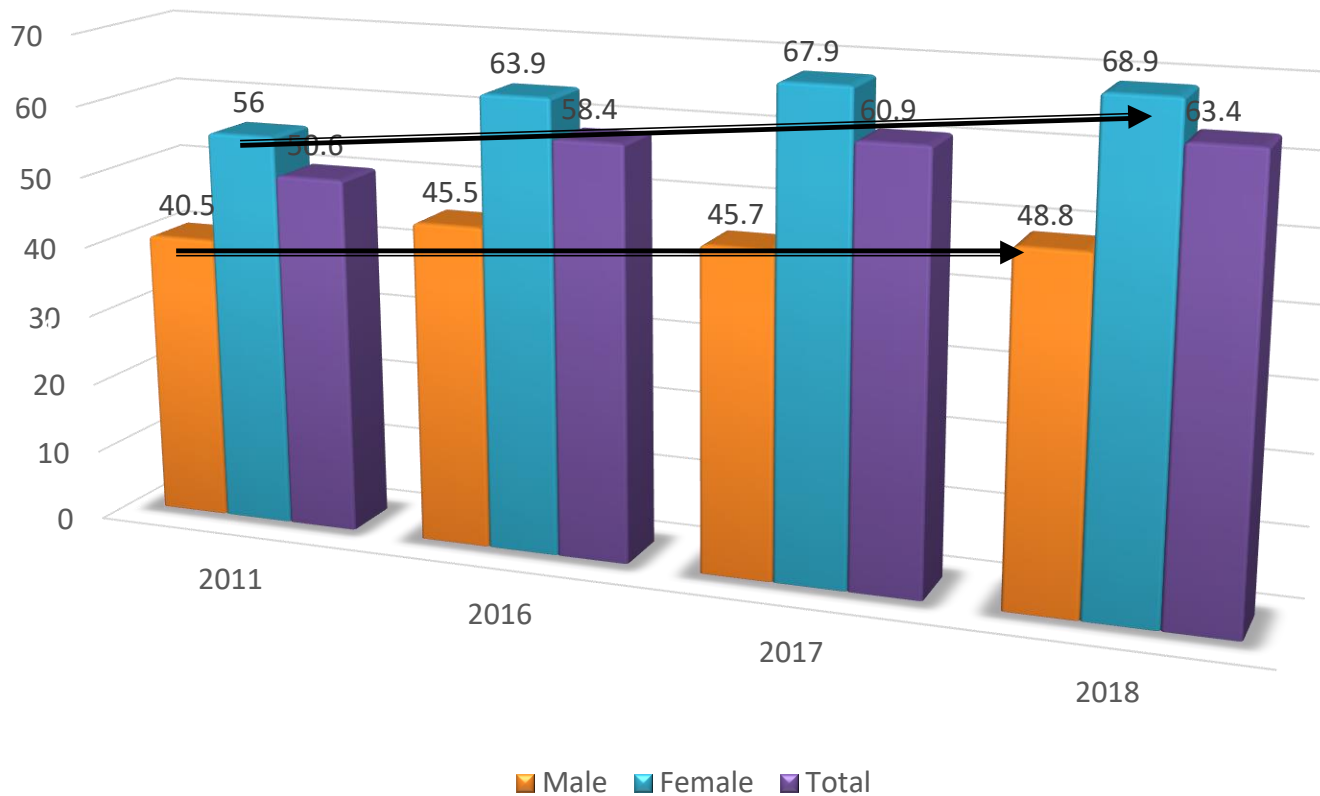
Did you know... It can take up to ten “bad” pictures to get one “Instagram-worthy pic”.

National Institute of Mental Health

Anxiety is the most common mental health disorder, affecting 1/3 of adolescents and adults. It is often accompanied with depression.

