



Lean
Construction
Institute
Transforming Design and Construction



RESPECT FOR PEOPLE:

Supporting Employee Mental Health:
Building a Culture of Compassion
and Communication

AUGUST 9, 2023
1:00 P.M.–4:00 P.M. EDT

#LCIRespect23

Respect for People Task Force



Vision: *to transform the AECO industry by prioritizing and fostering a culture of Respect for People as a foundational principle for success. This is the basis, or core ideal, for creating a human-centered, Lean, resilient, and continuously improving work environment – fostering collaboration, inclusivity, and mental and physical wellbeing. Any endeavor, company, or workforce that fully embraces Respect for People at all levels will consistently deliver better project outcomes for all stakeholders.*

Mission: Create a culture of Respect for People that:

1. Cultivates a culture that allows for greater respect and more regard for everyone in the Architecture, Engineering, Construction and Owner (AECO) industry
2. Advances acceptance, inclusion, and belonging in the AECO industry
3. Consciously promotes and develops healthy well-being
4. Prioritizes and normalizes conversations about mental health and well-being as a critical component of a safe, productive, and welcoming world work-place.

<https://leanconstruction.org/events/respect-for-people/>

Brittanie
Campbell-Turner



Dave
Hagan



Henry
Nutt, III



Sean
Graystone



#LCIRespect23

August 9, 2023

A background image of the Detroit skyline at night, with various skyscrapers illuminated against a dark blue sky. The image is used as a backdrop for the event registration banner.

REGISTER NOW

25TH LCI CONGRESS

**25 YEARS OF LEARNING:
SUPERCHARGE YOUR
LEAN JOURNEY IN THE
MOTOR CITY**

**OCTOBER 24-27, 2023
DETROIT, MICHIGAN**

**lcicoongress.org/2023/
[#LCICongress23](https://twitter.com/LCICongress23)**



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Transforming Design and Construction

Respect for People Task Force



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Erin Callinan, MSW is a Consultant, Speaker, Author, and the Founder of Beneath The Brave. She works with her clients through the lens of being a national trainer, published author, entrepreneur, and peer who is successfully living with bipolar disorder.

Erin holds a Master of Social Work from Arizona State University and brings with her 15 years of leadership and consulting experience in mental health response, crisis intervention, and advocacy. Erin is a Nationally Certified Instructor for both Adult/Youth Mental Health First Aid and QPR Gatekeeper Suicide Prevention.

#LCIRespect23

August 9, 2023



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RESPECT FOR PEOPLE:

**Supporting Employee Mental Health:
Building a Culture of Compassion
and Communication**

In the spirit of continuous improvement, we request that you complete this session's survey, which will be emailed directly to every participant. Your feedback is essential, continue to be part of the solution! Send any additional thoughts to membership@leanconstruction.org

**AUGUST 9, 2023
1:00 P.M.–4:00 P.M. EDT**

#LCIRespect23



**WELCOME
ABOARD**

**There is hope
@988lifeline**

Text. Chat. Call.

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**BENEATH
THE BRAVE**



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DEEPEN YOUR UNDERSTANDING

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A photograph of four construction workers standing on a construction site, viewed from behind. They are wearing hard hats and safety vests. The background shows a large steel structure under construction with cranes. A semi-transparent white box is overlaid on the upper half of the image, containing the text.

How many of you know somebody living with a mental health challenge?

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THE BRAVE

A photograph of two men shaking hands on a wooden park bench. The man on the left is seen from the back, wearing a dark t-shirt. The man on the right is facing him, wearing a light-colored polo shirt, and has a beard. They are outdoors with trees in the background. A semi-transparent text box is overlaid on the left side of the image.

**WE ARE IN THIS THING
TOGETHER...**

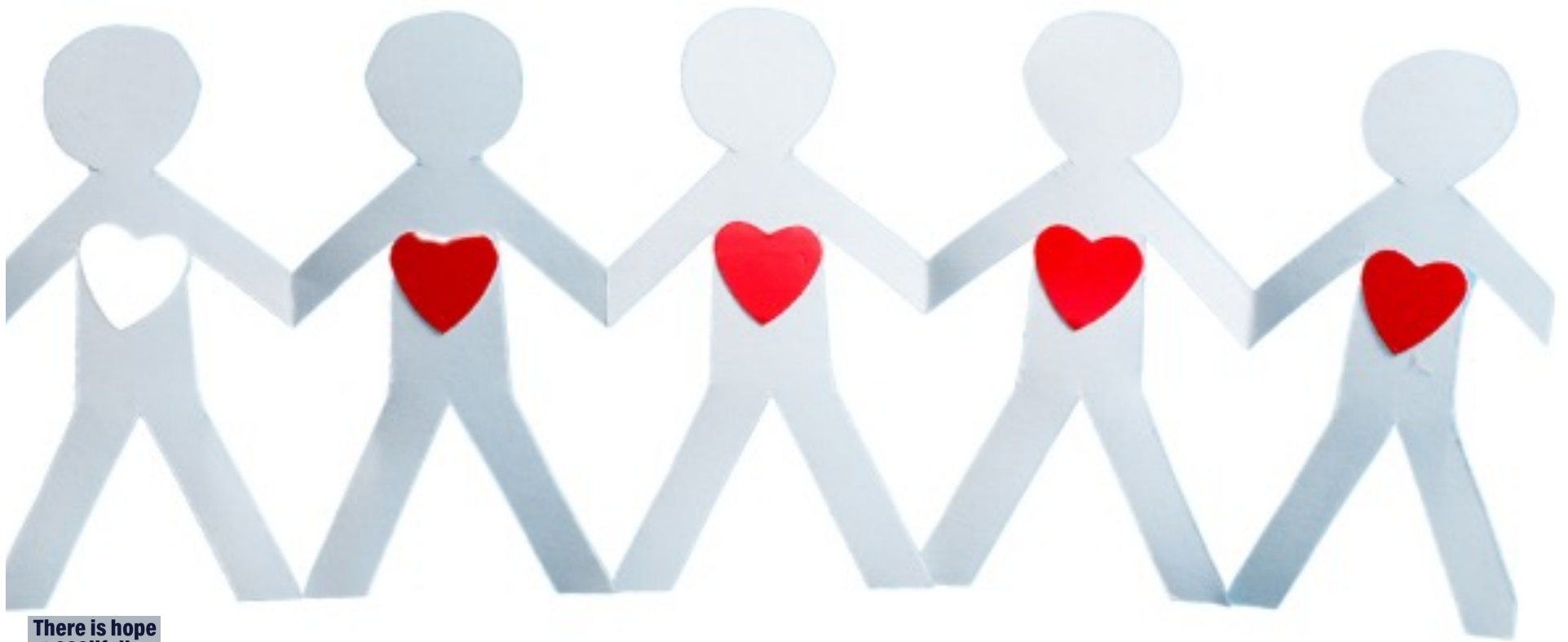
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**BENEATH
THE BRAVE**



