



# Cultivating Employee and Team Well-Being in 2021

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“Our minds rely on certainty and predictability of future events  
to be able to plan how to spend one’s time. . .  
this is exactly what has been turned upside down.”

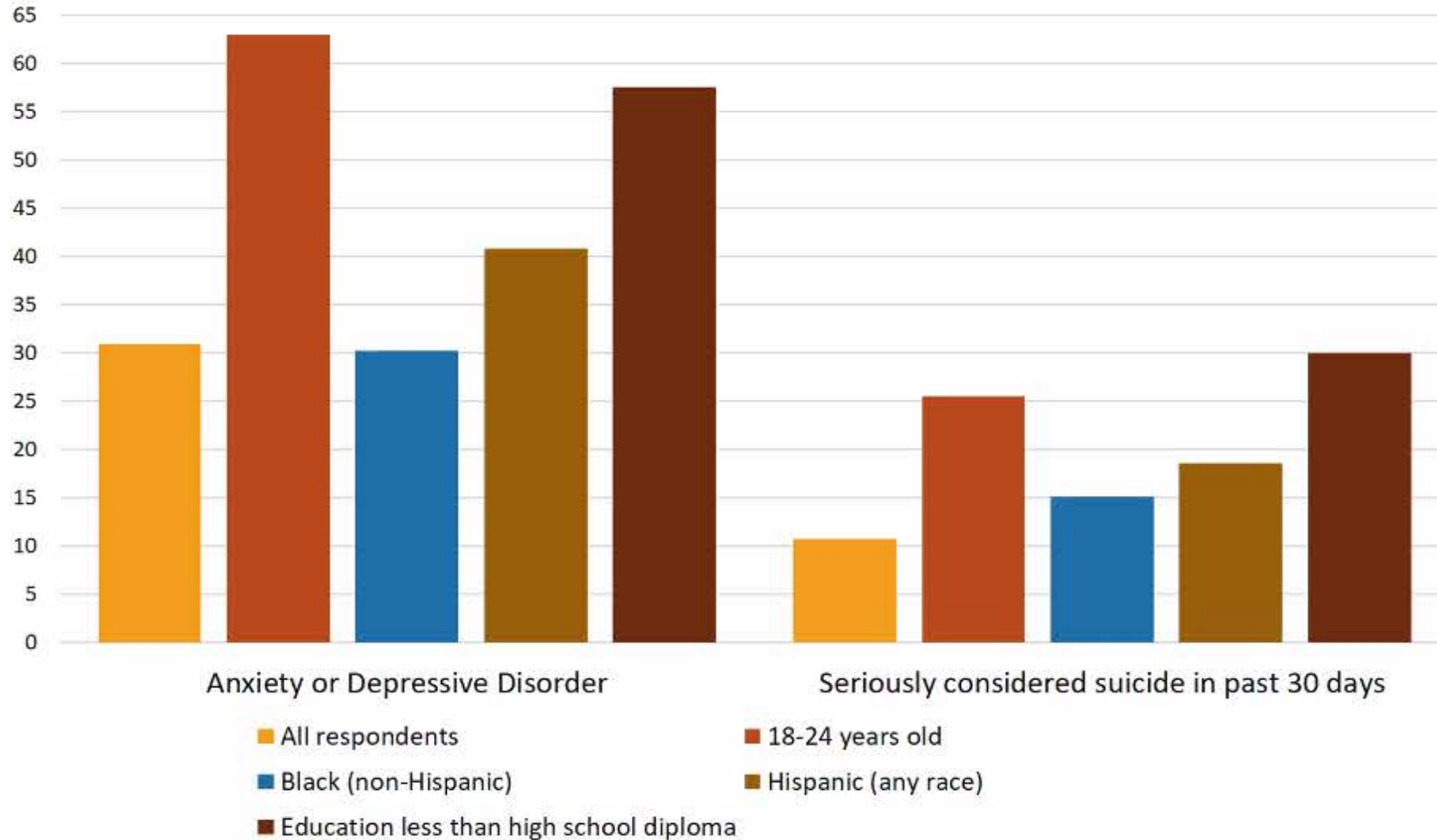
-Dr. Vikram Patel



In January 2021, 43% of Utah adults reported symptoms of anxiety or depression.

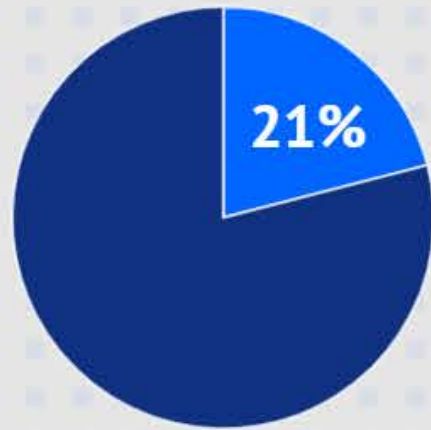
Nationally, 51% of people report worse mental health at work since COVID-19 started.