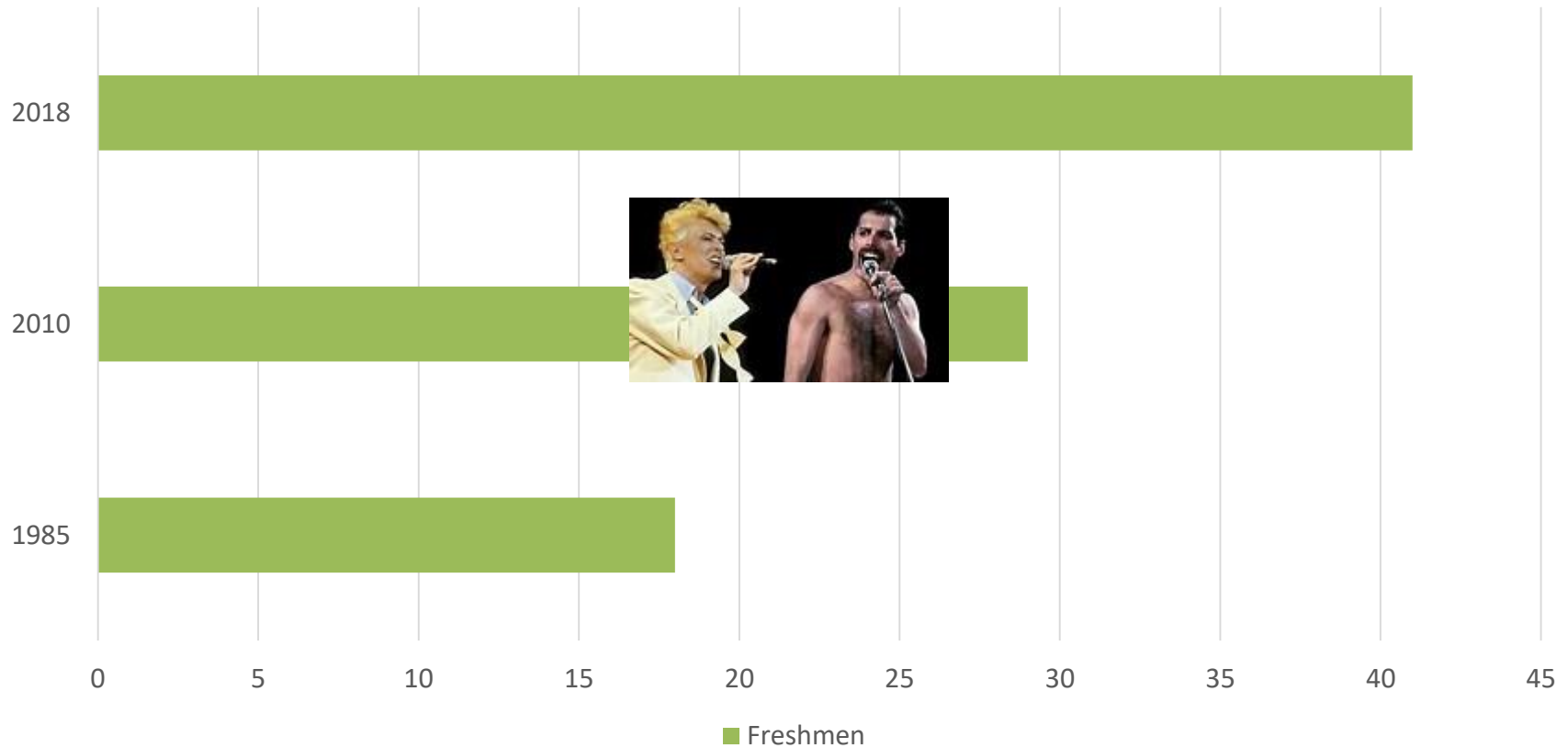
American College Health Association

Students who felt overwhelming anxiety



UCLA began asking college freshmen...