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**BENEATH
THE BRAVE**

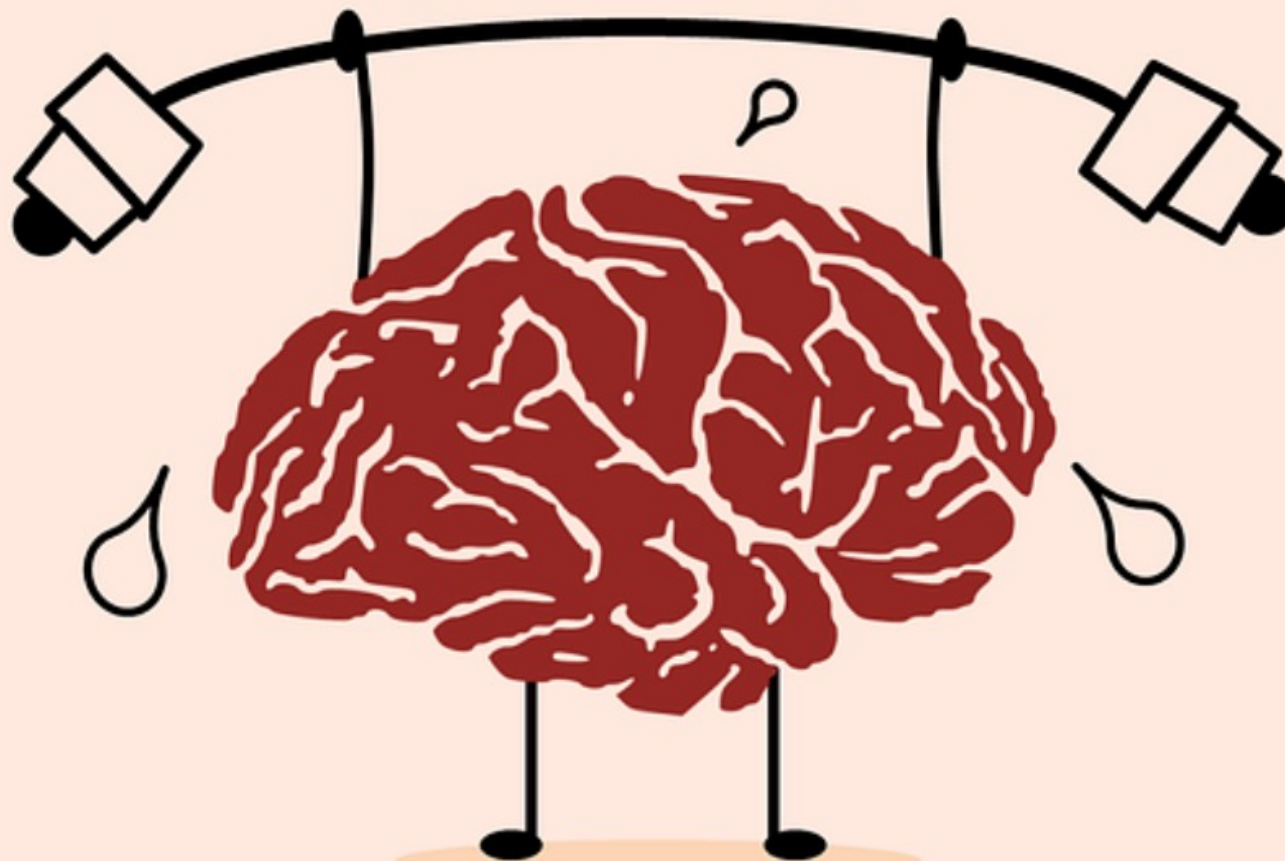




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"YOU ARE SO STRONG!"



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*Mental illness
no roadblock for
Flagstaff-born author*

[illegible]

I really had my heart set on self publishing. I didn't want an editor changing the words, or the view or the rawness of the book. I never wanted to sugar coat my experience and I wanted it to be relatable and have readers share those experiences with me.

Erin Callahan

...and I would work with her 10 or 15 minutes a week, volunteer as a mentor and then write on the side with what I did some days and what I didn't do some days. It was kind of piecemeal," she says. "We did a lot of my writing in the evening after school, and I would use my computer and sit at a coffee shop and write for her."

But she did nothing until she was done writing the book, read family, supportive and instrumental in her primary over bipolar disorder, but the book is out and over the month before the May 2011 publication date. Call it a win-win for the author and her publisher. But she was not suggested by her family.

Her process is to free-write and write to come, her intentions or expectations about what comes. Her as the writer. She tries to be free of judgment during the process.

"I really have no process. What is consistent is that whatever I have to live with in the moment, I write about. That's my only rule."

"I write all the time," the star adds. "I'm in the process of writing four books. I will have about ten family's experiences with me. I've been to five hospitals but I don't go to the hospital."

The 36-year-old actress, who has experience with her own children's deaths, says, "I'm doing a book to encourage the dying from their own perspective. After a year, I'll be at the University of California, Los Angeles, and I'll be a part of a book and talk of the same experience with me."

"The experience has been a blessing. I'm just so happy to be able to do this. I'm encouraged about my life and I can see a fully healthy life."

See her program on the TV channel.



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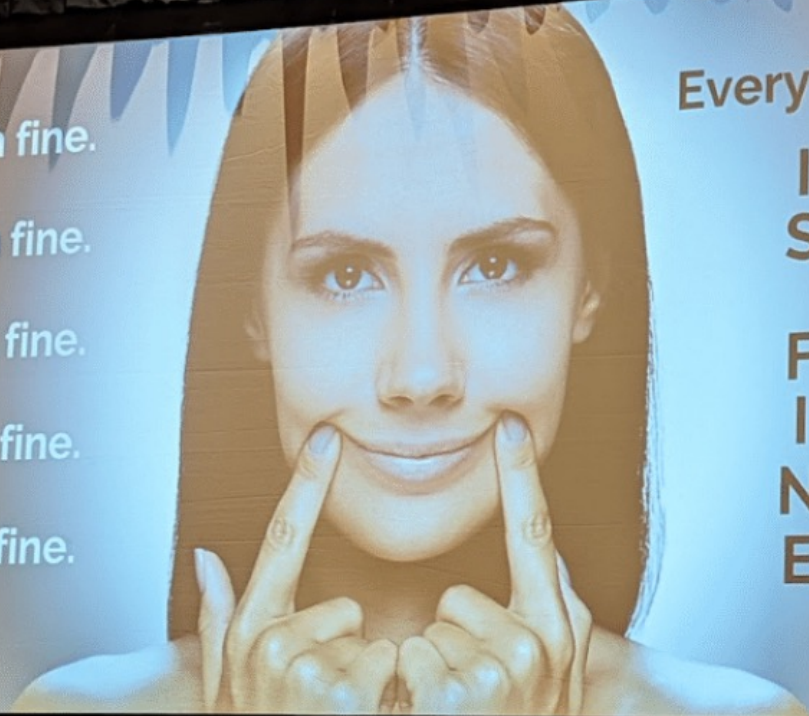
I'm fine.

I'm fine.

I'm fine.

I'm fine.

I'm fine.



Everything

I
S

F
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N
E



BENEATH THE BRAVE

Real People. Real Life. Real Talk.



WHAT ARE EXAMPLES OF MENTAL HEALTH STIGMA?

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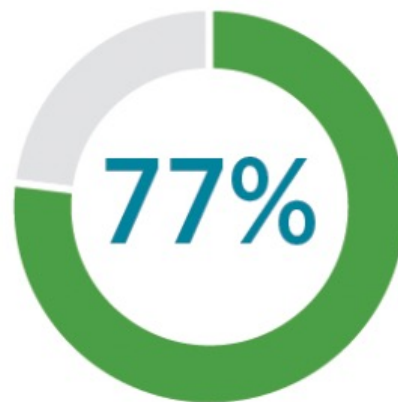
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Strong consensus exists on the [top 4 reasons](#) why workers needing help with mental health or substance misuse conditions [may not seek care when needed](#):



