



Welcome to the SIG University Webinar Series  
**Roadmap to Mental Well-being:  
Best Practices for Supporting  
Employees**

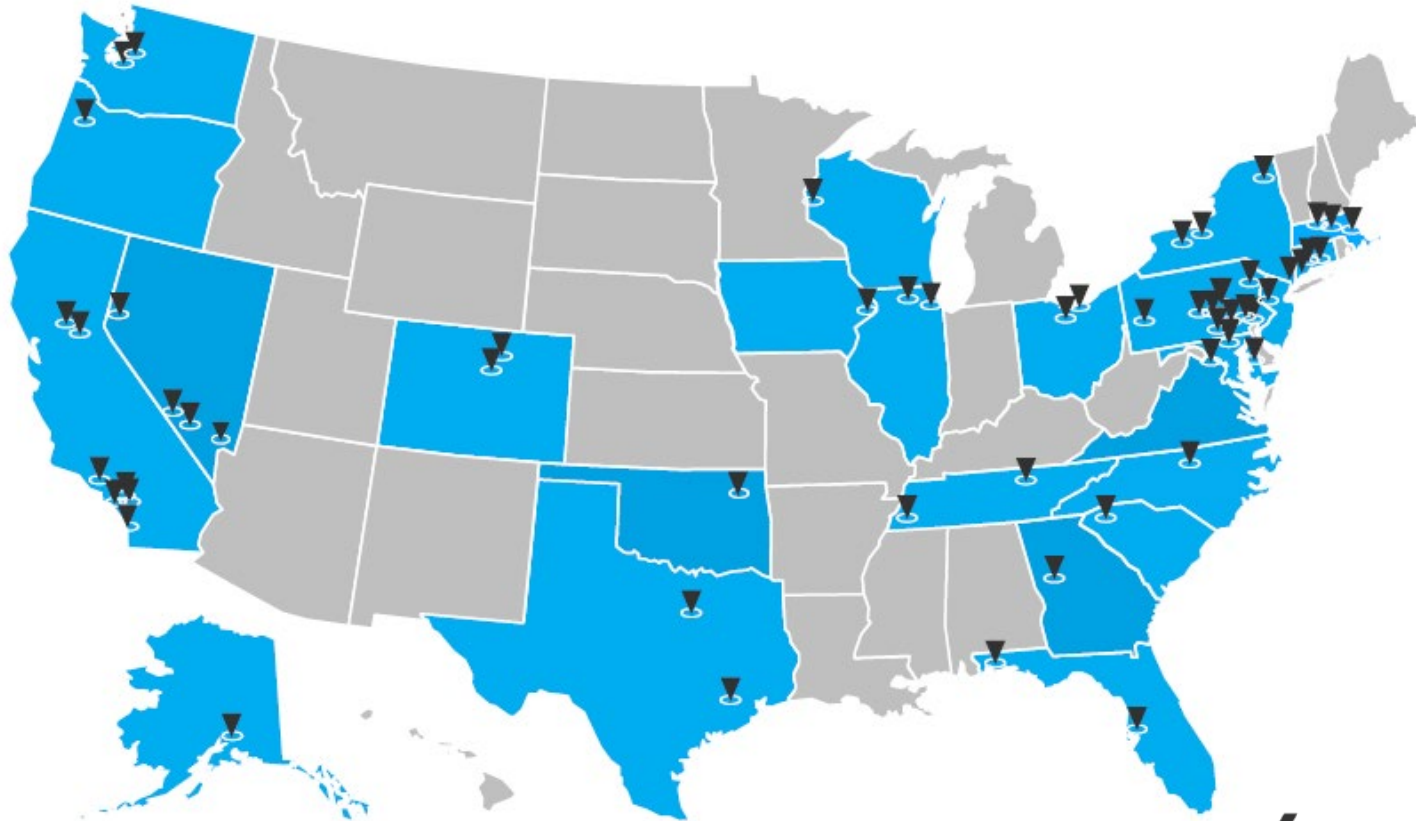
Jessica Sheffield | *Brightview Senior Living*

Beth Thierer | *BHS*

April 29, 2021



# Welcome to Our Regional Alera Partner Firms!





# Questions?

During the webinar if you have any questions, please feel free to...

- 🗨 Zoom Chat: Enter questions via the “Chat” feature in the Zoom meeting

# Reminders

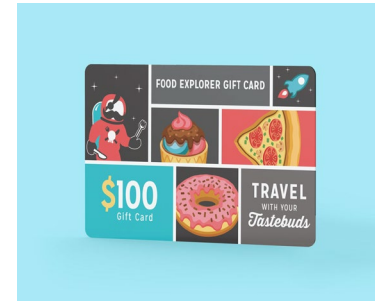
1. Slides and resources will be emailed after the webinar and are available on

**[silbs.com/events](https://silbs.com/events)**

2. Complete our 2-minute post webinar **SURVEY**\*\* All completed surveys will be entered to win a \$100 Goldbelly gift card!