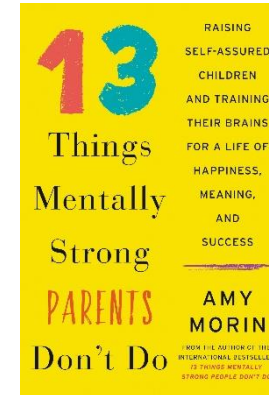
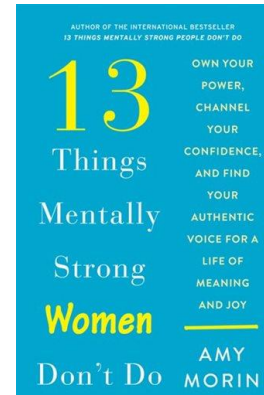
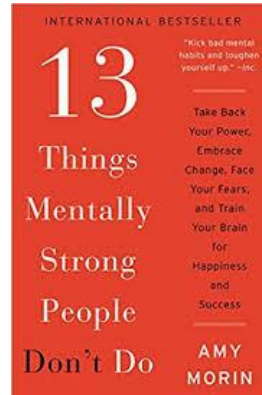
“...if they felt overwhelmed by what they had to do?”



The Rise of Anxiety



Amy Morin, LCSW
(Licensed Clinical Social Worker
and author)



Published the article *“10 Reasons
Teens Have So Much Anxiety Today”*

“I agree that anxiety is a widespread issue among adolescents. It’s the most common reason people of all ages enter my therapy office”
Amy Morin

10 Reasons Teen Have So Much Anxiety Today



Electronic =
unhealthy escape



Happiness is all the
Rage



Unrealistic praise



The Rat Race



No emotional skills

10 Reasons Teen Have So Much Anxiety Today



Not always a guide



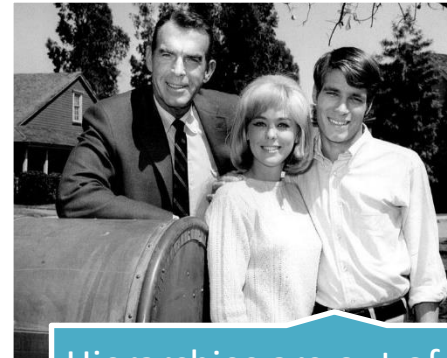
Not facing fears



Parenting out of guilt



Not enough time to play



Hierarchies are out of whack

The Rise of the iPhone



On June 29, 2007, the first iPhone went on sale, putting information in the palm of our hands. This changed the world and how we communicate.



Imagine this...

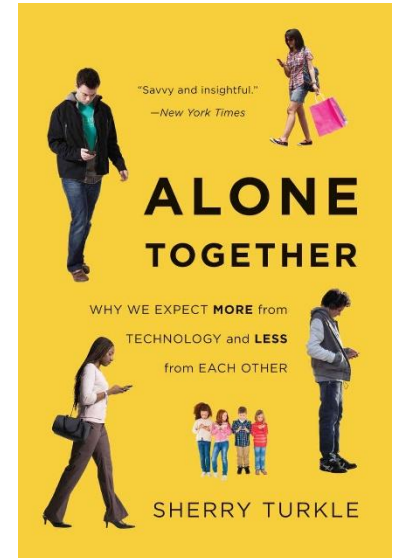


Alone Together



Sherry Turkle, PH.D. in Sociology and Personality Psychology, and author of *Alone Together*

“Technology doesn’t just do things for us. It does things to us, changing not just what we do but who we are.”
Sherry Turkle



Turkle explores how technology is changing the way we communicate and raises concerns about genuine, organic social interactions becoming degraded through constant exposure to artificial intelligence.

It's not normal to...

- Text instead of call
- Share vacation pics vs. getting together

It's convenient but it cuts out on the social interaction that we crave.

There are approximately 500 million Facebook users.

“Facebook: the more you use, the less happy you are. But feeling unhappy didn’t lead to more Facebook use, which suggests that Facebook is causing the unhappiness.”