Shame and stigma



Fear of judgment
by peers

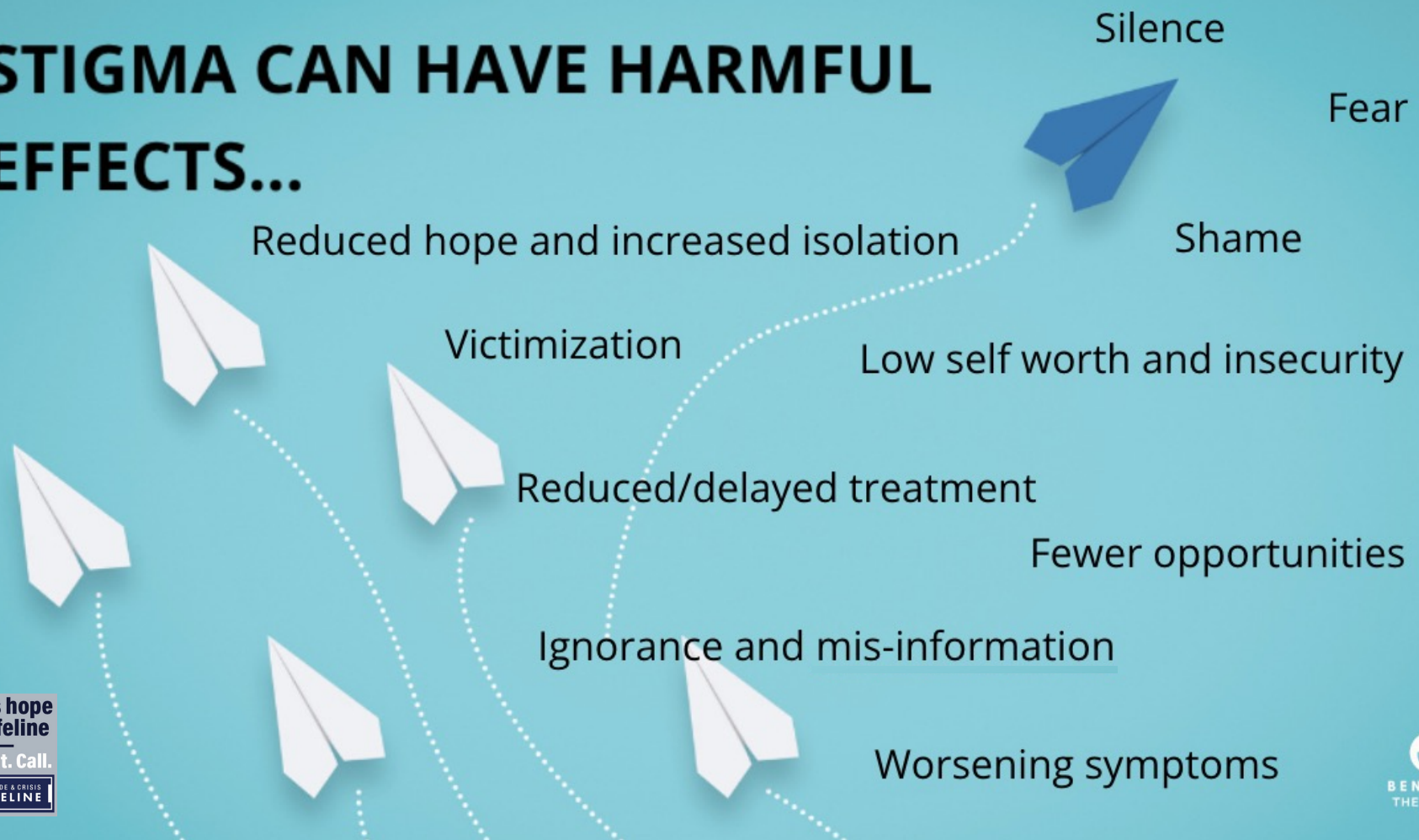


Fear of negative
job consequences



Don't know how
to access care

STIGMA CAN HAVE HARMFUL EFFECTS...





DISCOVER TOOLS FOR **EARLY** **IDENTIFICATION**

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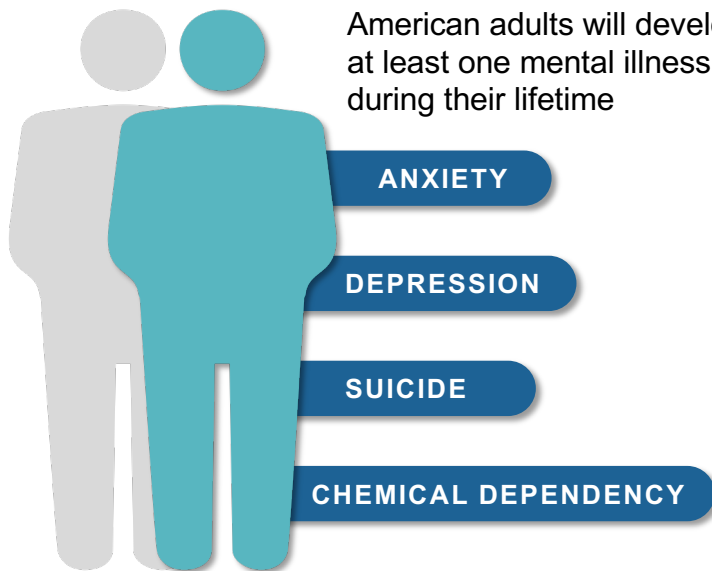
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WHY IS THIS IMPORTANT?

1 in 2

American adults will develop at least one mental illness during their lifetime



¹ UNUM Insurance

² "Availability of Outpatient Care from Psychiatrists"; Malowney, Keltz, Fischer, Boyd 2015

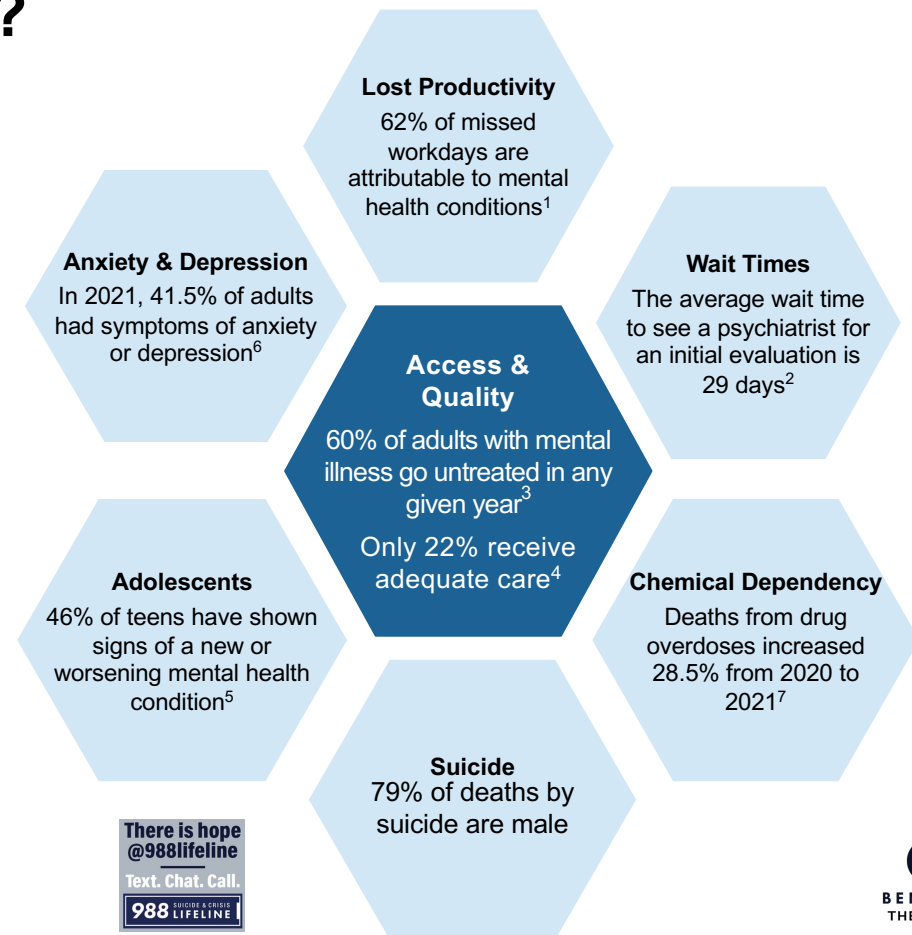
³ 2021 National Council for Behavioral Health

⁴ National Institute of Mental Health (2017)

⁵ University of Michigan Health National poll, March 15, 2021.

