

Dr. Rikki Turner

Supervising with a mental health
mindset

Introduction

Icebreaker

Understanding Mental Health
Myths versus Facts

Lessons from the Pandemic
Reflections

Co-creating the Ideal Supervisor
Case Study

Practical Strategies and Action Plan
Action Plan Development

Conclusion and Wrap Up



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Learning Objectives

Integrate mental health awareness into higher education leadership



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Integrate mental health awareness into higher education leadership

Apply mental health strategies to business administration in academic settings.



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Integrate mental health awareness into higher education leadership

Apply mental health strategies to business administration in academic settings.

Facilitate a positive workplace culture with a mental health mindset

Icebreaker



Who wins worst supervisor?



Understanding Mental Health

The ice cream bike just showed up and you get to pick what you want:

- A. Spongebob
- B. Dreamsicle / Push Up
- C. Fudge Bar
- D. Ice Cream Sandwich
- E. Drumstick
- F. Classic dipped bar



Understanding Mental Health

Right now, I am _____ that I create a mentally positive work environment.

- A. Extremely confident
- B. Somewhat confident
- C. Unsure
- D. Somewhat doubtful
- E. Extremely doubtful



Understanding Mental Health

I know a coworker who has a mental illness (depression, anxiety, PTSD, bipolar, etc).

- A. True
- B. False



Understanding Mental Health

I have a diagnosed mental illness (depression, anxiety, PTSD, bipolar, etc).

- A. True
- B. False



Understanding Mental Health

I have a diagnosed and/or an undiagnosed mental illness (depression, anxiety, PTSD, bipolar, etc).

- A. True
- B. False



Understanding Mental Health

I know someone who has attempted suicide in the past.

- A. True
- B. False



Understanding Mental Health

I know someone who has died by suicide.

- A. True
- B. False



Understanding Mental Health

I have considered suicide at one time in my life.

- A. True
- B. False



Understanding Mental Health

I have considered suicide within the last year.

- A. True
- B. False



Understanding Mental Health

I am currently or have considered suicide within the month.

- A. True
- B. False





Understanding Mental Health in the Workplace

Common mental health
challenges

Understanding Mental Health in the Workplace

Stress and Burnout

Common mental health
challenges

Understanding Mental Health in the Workplace

Common mental health
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Stress and Burnout

Anxiety Disorders

Understanding Mental Health in the Workplace

Common mental health challenges

Stress and Burnout

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Depression

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Common mental health challenges

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Work-Life Imbalance

Understanding Mental Health in the Workplace

Common mental health challenges

Stress and Burnout

Anxiety Disorders

Depression

Work-Life Imbalance

Substance Abuse

Understanding Mental Health in the Workplace

Common mental health challenges

Stress and Burnout

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Substance Abuse

Workplace Bullying

Did you know?



According to the World Health Organization (WHO), depression and anxiety disorders cost the global economy an estimated \$1 trillion per year in lost productivity (and 12 billion working days).

Did you know?



The American Institute of Stress reports that job-related stress is the leading source of stress for American adults, with 80% of workers reporting stress on the job.

Did you know?



The Center for Workplace Mental Health highlights a case study where a company implemented mental health programs and saw a 27% decrease in medical and pharmacy costs, a 34% decrease in disability costs, and a 45% reduction in worker's compensation costs.

Did you know?



The Deloitte report "Mental Health and Employers: Refreshing the Case for Investment" states that for every \$1 invested in mental health at work, employers can expect an average return of \$5 in reduced presenteeism, absenteeism, and staff turnover.



Fact or Myth?

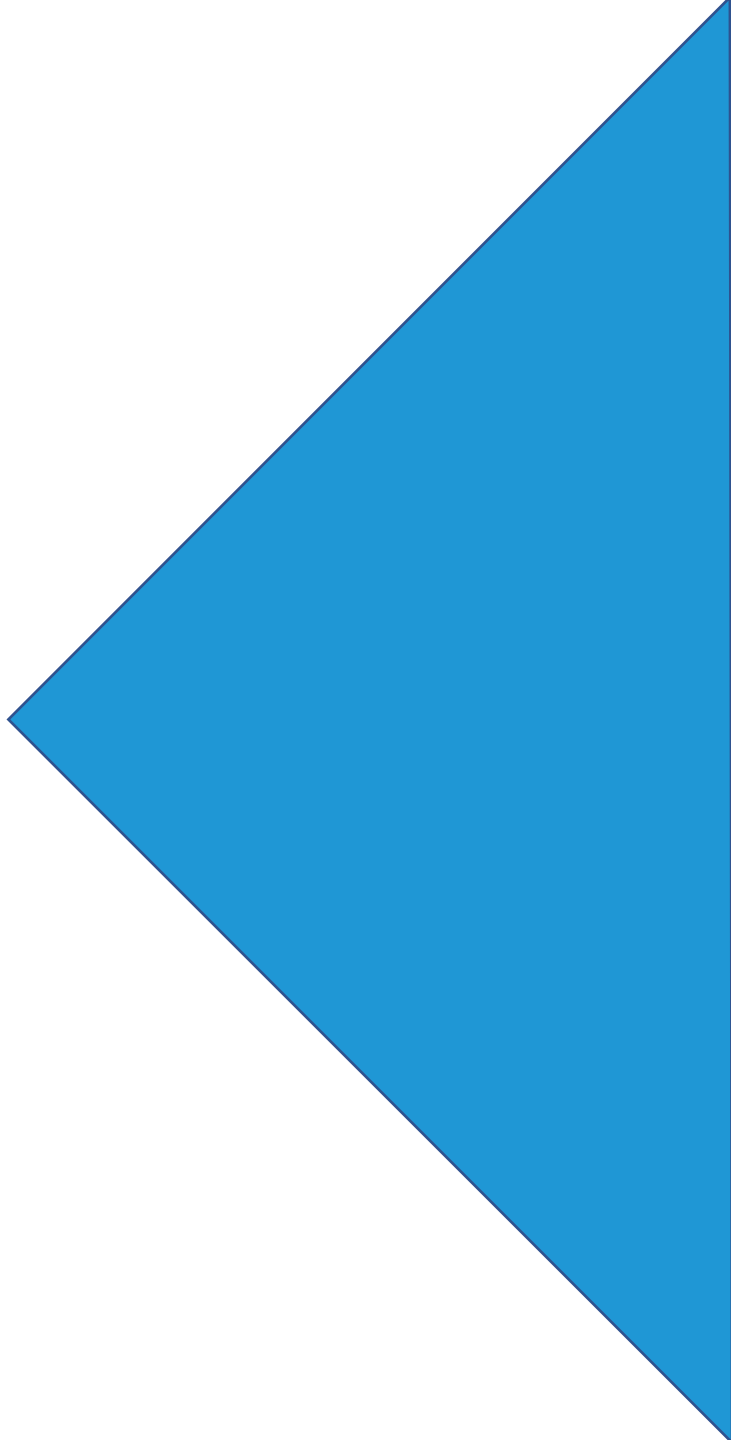
Mental health issues don't affect
productivity





Fact or Myth?

Individuals with mental health challenges can be highly capable and contribute positively to the workplace.





Fact or Myth?