Respondent characteristics and prevalence of adverse mental health outcomes, related to  
COVID-19 pandemic, and suicidal ideation  
United States, June 24–30, 2020  
Weighted %

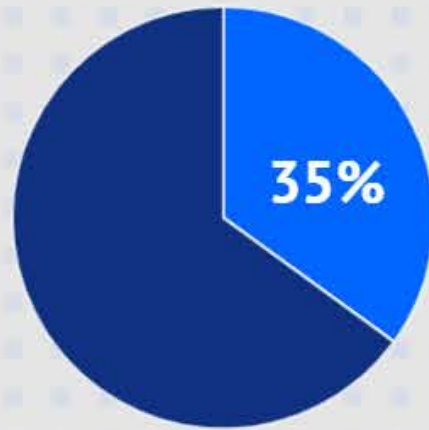


# Employees Feel They Have Nobody to Turn to at Work

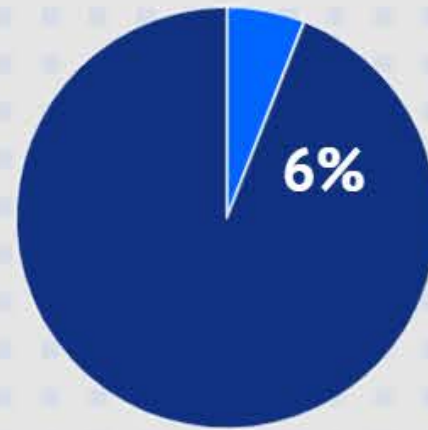
Who colleagues feel comfortable confiding in regarding their mental health:



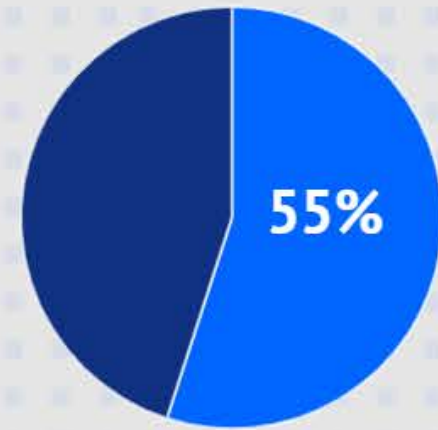
Supervisors



Co-workers



Subordinates



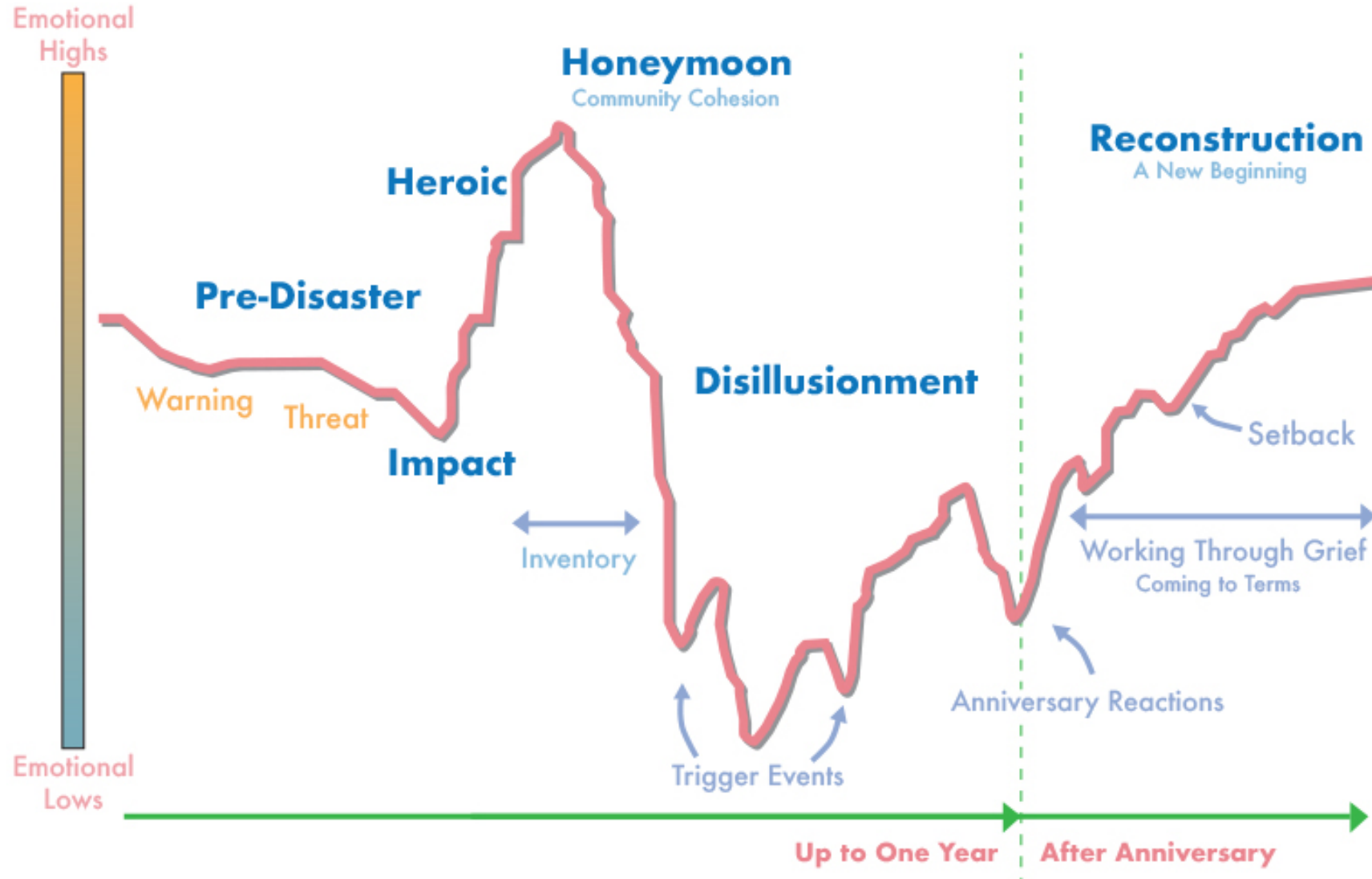
No Colleagues





**About 1 in 4 adults is experiencing poor mental health.**

# What lies ahead?







*“We are doing important work here. I've never worked at a place where I have felt over and over again that if we didn't exist people just wouldn't get help—but here, I'm feeling that every day. Not every patient, but enough of them tell me that they have known for a long time that they needed help, and when they heard about this service, that's when they decided to get it.”*