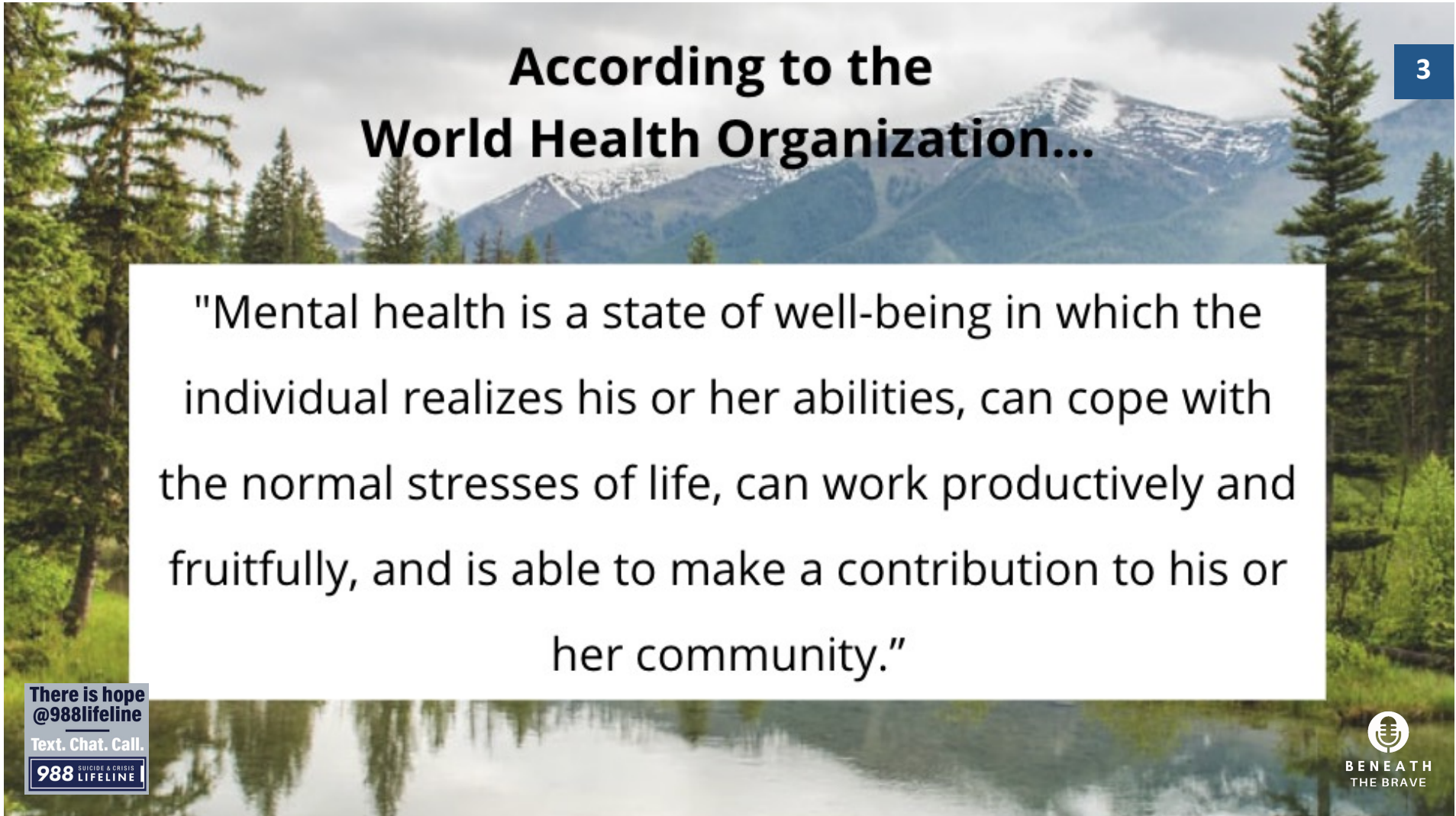
⁶ CDC/MMWR Morbidity and Mortality Weekly, March 1, 2021

⁷ CDC, National Center for Health Statistics





What are unique stressors within the
AECO industry that impact
employee mental health?



According to the World Health Organization...

3

"Mental health is a state of well-being in which the individual realizes his or her abilities, can cope with the normal stresses of life, can work productively and fruitfully, and is able to make a contribution to his or her community."

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The Mental Health Continuum



STAGES OF MENTAL HEALTH

**STAGE
1**

**STAGE
2**

**STAGE
3**

**STAGE
4**

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Take a Mental Health Screen

Free. Online. Confidential

screening.mhanational.org

DEPRESSION TEST

+

POSTPARTUM DEPRESSION
TEST (NEW & EXPECTING
PARENTS)

+

ANXIETY TEST

+

PSYCHOSIS TEST

+

BIPOLAR TEST

+

EATING DISORDER TEST

+

PTSD TEST

+

PARENT TEST: YOUR CHILD'S
MENTAL HEALTH

+

YOUTH MENTAL HEALTH TEST

+



YOU CAN PROMOTE EARLY IDENTIFICATION

- Promote MH awareness
- Provide education
- Visibly post resources
- Communicate with your team regularly
- Reinforce positive narratives around MH

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RECOGNIZE SIGNS AND SYMPTOMS

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BEHAVIORS TO NOTICE

- Absenteeism
- Presenteeism
- Withdrawn
- Loss of interest
- Missing deadlines
- Poor work quality
- Mood changes
- Excessive anger or aggression
- Lack of accountability
- Engaging in risky behavior
- Misuse of alcohol/drugs
- Physical complaints

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- Decline in personal hygiene
- Looking sad or worried
- Flustered or overwhelmed
- Anxious, nervous, startled
- Significant weight loss/gain
- Tired or detached
- Drastic physical change

Masking/hiding

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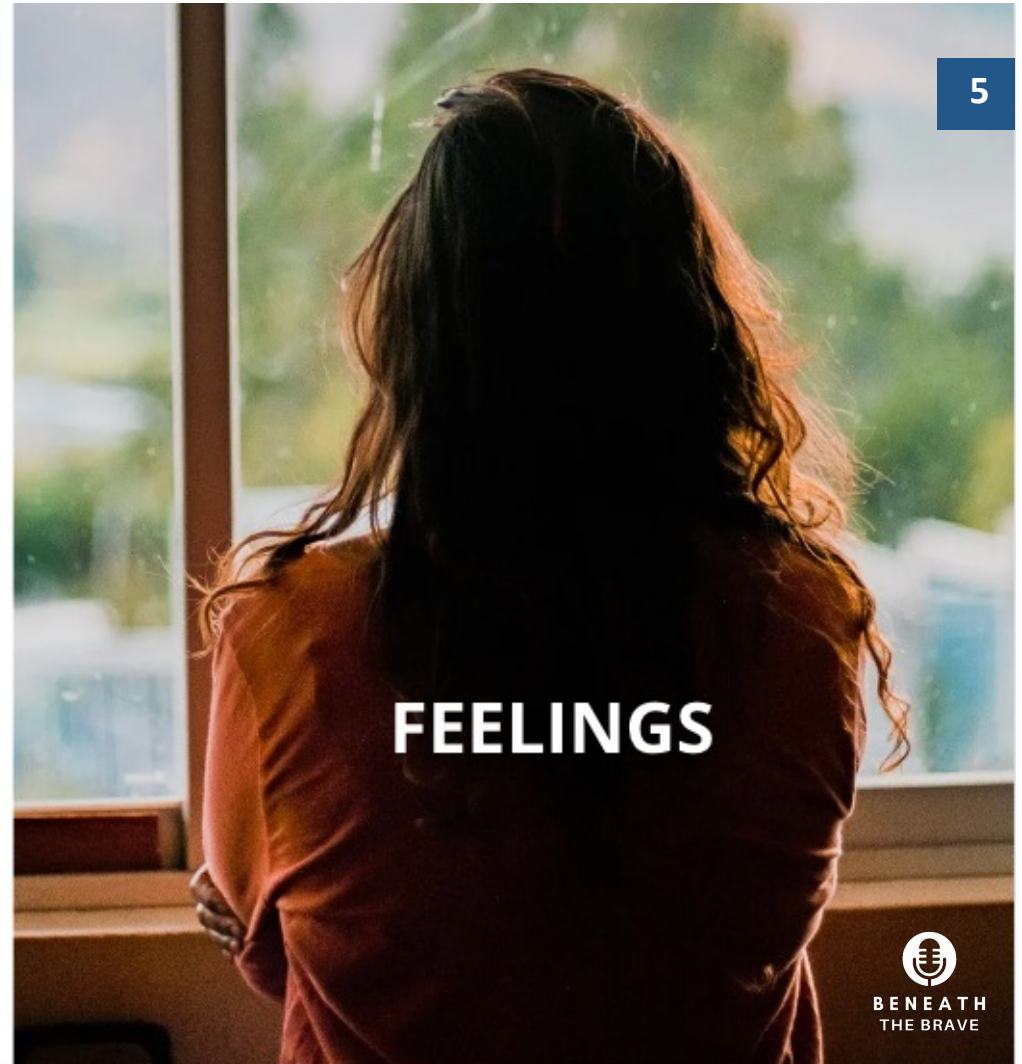
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- Hopelessness
- Constantly fearful
- Confused or disoriented
- Overly frustrated
- Worthless
- Defeated
- Depressed
- Ashamed