**Congratulations to the winners from our last webinar!**

**Donnie Chapman, Chesapeake Lighting  
Jennifer Tilles, ASELL!**



## UPCOMING

### It Takes All of Us: Addressing the Stigma of Mental Health

May 13<sup>th</sup>, 11 AM – 12 PM EST

**Presenter:** Dr. Kelly Graling, *Cognitive & Behavioral Consultants*

### HR Trends: Using Benchmarking & People Analytics to Support a Data-Driven Approach to Talent Management

May 19<sup>th</sup>, 10 AM – 11 AM EST

**Presenters:** John Tunney, *SIG* and Stacey Davis, *ADP*

### Affordable Care Act: What's New With the ACA?

May 26<sup>th</sup>, 12 PM – 1 PM EST

**Presenter:** Stacy H. Barrow, Esq., *Marathas, Barrow, Weatherhead, and Lent, LLP*



# Webinars

# Check Out Our Mental Health Landing Page

This landing page includes the following mental health and wellbeing guides:

- [Alera's Mental Wellbeing Guide](#)
- [NAMI Metropolitan Baltimore COVID-19 Resources & Information Guide](#)
- [Mental Health Solutions from Alera Group](#)
- [I Will Listen Campaign Information](#)

[Click Here to Access the Landing Page!](#)





# Welcome

**Jessica Sheffield**, Wellness Manager | *Brightview Senior Living*

**Beth Thierer**, Director of Customer Solutions | *BHS*



# Supporting Associate Mental Well-being During and After COVID-19

Jessica Sheffield

Brightview Senior Living

April 29, 2021



# What we're hearing from associates

- Fatigued and tired
- Overwhelmed
- Defeated
- Burned out
- Grief and loss
- Numbness
- Fear
- Anger / Resentment
- Guilt
- Missing the rewarding aspects of caregiving





# What we're hearing from associates

- ▶ "I haven't done my job in a year. I've only done COVID"
- ▶ "I'm not myself."
- ▶ "I have no patience."
- ▶ "When will this end?"
- ▶ "I don't know how to have fun anymore."
- ▶ "I've lost family members to COVID."
- ▶ "My kids are left to navigate virtual school on their own."
- ▶ "I can't sleep."
- ▶ "I'm not sure how much longer I can do this."
- ▶ "I feel like I have PTSD"
- ▶ "I am anxious all the time and I am not an anxious person"
- ▶ "I'm having to work really hard to stay positive."
- ▶ "Day by day. Today's a good day. I better knock on wood!"

# COVID-19 & Mental Health

- 82% increase in people reporting mental health concerns
- Now, roughly 1 in 3 individuals are dealing with a mental health issue
- 149% increase in suicidal ideation (4.3% to 11%)
- 77% report not sleeping well
- Anti-anxiety prescriptions up 34%
- Alcohol sales skyrocketing by 55%
- Director resignation trend





**It's okay to not be okay**

**It's okay to ask for help**

**Help is available**

**It's okay to help yourself**



# BRIGHTVIEW'S ROADMAP TO MENTAL WELL-BEING

A framework for supporting associate well-being during and after the pandemic.

## ACKNOWLEDGE the pandemic's impact on mental health

It's OK to not be OK. COVID-19 has impacted all of us. Reducing the stigma of mental health and acknowledging the impact on your mental well-being are the first steps to recovery.

## Take time to TALK, share and process

You are not alone. Reach out to a friend, colleague, manager, faith or spiritual leader, or a professional. BHS, our Employee Assistance Program, is always here for you with 24/7 in-the-moment support.

## PRIORITIZE tasks and manage your workload

The workload is intense due to the pandemic. Talk with your manager to discuss and re-prioritize your work if your responsibilities feel overwhelming. Focus on what is most critical.

## Build your SELF-CARE toolkit

Self-care is not selfish! It's absolutely necessary, especially during challenging times. Let go of any guilt around taking care of yourself. While self-care looks and feels different to each of us, we can all be intentional about incorporating daily rituals of self-care to recover from stress, nourish your soul, and maintain balance in your life.



BHS offers 24/7 free and confidential in-the-moment support.

800-327-2251 | [portal.BHSonline.com](https://portal.BHSonline.com) username: BRIGHTVIEW

BRIGHTVIEW  
STRONG

# Roll-Out Plans

- ▶ Share roadmap – posters to all communities, flyer available for download
- ▶ Promote BHS – sending letter with magnet and Roadmap flyer to all associates
- ▶ Offer onsite BHS counseling
- ▶ Facilitate well-being discussions with regional teams
- ▶ Provide *Mental Health Awareness* trainings – upcoming Director webinars
- ▶ Create a library of resources on myBrightview and BVLink
  - ▶ Self-care resources
  - ▶ Director resources
- ▶ Offer a calendar of associate well-being programs
- ▶ Pilot BHS Support Groups
- ▶ Your idea here....



**1-800-327-2251**



# Thank You for Attending

Complete Your Survey – We Value Your Feedback!

Check your email for your HRCI/SHRM Certificates.

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