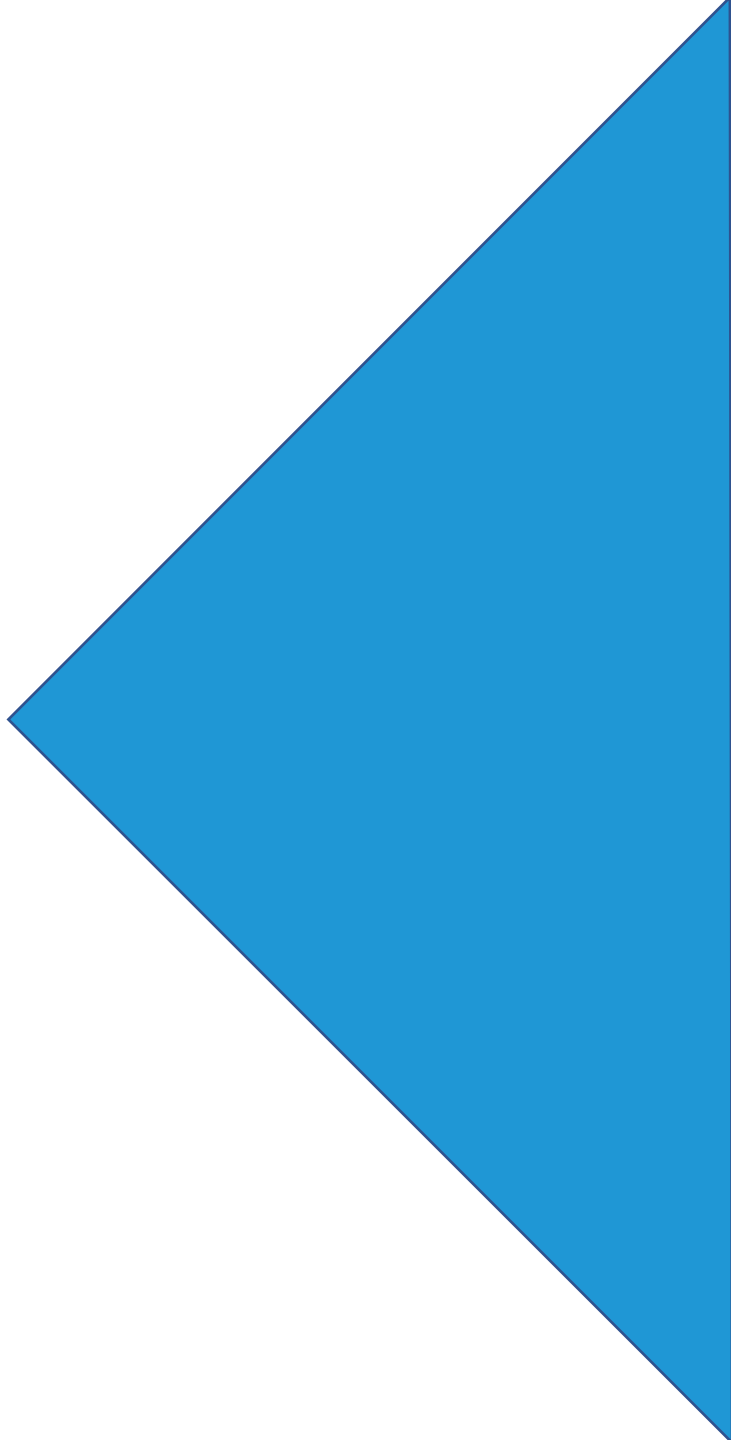
Mental health issues are a personal problem and should be kept outside of work.





Fact or Myth?

Talking about mental health at work is taboo and should be avoided.





Fact or Myth?

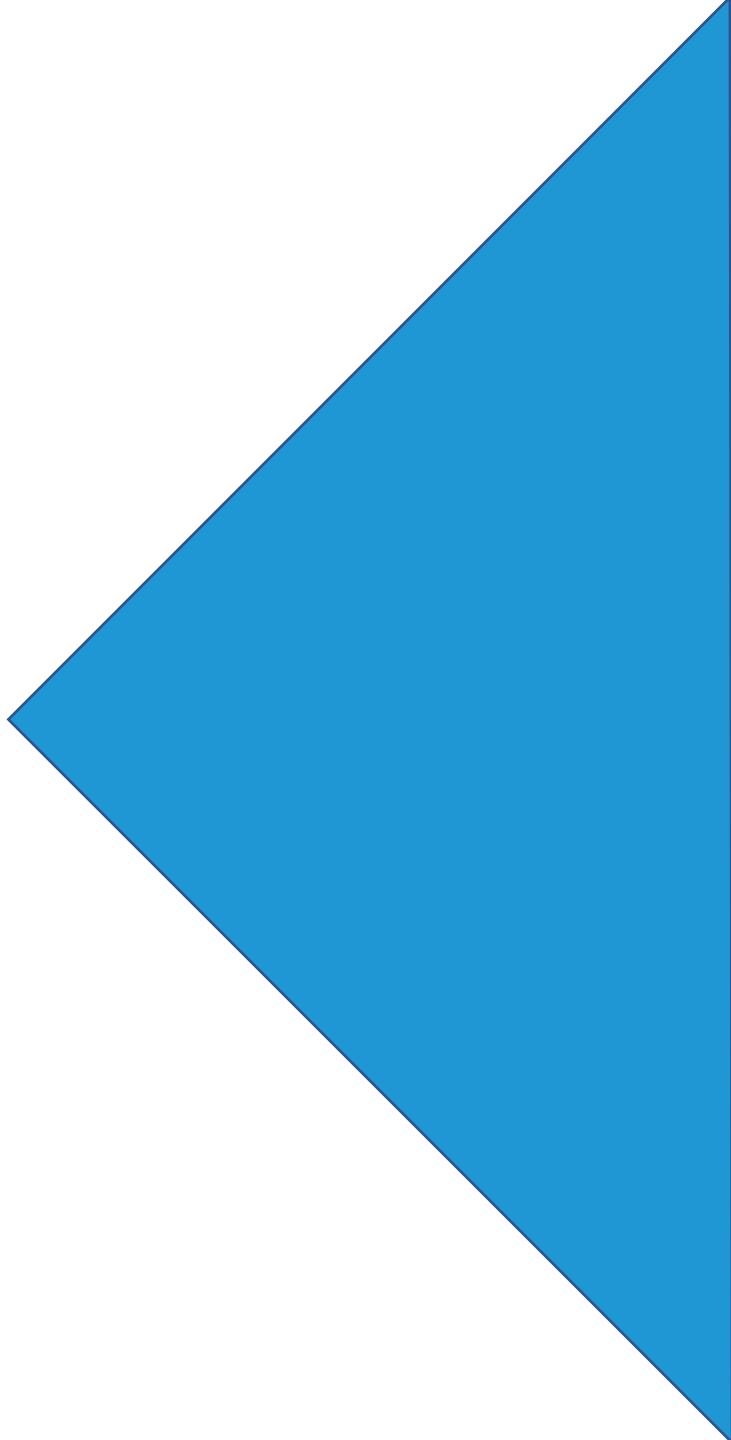
Mental health issues are rare in the workplace.





Fact or Myth?

Providing mental health support in the workplace is costly and time-consuming.