Helplessness

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THOUGHT PROCESS

- Constant intrusive thoughts
- Difficulty concentrating
- Confusion or overwhelm
- Things will never improve
- Personalize being weak or a failure
- Self criticism
- Worthlessness
- Racing thoughts
- Decreased confidence



YOU CAN JOIN THE MOVEMENT TO PREVENT SUICIDE!



- Middle aged older white males are the **highest** risk group
- 79% of men use **firearm** (lethal planners) and they avoid rescue, do not seek help
- In 2019, men died by suicide **3.5x** more often than women
- Visit the American Foundation for Suicide Prevention

www.afsp.org



Warning Signs of Suicide Risk

- Making direct or indirect statements about ending one's life
- Talking or writing about death or dying
- Seeking/having access to pills, guns, or other weapons
- Giving away possessions
- Asking about life insurance policy details
- Showing interest in end-of-life affairs (making a will)
- Noticeable changes in behavior, mood, sleep patterns
- Increased substance use or abuse
- Uncharacteristically sad, quiet, depressed, or withdrawn
- Voicing hopelessness or helplessness



NATIONAL
SUICIDE
PREVENTION
LIFELINETM
1-800-273-TALK (8255)
suicidepreventionlifeline.org

**QUICK
DIAL**

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& CRISIS
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 **Veterans
Crisis Line**
DIAL 988 then **PRESS 1**


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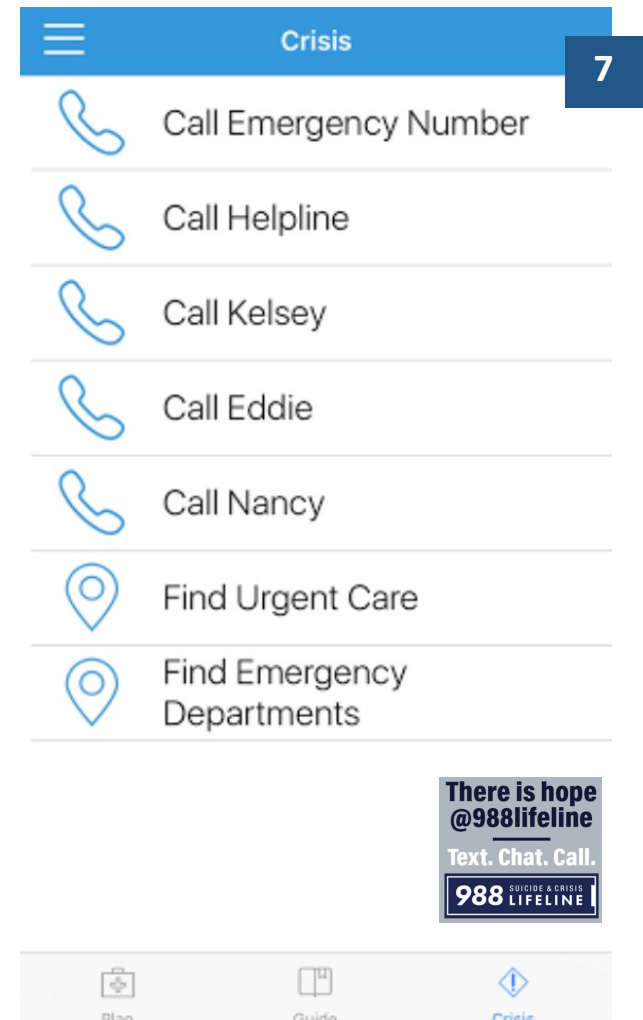
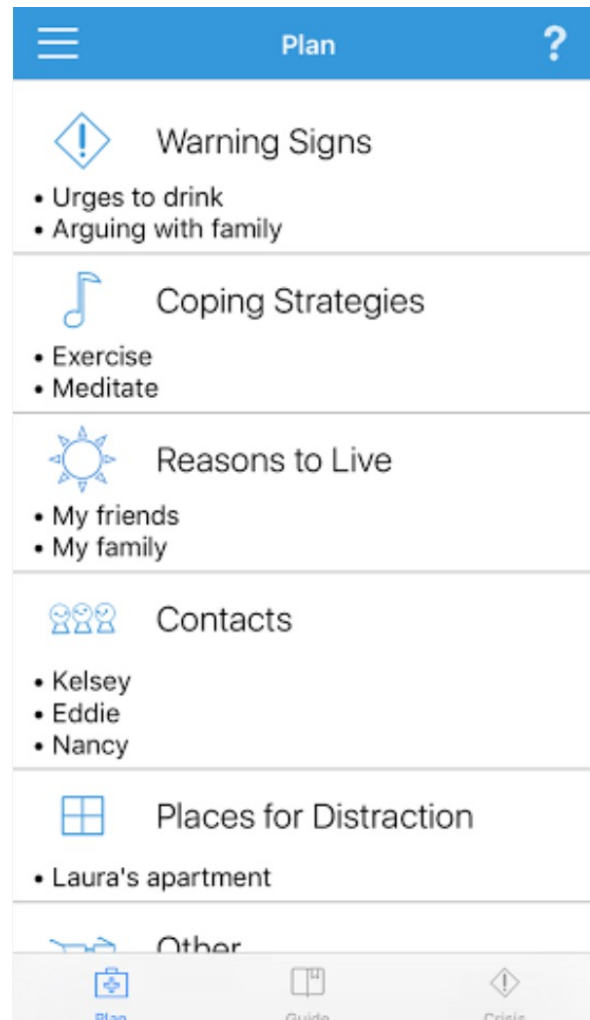
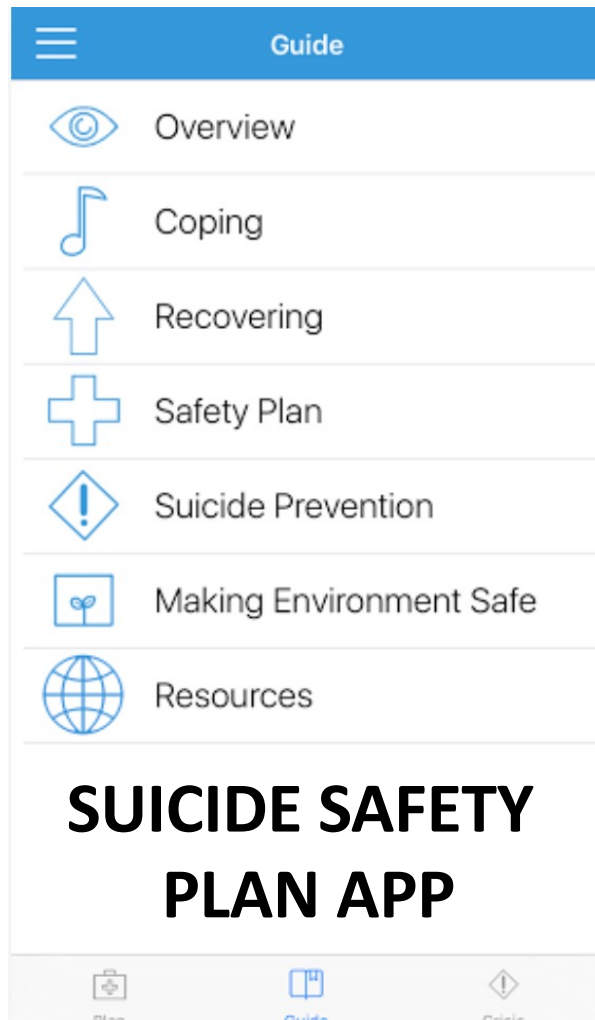
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#StopSuicide