2013, Ethan Kross et al.

So what can an employer do? Stop hiring?



What causes your anxiety and looking at solutions?

TASK/SITUATION	SOLUTION
Closing store alone, increases my anxiety	Young worker doesn't close store, or new policy is two people close
Talking to a lot of people is very uncomfortable for me	Work in a warehouse, rather than up front with people
Being in a classroom and having tests increases my anxiety	One-on-one training, with a mentor
Sometimes my heart just races and I can hardly breathe	You know, once we get your breathing normal, I will bring you home so your parents can help you get some medical care

What does that look like?



- No bullying
- No harassment
- No derogatory language
- Staff are educated about mental health
- Staff are comfortable in telling someone that the language or actions that they are taking, are not acceptable
- Standing up for others
- Open and trustful workplace

Prunes and Resiliency



Socrates triple filter test



- Is it true, do you know it to be true?
- Is what you're going to say good or kind?
- Is what you have to say going to be helpful?

Resources

- www.workplacesafeynorth.ca
- www.letstalkbell.ca
- www.cmha.ca
- www.camh.ca
- www.heretohelpbc.ca
- www.jack.org
- www.mentalhealthwork.ca
- www.mentalhealthcomission.ca
- www.mindyourmind.ca
- www.workplacestrategiesformentalhealth.com

Questions or want to explore the topic?

WSN is proud to offer the services of two CMHA Certified Psychological Health and Safety Advisors:

Elisha Malette

Health and Safety Specialist

ElishaMalette@workplacesafetynorth.ca

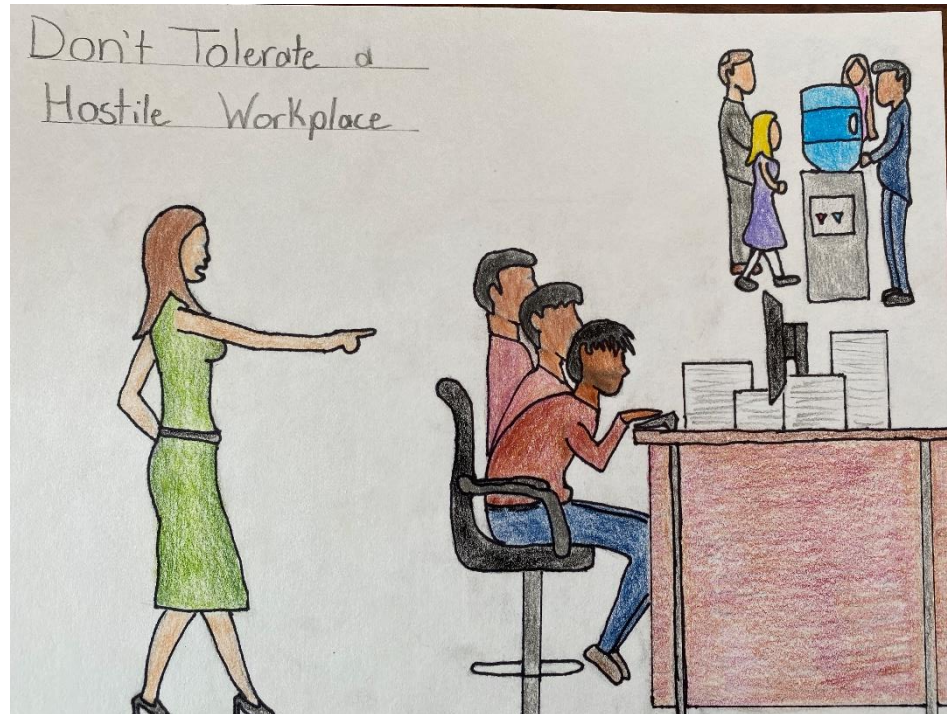


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Thank you

Thank you for helping make workplaces safer.

Contact

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