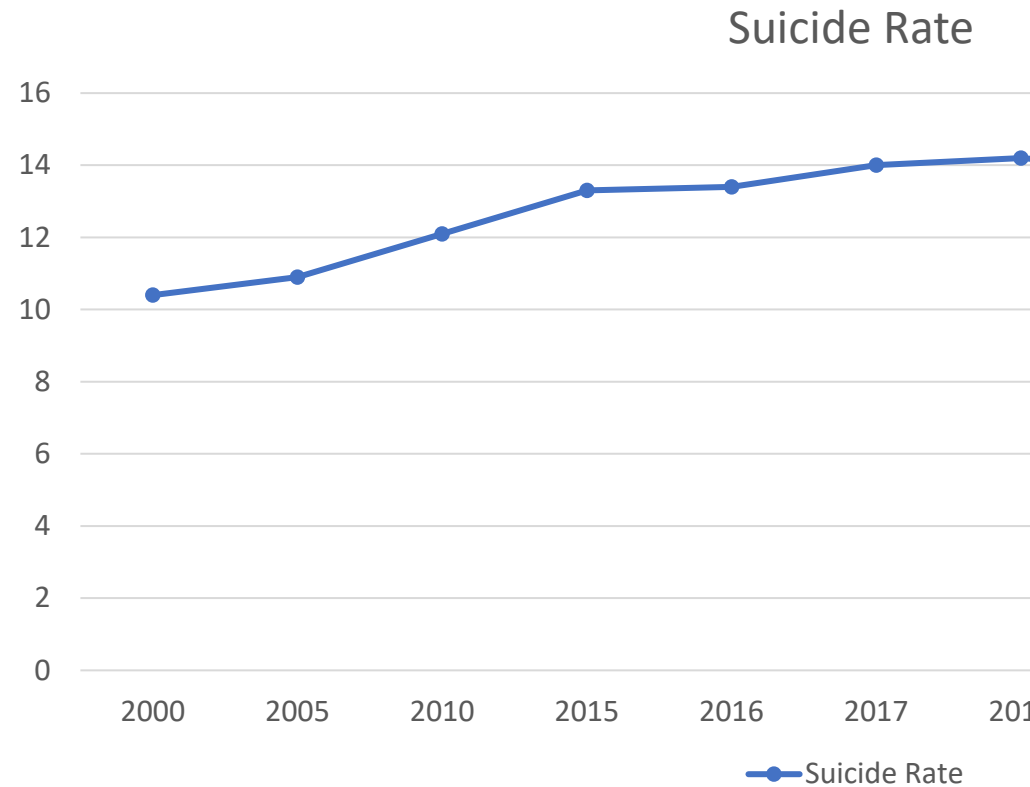


Fact or Myth?

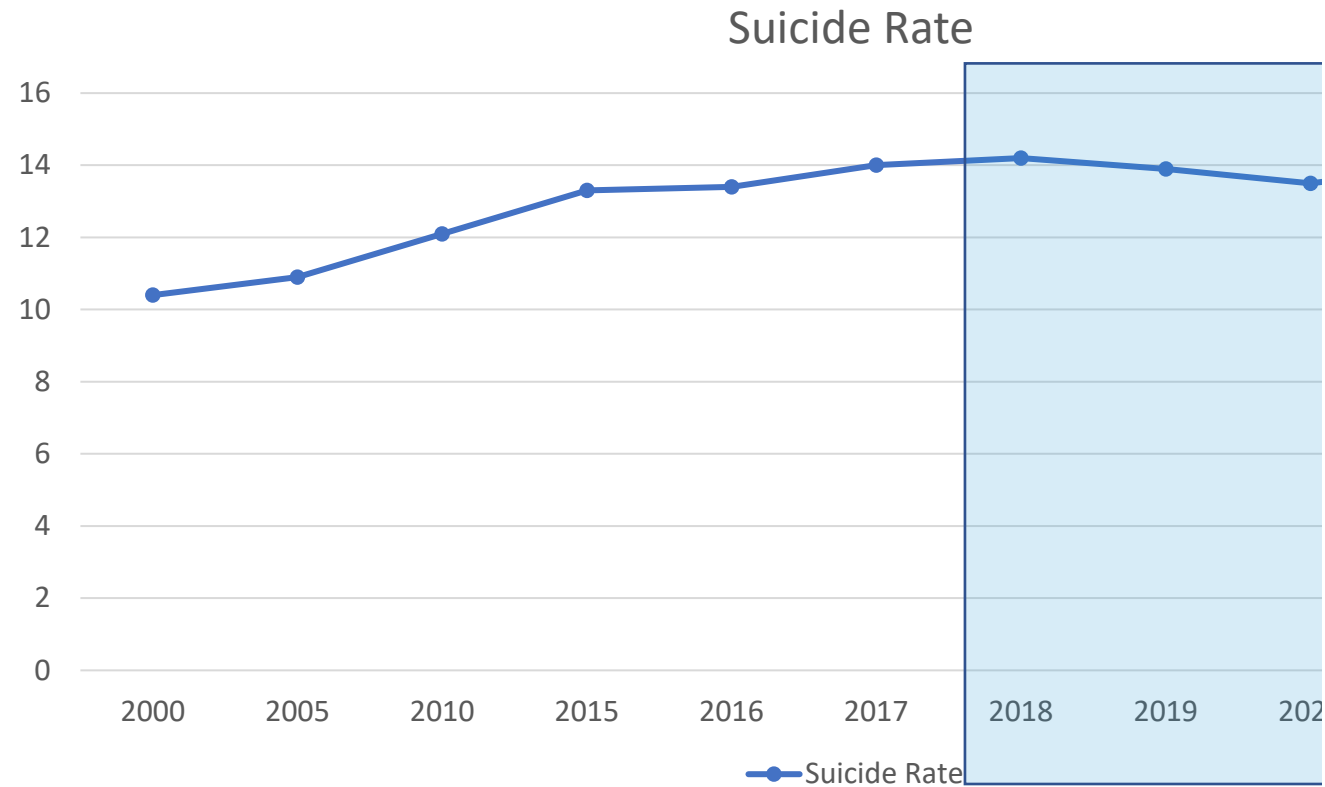
Just as physical accommodations are necessary for employees with disabilities, providing accommodations for mental health conditions is essential for fostering an inclusive work environment.