afsp.org



American
Foundation
for Suicide
Prevention




MY3




Anna Haro


EDIT




David Taylor




John Appleseed

 GET HELP NOW

Call the National Suicide Prevention Lifeline

 CALL 911



MY3

YOUR SAFETY PLAN

Fill out your safety plan and reference it when you are feeling suicidal

▼ 1. MY WARNING SIGNS

EDIT

▼ 2. MY COPING STRATEGIES

EDIT

▼ 3. MY DISTRACTIONS

EDIT

▲ 4. MY NETWORK

EDIT

1. Anna Haro
[555-522-8243](tel:555-522-8243)

2. David Taylor
[555-610-6679](tel:555-610-6679)

3. John Appleseed
[888-555-5512](tel:888-555-5512)

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MY3

ADD RESOURCES

Save a resource by selecting "Add" on the resource information page.

▲ FOR VETERANS

Veterans Hotline
veteranscrisisline.net

Real Warriors
realwarriors.net

▼ FOR LGBTQ YOUTH

▼ FOR LOCAL SUICIDE PREVENTION ACTIVITIES

▼ FOR WARNING SIGNS OF SUICIDE

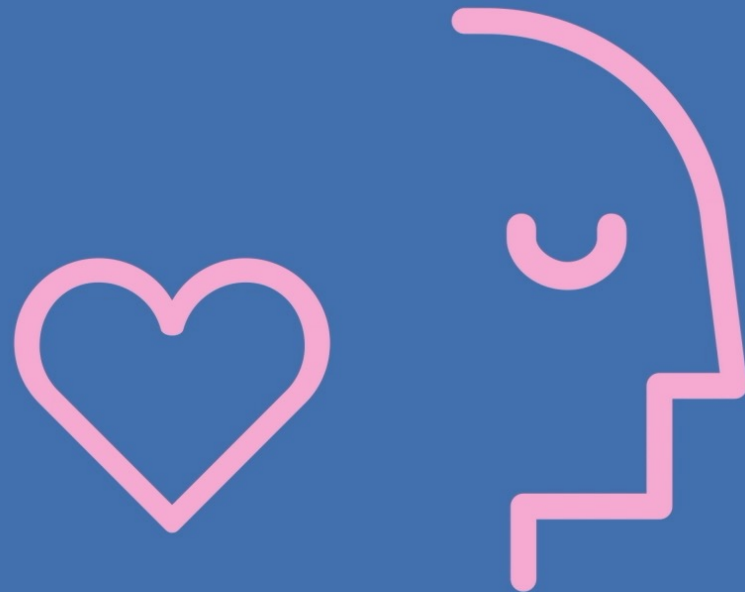
▼ FOR MEN



MASTER THE ART OF CONVERSATION

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Breathe In

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A man with a surprised expression, wide eyes, and a slightly open mouth, wearing a brown turtleneck sweater, stands against a solid red background.

TO DISCLOSE? OR NOT TO DISCLOSE?
THAT IS THE QUESTION

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Only **40%** of U.S. workers felt comfortable talking to their manager about their mental health.


Mind Share Partners' 2021
Mental Health at Work Report

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Of the 60% who did, only **half** described the experience as positive and believed their manager was equipped to support them.

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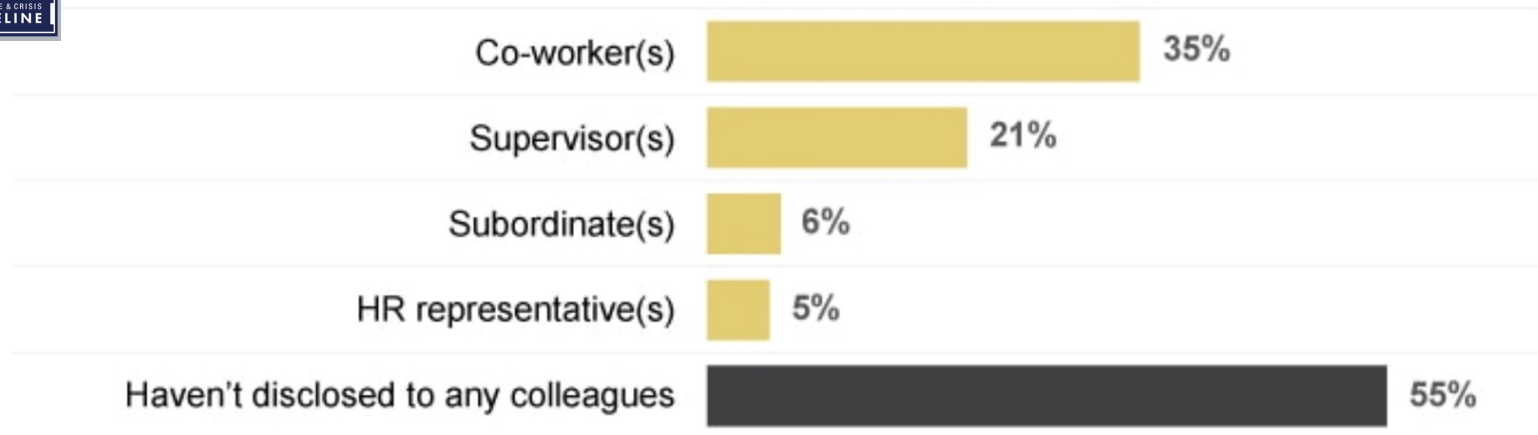
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Mind Share Partners' 2021
Mental Health at Work Report



Who Colleagues Confided in Regarding Mental Health



Overall, 54% of employees were uncomfortable talking to managers or supervisors about their mental health regarding COVID-19. 67% reported being honest about their well-being.

57% of entry-level employees reported feeling uncomfortable talking about mental health, compared to 37% of managers.

Source: Survey of 1,017 employees



BEFORE THE CHECK-IN

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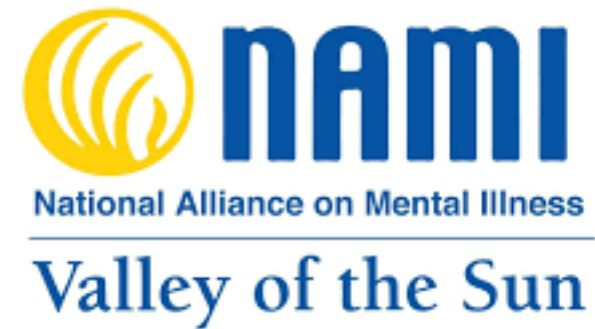


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STRATEGIES TO USE **PRIOR TO TALKING** WITH EMPLOYEE

- Self check in
- Consider your relationship
- Create a plan and prepare
 - Privacy and timing
 - Be clear about your observations
 - Identify resources ahead of time
- Explain the purpose of checking in





Psychology Today



What might be **HELPFUL** to do or say to someone struggling with their mental health?