*- Caregiver, Connect Care BH*





**FREE Emotional Health Resources for Utah Nursing Facility  
& Skilled Nursing Facility caregivers and family members**

# **EMOTIONAL HEALTH RELIEF HOTLINE**

**833.442.2211**

**CAREGIVERS  
AVAILABLE  
7 DAYS A WEEK**  
AFTER HOURS HELP AVAILABLE

**Hablamos español**

  
**Intermountain<sup>®</sup>  
Healthcare**

**UHCA**  
UTAH HEALTH CARE  
ASSOCIATION

# Live On Campaign

[liveonutah.org](http://liveonutah.org) → includes training opps



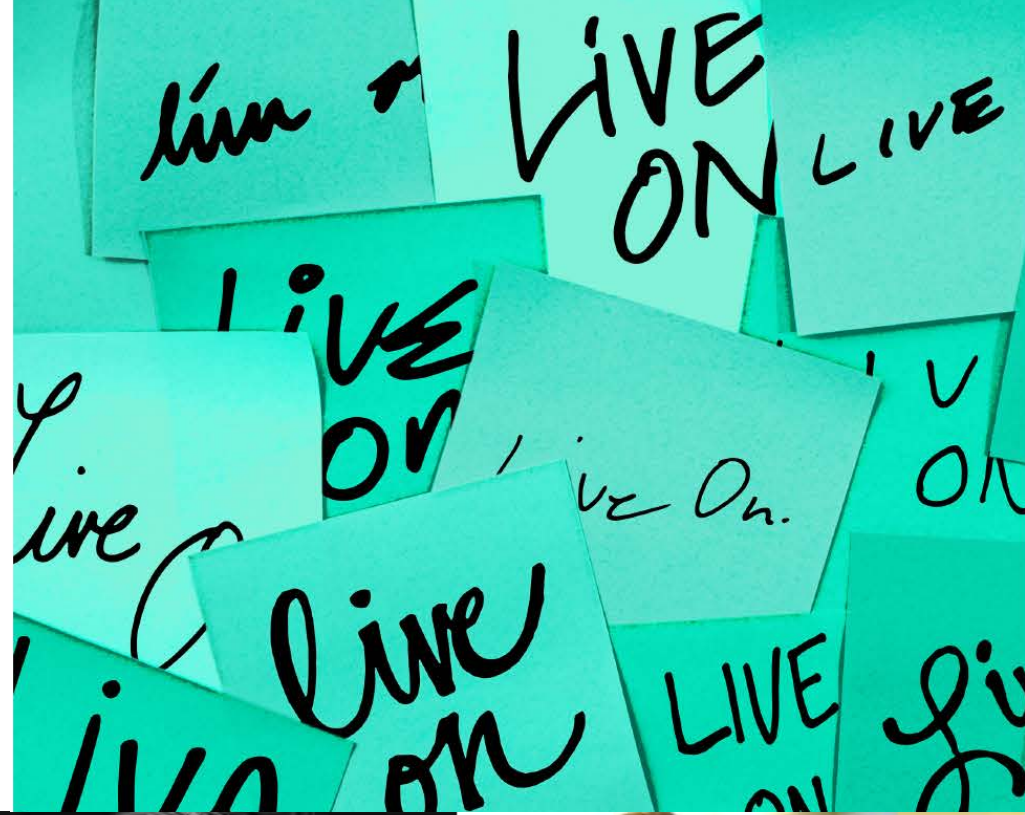
**SAFE CONNECTIONS**



**SAFE SKILLS**



**SAFE ENVIRONMENT**





“For too long, the issue of suicide by firearm has been an awkward and uncomfortable discussion among gun owners. Through collaborative efforts... that’s finally changing. Conversations about gun storage and suicide risk can protect those we love while respecting our Second Amendment rights.”

- Clark Aposhian, Chairman of the Utah Shooting Sports Council





## COVID-19 Grief Support Group

Tuesdays from 5:30 pm to 7:00 pm

January 12 to March 2

This group will be focused on COVID-19 related grief—this includes those who have lost a family member or friend to coronavirus as well as all who are grieving deaths that were disrupted. Disrupted grief experiences include family unable to be present in the hospital or nursing home at the time of death, no family funeral gatherings, family unable to travel to memorials, or memorial events being delayed. Losses in these unprecedented circumstances have potential to be experienced as trauma, and require compassionate, evidenced-based care.

## COVID-19 Recovery Support Group

Tuesdays from 5:30 pm to 7:00 pm

January 5 to March 23

This group will be focused on support for individuals who have had COVID-19 and are dealing with emotional struggles related to their illness and any lasting symptoms. As a relatively new experience, surviving COVID-19 has its own unique set of challenges that society as a whole is still learning about. People who are dealing with these difficulties can find support in this group from others with similar experiences.



CARING CONNECTIONS  
COLLEGE OF NURSING

A HOPE AND COMFORT IN GRIEF PROGRAM



Group registration  
is required.

Please call **801-585-9522**  
for more information and  
to register.

This group will be free for  
participants due to generous  
funding from the State  
of Utah Department of  
Human Services.

Groups will be held online  
via Zoom and are open to  
all Utah residents.



How will you  
show up  
during  
stressful  
times?



Source Unknown

# Covid Related Stressors

- Lack of control of circumstances
- Media
- Ambiguity
  - What next?
  - When will this end?
  - How will I be impacted?
- Working from home – space, kids, isolation
- Heightened fear
- Grief and loss



# Signs of Stress

- Difficulty concentrating or completing tasks
- Trouble relaxing or sleeping
- Changes in appetite, appearance, mood
- Lack of energy – feeling exhausted
- Loss of enjoyment/engagement
- Increased irritation
- Excessive seeking of information
- Physical symptoms/responses

# Lead by example:

Much of what we do in our lives is “cup-draining.” Effective stress-management requires time for “cup-filling” activities – those activities that replenish and refresh our mind, body, and spirit.

People who are good at stress management are intentional and make self-care a priority. They recognize the importance of taking care of themselves so they can be more effective in all areas of their life.

Are you modeling good self-care at your workplace?



# Good self-care is intentional:

- Exercise and be physically active every day
- Use technology to connect
- Take breaks/pauses during the day
- Consider a new hobby
- Seek out positive people
- Practice gratitude
- Engage in mindfulness and meditation

# Mindfulness is a Superpower



# Good self-care is intentional:

- Limit time with news media
- Set a schedule and stick to it
- Focus on what you can control
- Seek out support if needed
- Spend some time outside

# Get Outside





# Leading in Stressful Times

- GOYO
- Over communicate during this time
- Be a role model/give permission to team members
- Identify your “champions”
- Encourage creativity
- Look for positives in the work you/your team are doing
- Build on past responses to difficult situations
- Limit major changes/decisions if possible
- Be curious; seek out your team, inquire as to how they are doing
- Offer support/resources



# Thank you and Questions



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