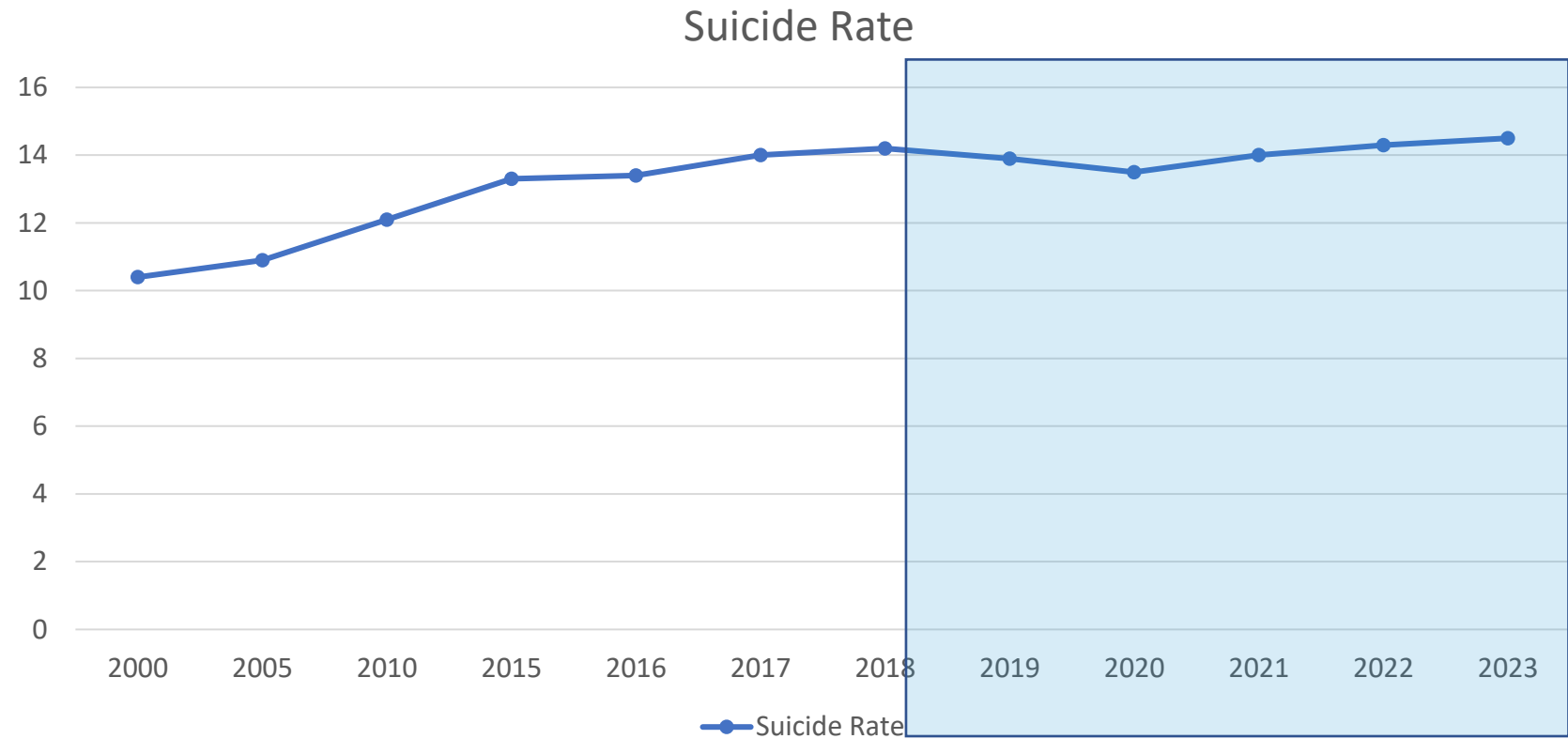
Lessons from the Pandemic



Lessons from the Pandemic



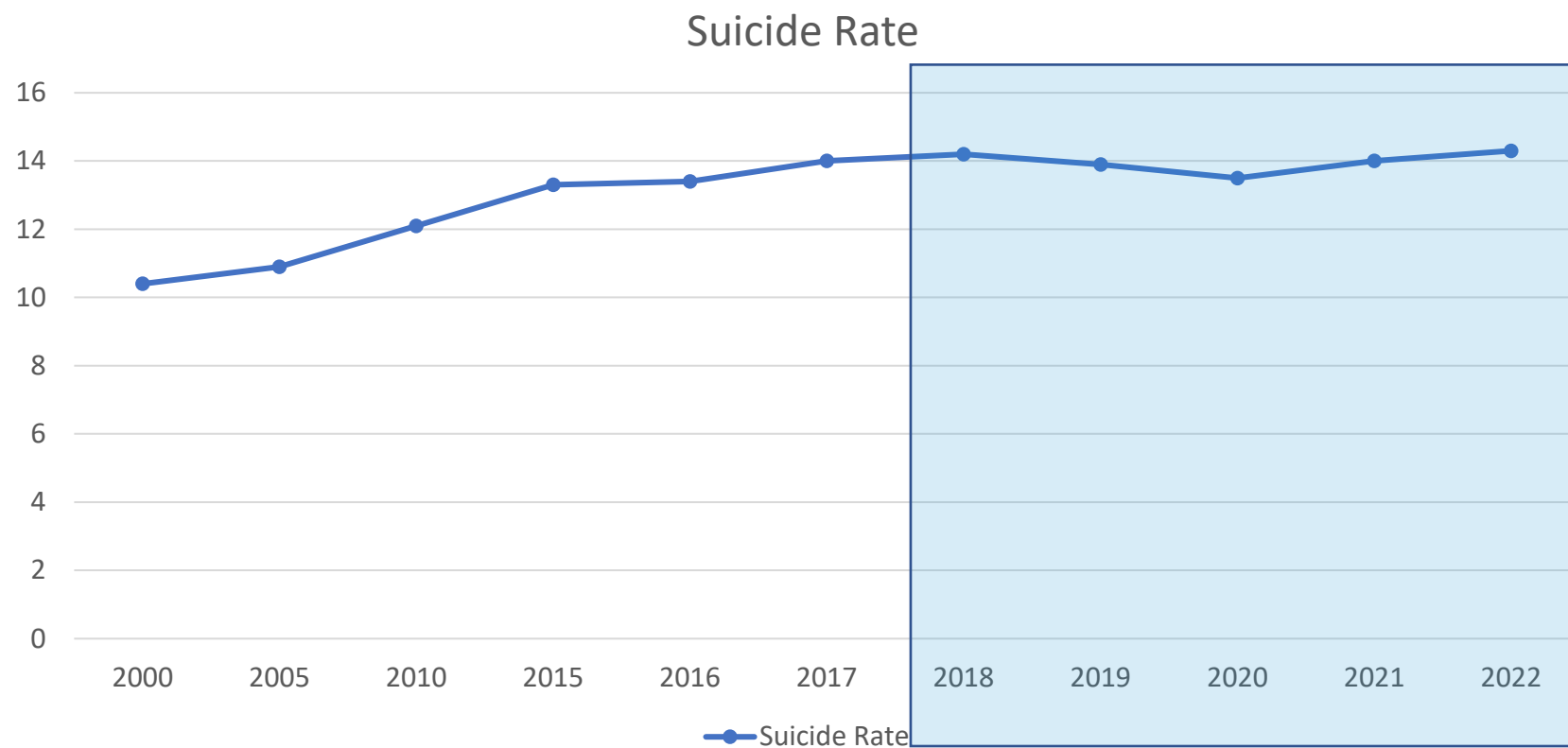
Lessons from the Pandemic





**Calling in sick in
2020:**

Lessons from the Pandemic



Lessons from the Pandemic

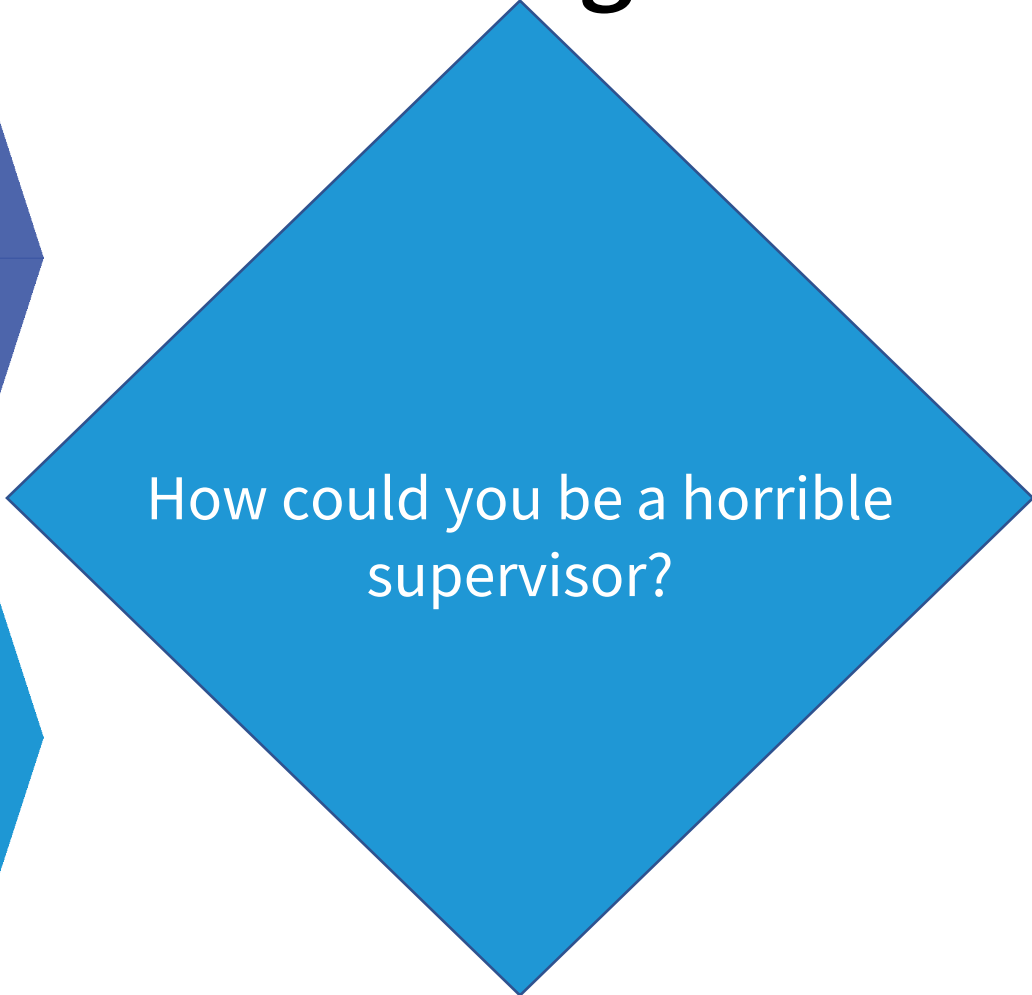
Employees



Supervisors

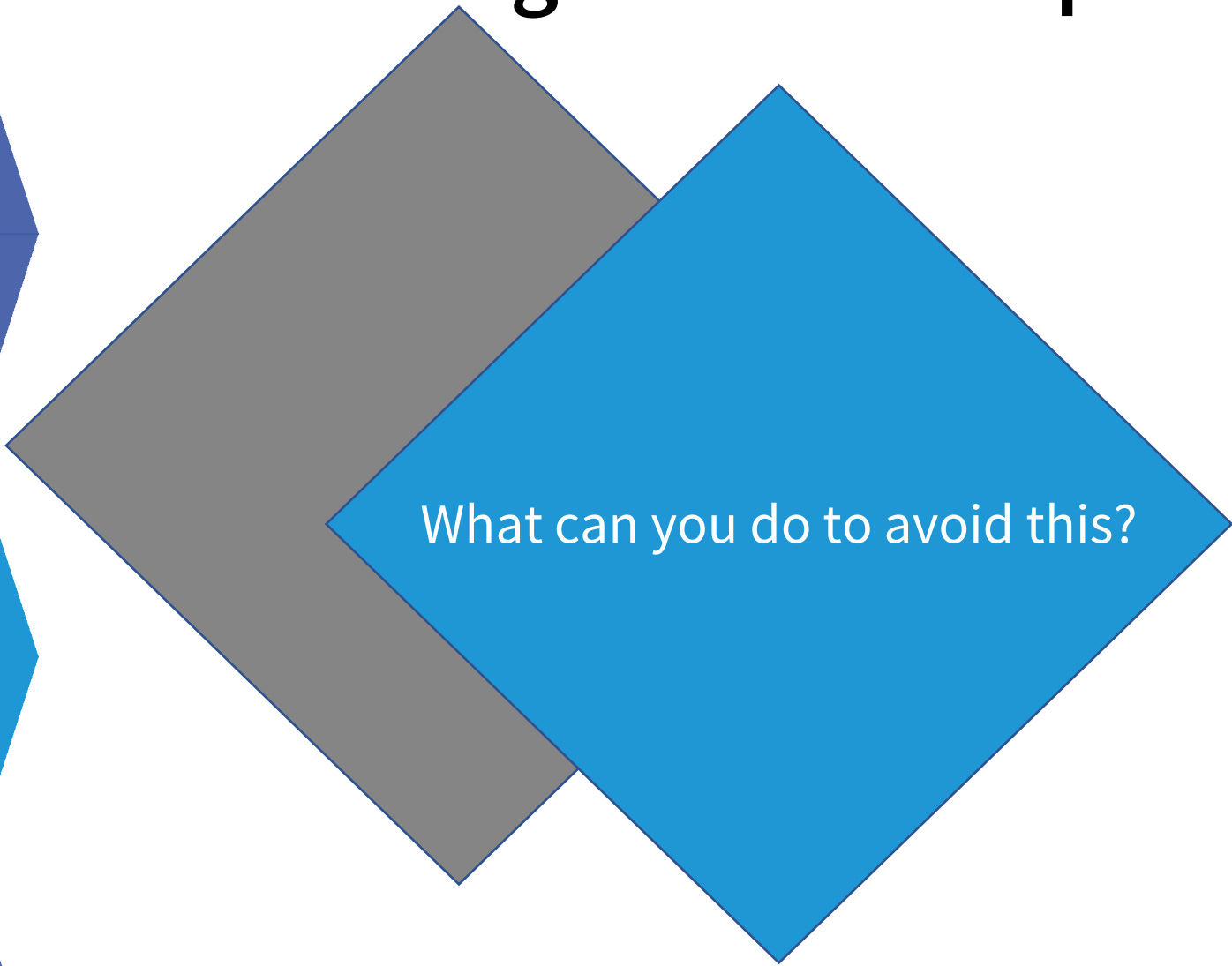


Co-creating the Ideal Supervisor



How could you be a horrible supervisor?

Co-creating the Ideal Supervisor



What can you do to avoid this?

Co-creating the Ideal Supervisor



Case study



Turner College is a reputable institution with a dedicated staff working in various departments, including the Business Administration Department. Recently, there has been a noticeable decline in staff morale and an increase in stress levels due to increased workload and organizational changes. The department head, Michelle, recognizes the need to prioritize staff well-being and create an environment that supports their mental health.