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TO-DO'S WHEN OFFERING SUPPORT

- Remain calm
- Communicate confidentiality
- Acknowledge their distress
- Ask open ended questions
- Encourage them to offer up solutions
- Let them know you are listening
- Remember, you do not need to have all the answers

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DURING THE CHECK-IN

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FIVE TIPS

FOR NONJUDGMENTAL LISTENING

9

- 1 Reflect on your own state of mind.
- 2 Adopt an attitude of acceptance, genuineness and empathy.
- 3 Use verbal skills to show that you're listening.
- 4 Maintain positive body language.
- 5 Recognize cultural differences.

*information provided by
the MHFA curriculum.



MENTAL
HEALTH
FIRST AID

MENTALHEALTHFIRSTAID.ORG

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STRATEGIES TO USE **WHILE TALKING** WITH EMPLOYEE

- Be relaxed and authentic
- Use “I” statements
- Remember that disclosure is not the goal. Identifying what’s helpful is
- Explore accommodations, EAP and job modifications/expectations
- Avoid assuming or making judgments



JAN

Job Accommodation Network

JAN provides free, confidential technical assistance about job accommodations and the Americans with Disabilities Act (ADA).

📞 (800) 526-7234 (Voice) | 📠 (877) 781-9403 (TTY) | 💬 Live Chat



Getting Help isn't Always Easy... or Wanted



"What would be a first step?"

"What can I do that would be helpful for you?"

"Would you be willing to...?"

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WHAT WORKED?

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5 WAYS TO SET YOUR WORK DAY UP FOR SUCCESS

ORGANIZE AND CLEAN UP YOUR WORKSPACE.

SET YOUR INTENTION.

PRIORITIZE.

SCHEDULE IN BREAKS.

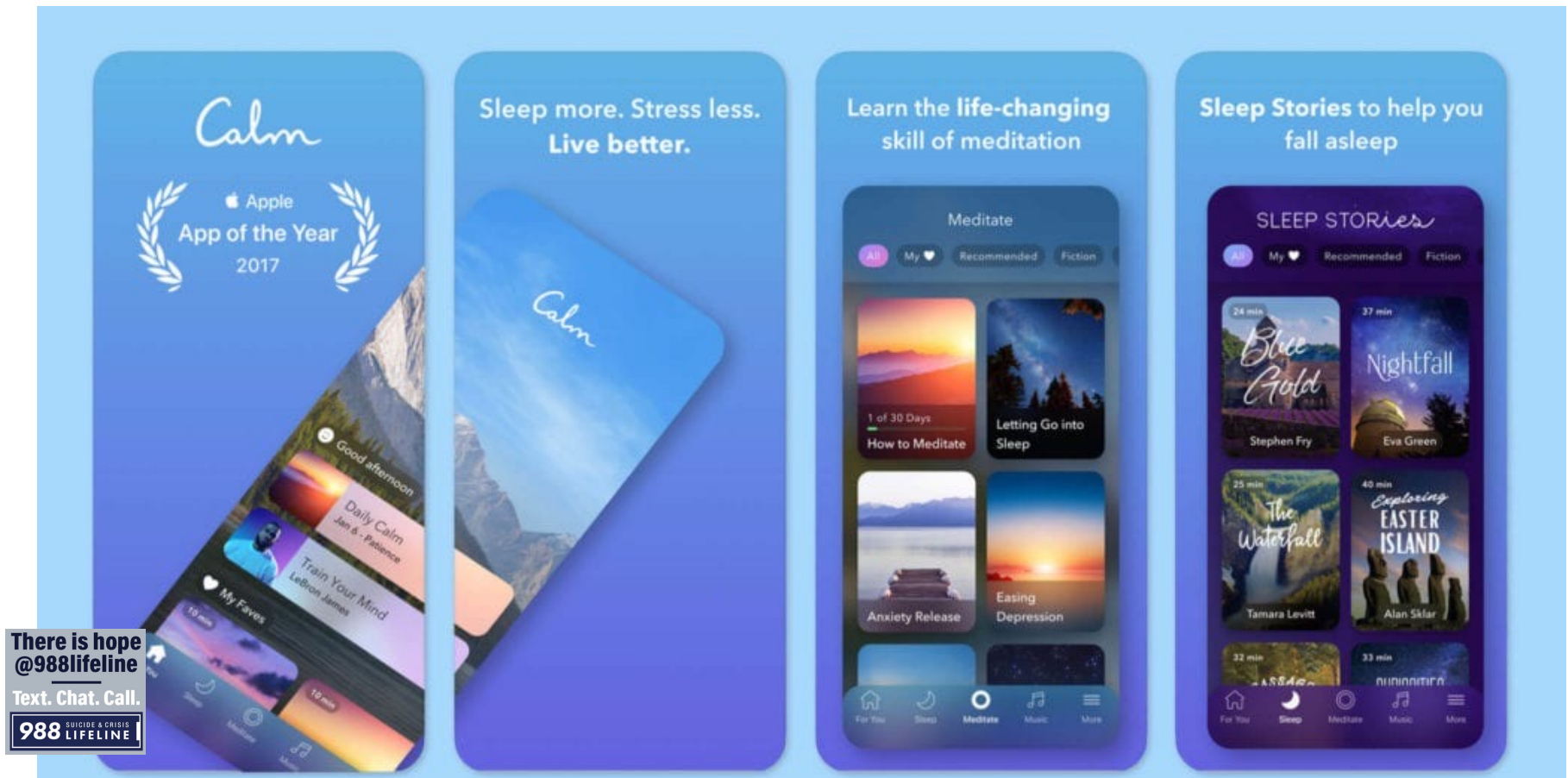
FOCUS ON ONE TASK AT A TIME.

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12, 13

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CALM APP





NAVIGATE SCENARIOS AND CREATE ACTION PLANS

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13-14

MEET MARK SCENARIO ACTIVITY

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ACCESS ADDITIONAL SUPPORT

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YOUTH AND ADULT MHFA COURSES

8 hour course that gives members of the public key skills to help someone who is developing a mental health problem or experiencing a mental health crisis.