Co-creating the Ideal Supervisor

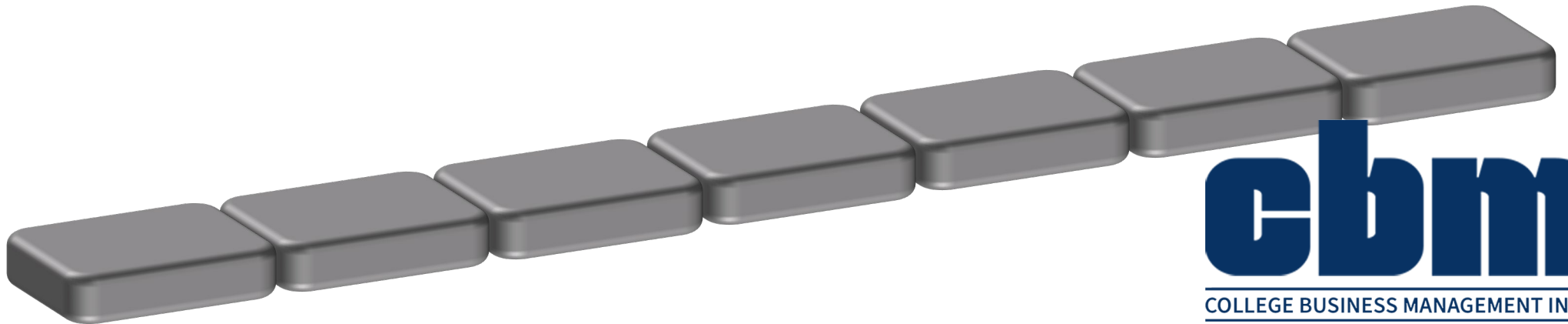


Scenario

John, an experienced administrative assistant in the Business Administration Department, has been exhibiting signs of burnout and decreased job satisfaction. He often appears overwhelmed, makes more errors than usual, and has started taking frequent sick days. Concerned about John's well-being and performance, his supervisor, Michelle, decides to intervene and provide the necessary support.

You are Michelle.

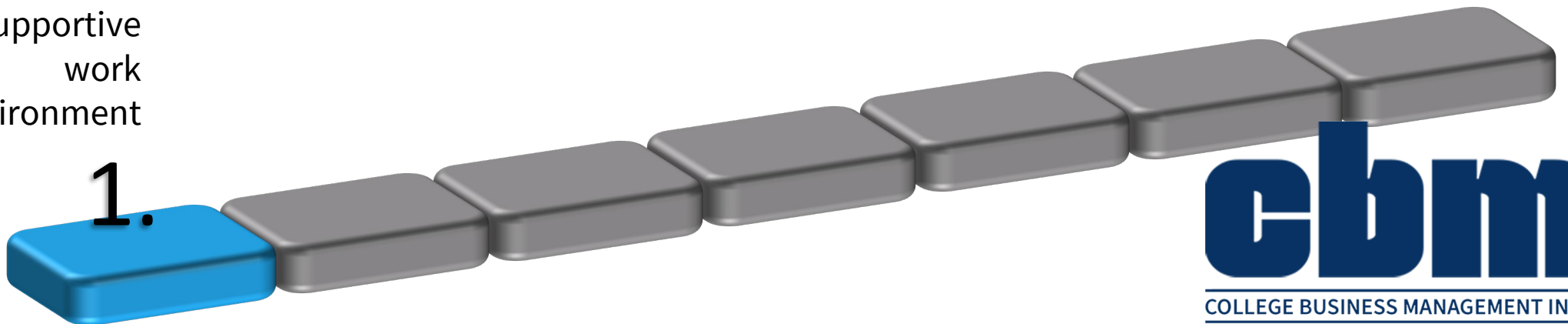
Practical Strategies and Action Plan



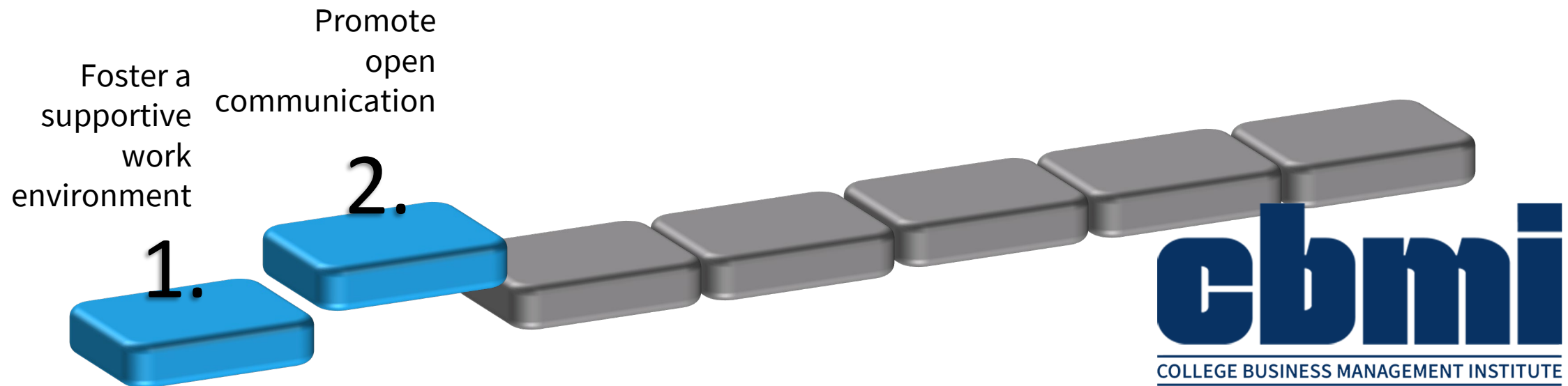
Practical Strategies and Action Plan

Foster a
supportive
work
environment

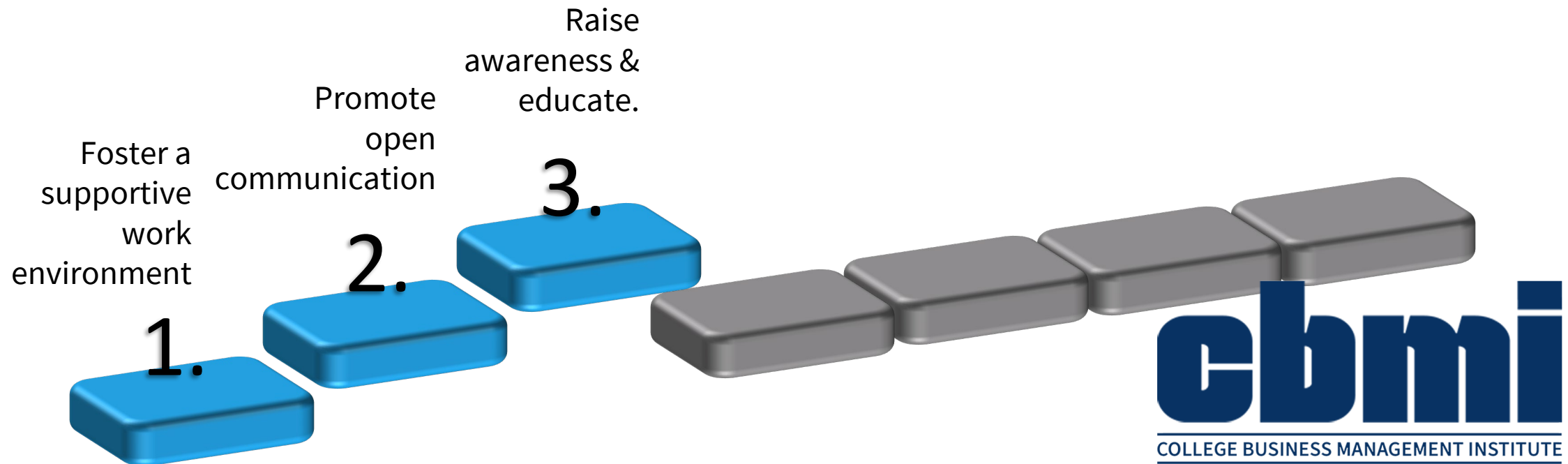
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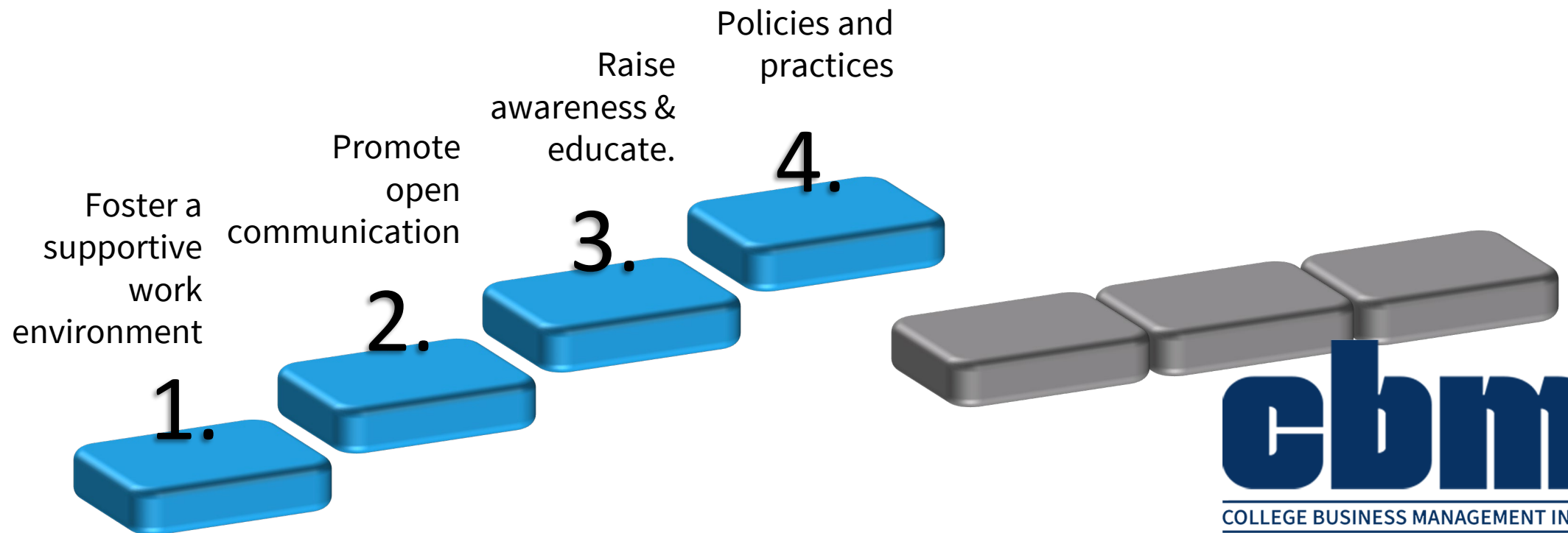
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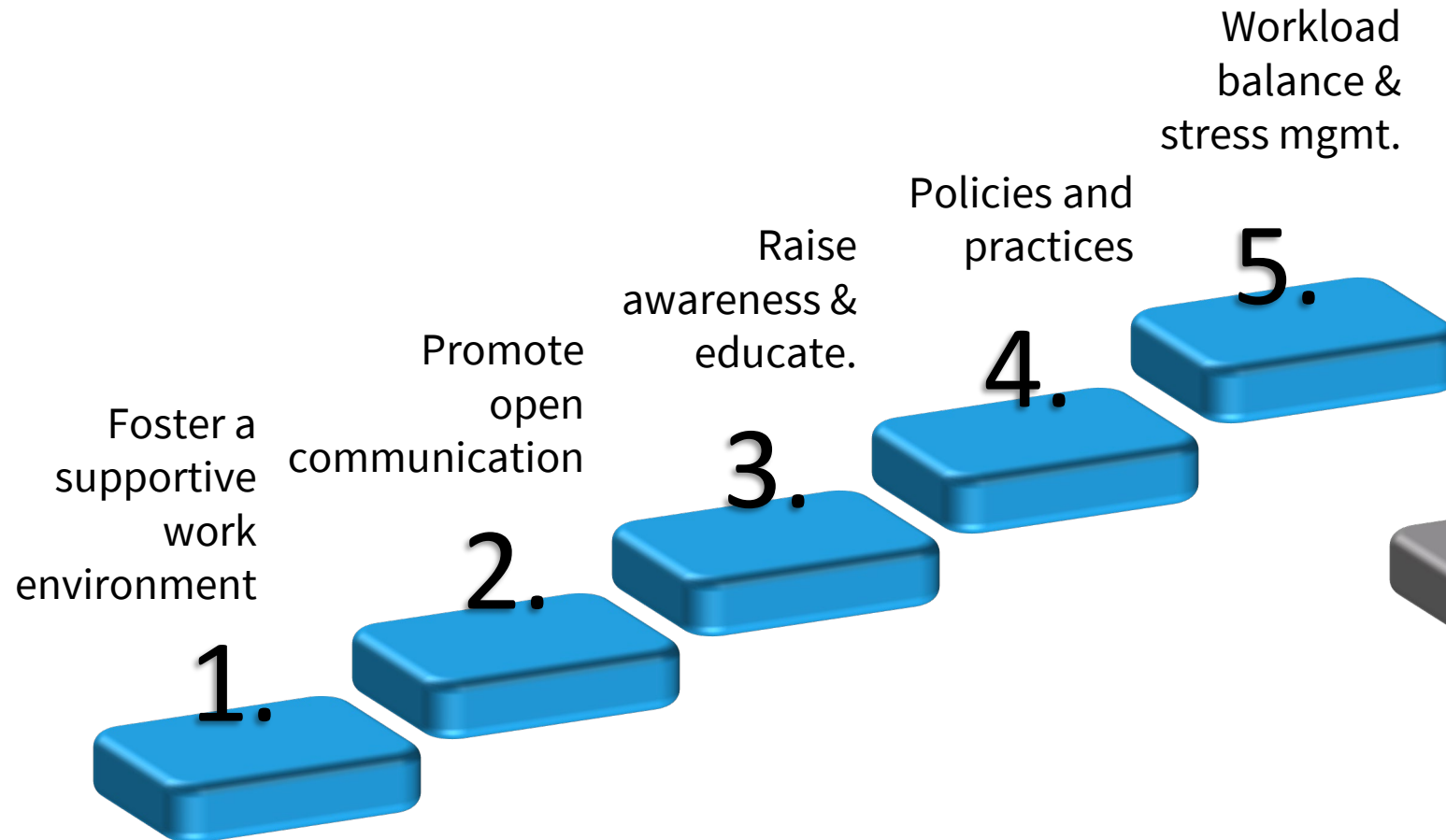
Practical Strategies and Action Plan