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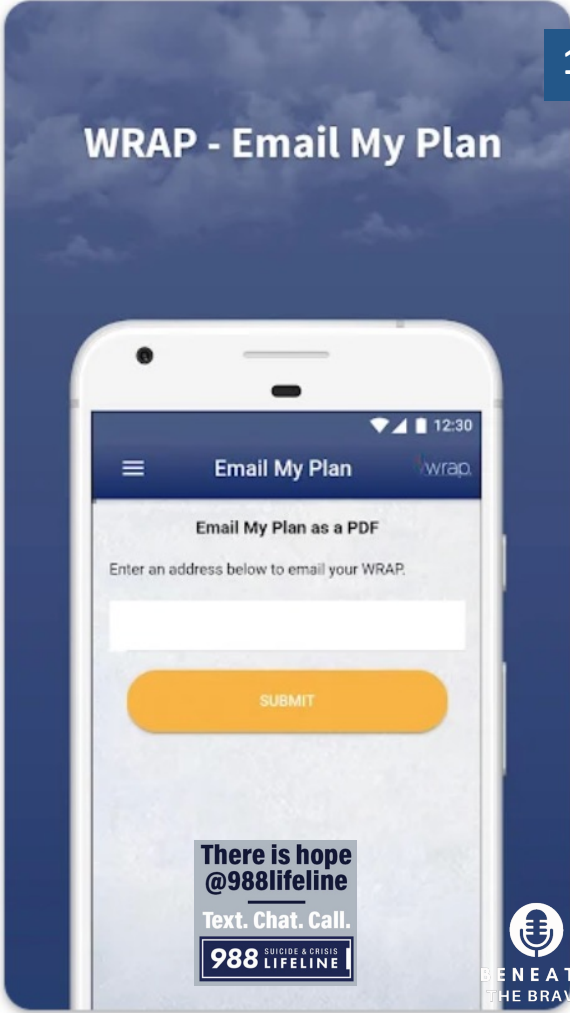
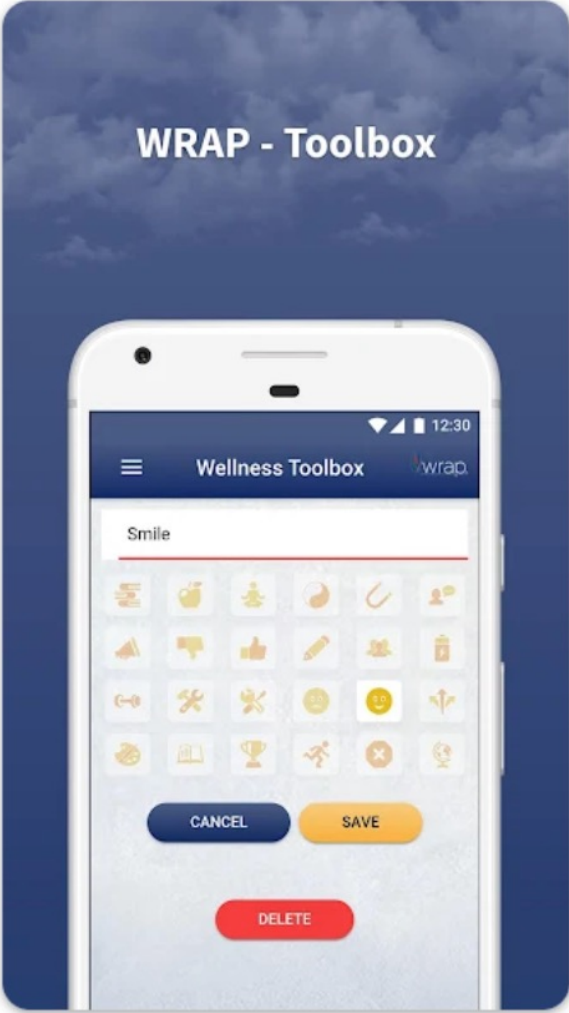
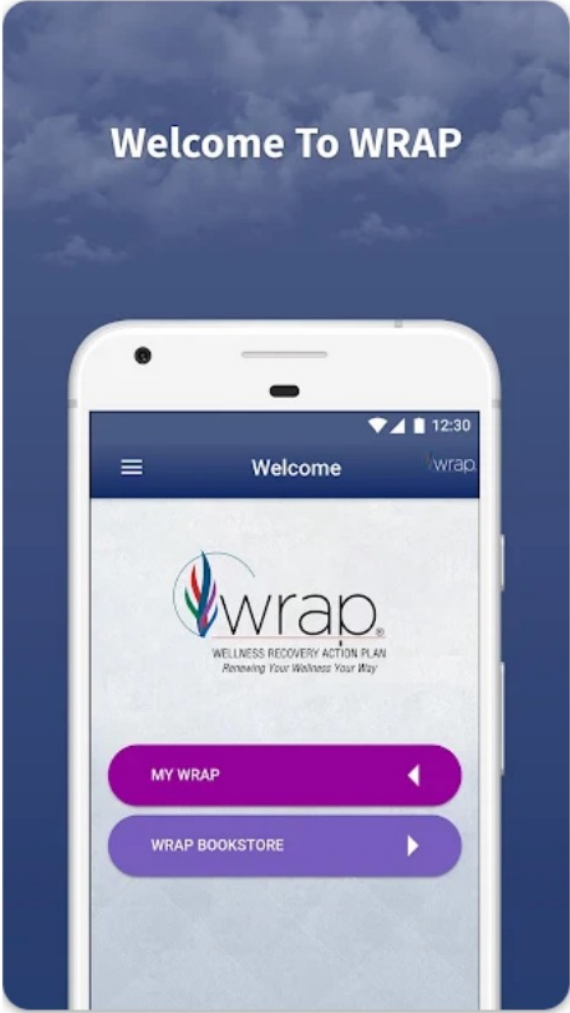




WRAP

Wellness Recovery Action Plan

- Good/Bad Days
- Warning Signs
- Medical history
- Support people
- Helpful
- Unhelpful
- Resources
- Follow up





Tools & Insights for Your Mental Health



Tools

Mood journal, gratitude, CBT, breath work, mindfulness, sleep, nutrition & more.



Insights

Personalized reports and charts to help you spot relationships and patterns.

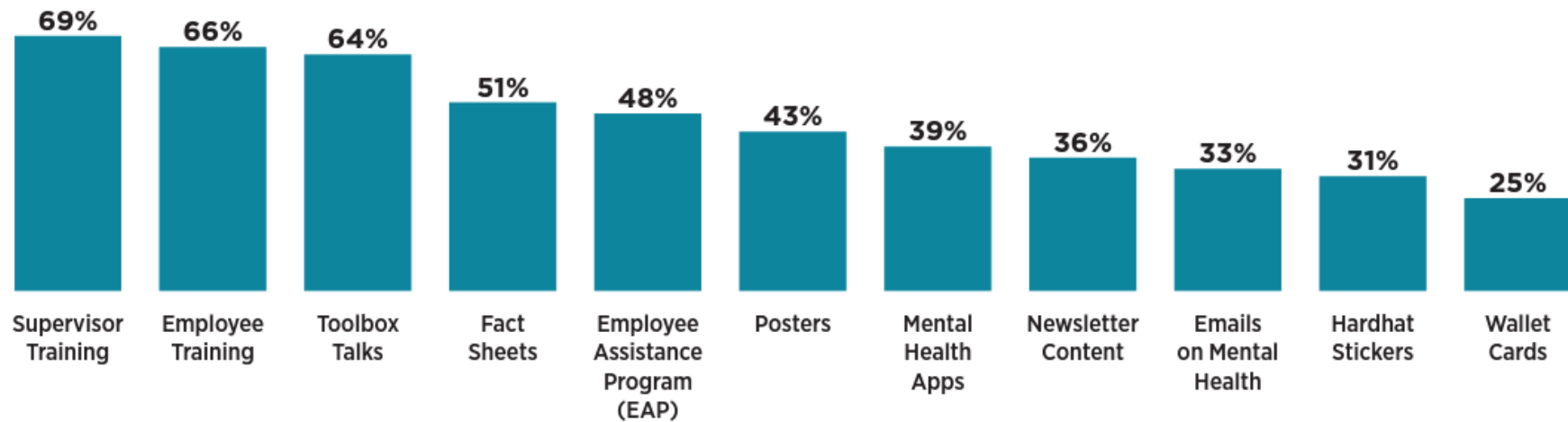


Education

Notifications, reminders, inspiration, articles and more.



Mental Health Resources Respondent Organizations Identified as MOST HELPFUL to Share with Employees



3 WAYS TO SUPPORT THE MENTAL HEALTH OF YOUR TEAM

1. **PRACTICE** what you preach
2. **PROMOTE** resources
3. **PRIORITIZE** mental health



ERIN CALLINAN, MSW

CONSULTANT, SPEAKER, AUTHOR
FOUNDER, BENEATH THE BRAVE



18



Amplifying workplaces, careers, and
lives by strengthening mental health.

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www.beneaththebrave.com
602-902-1373
Phoenix, AZ