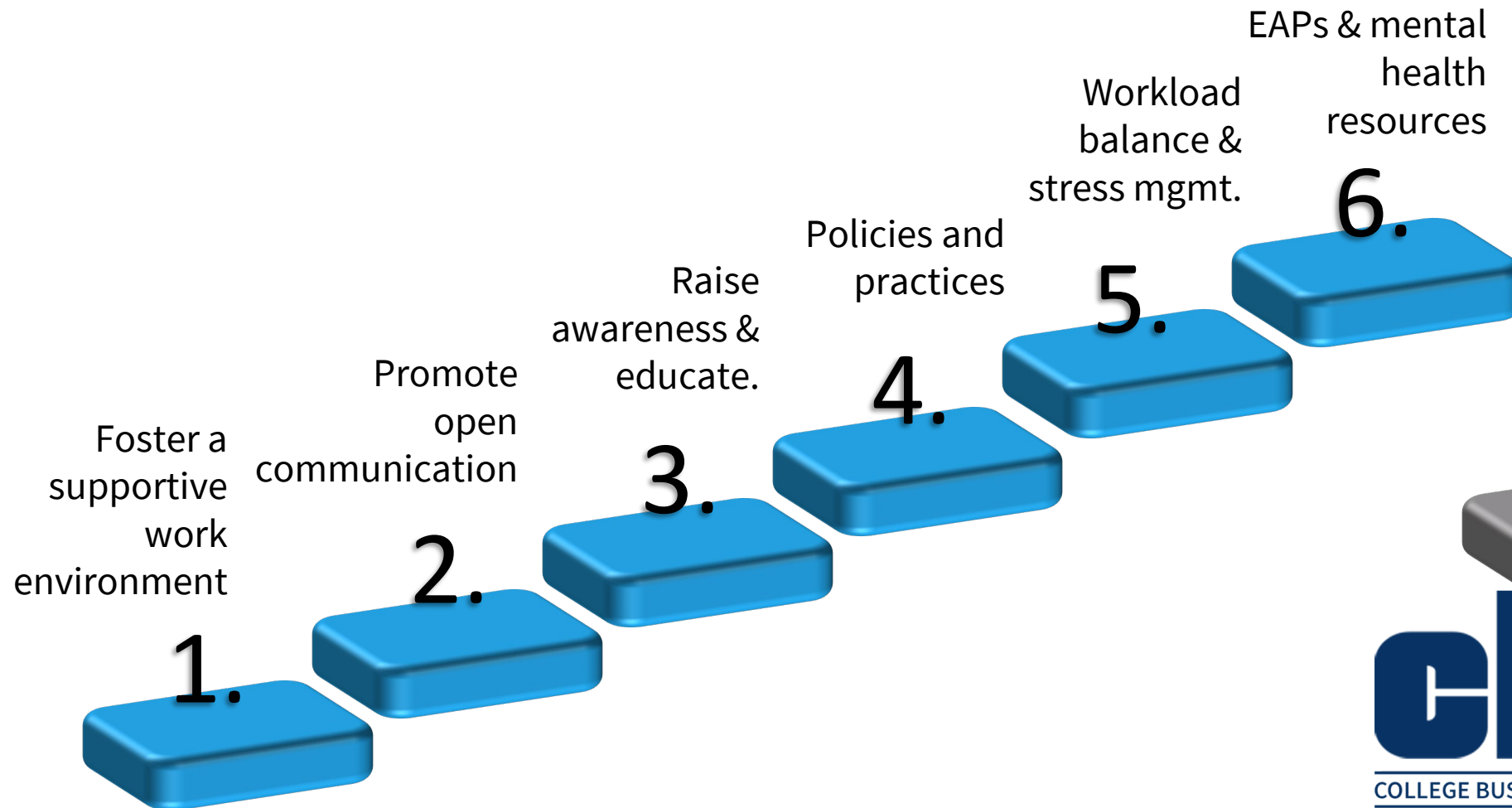
Practical Strategies and Action Plan



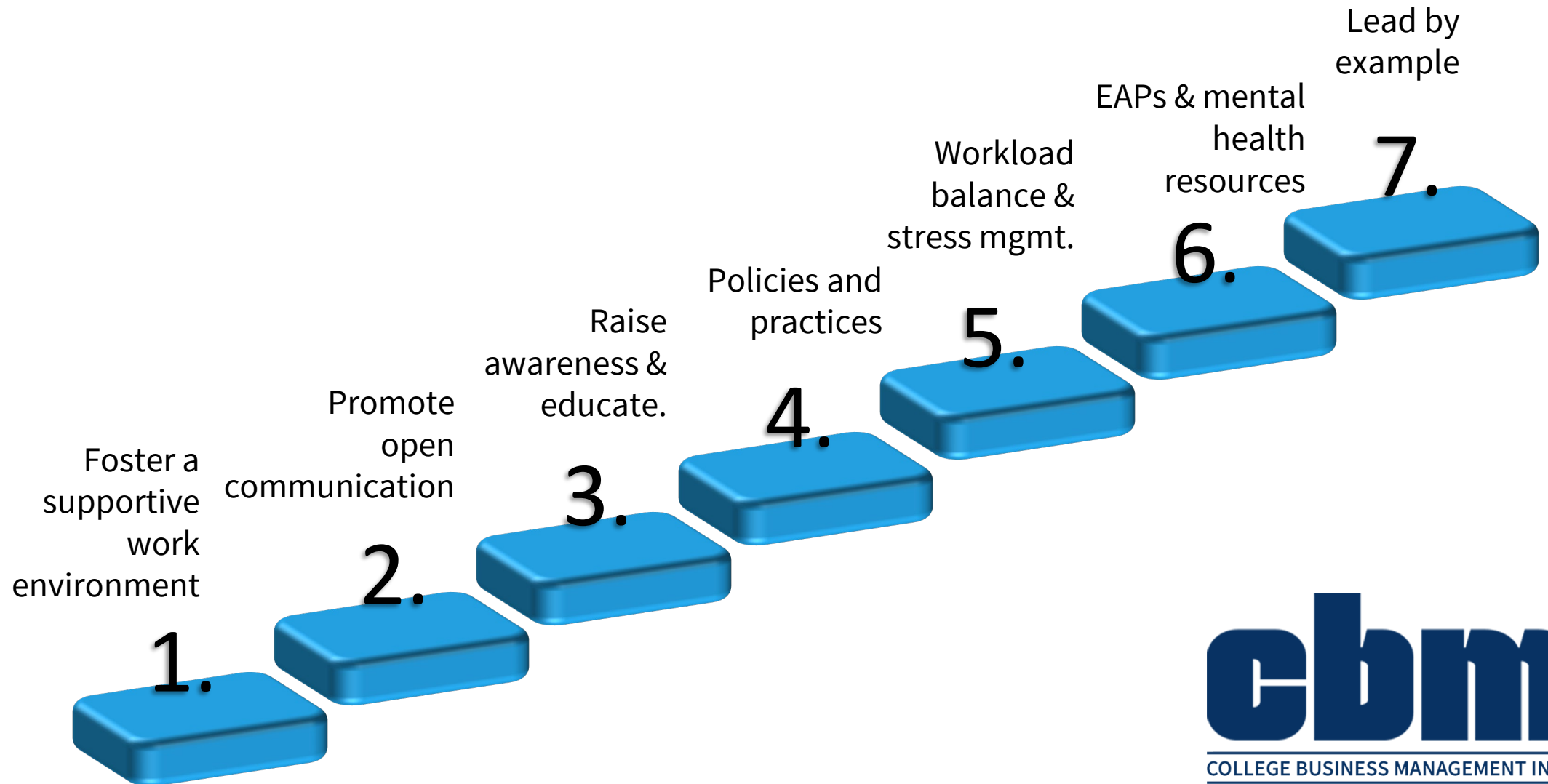
Practical Strategies and Action Plan



Practical Strategies and Action Plan



Practical Strategies and Action Plan



Action Plan Development



Understanding Mental Health

Right now, I am _____ that I will create a mentally positive work environment.

- A. Extremely confident
- B. Somewhat confident
- C. Unsure
- D. Somewhat doubtful
- E. Extremely doubtful

