



## Mental Health Lunch and Learns

“Mental health issues in the work and school environments are any conditions that affect employee and students’ state of mind. These conditions may include mild depression, stress and severe anxiety which may result in burnout and nervous breakdowns. Substance abuse may also perpetuate mental health issues. Mental health problems can manifest in different ways. Some employees may suffer with no physical side effects, while others may experience physical symptoms (e.g. increased blood pressure, lethargy, changes in eating habits.)” Information from

<https://resources.workable.com/mental-health-policy-template>

## How to Implement

- Gain support from leadership and managers over specific departments- to send and post flyers, to come to lunch and learns, etc.
- Make self-assessments for mental well-being available to employees and students and provide at lunch and learns
  - <http://screening.mentalhealthscreening.org/capsdep>
- Find a speaker for mental health well-being (campus counselors, etc.) and decide on date and time or use one of the webinars below
  - <https://carrierclinic.org/understanding-stress-anxiety-depression/>
  - <http://www.mentalhealthamerica.net/events/free-coping-stress-depression-webinar>
  - <http://familyaware.org/programs-overview/register-for-a-free-educational-webinar>
  - Or contact a speaker near you: <https://www.nami.org/Local-NAMI?state=PA>
- Reserve room
- PROMOTE lunch and learns, mental well-being self- assessment and decrease the stigma campaigns
- Post mental health tips around campus, making sure they are visible to both students and employees
- Visit Penn State University Park’s Health Promotion and Wellness page for more resources on mental health (some presentations made be available via Zoom)
  - <https://studentaffairs.psu.edu/health-wellness/psychological-counseling>

## Evaluation

*To assess the impact of the intervention:*

- Track attendance via sign in sheet if mental health lunch and learns are in person, or via online if classes are held through videos/Zoom
- Survey individuals on which form of practice they enjoy best (i.e. in person or video)



**Example Pre and Post Questions:**

- Thinking about your mental health, which includes stress, depression, and problems with emotions, for how many days during the past 30 days was your mental health not good?
- During the past 30 days, for about how many days have you felt worried, tense, or anxious?
- How often do you find your work or school load stressful?
  - Always
  - Often
  - Sometimes
  - Hardly ever
  - Never
- What is your biggest barrier to positive mental health? (Check all that apply.)
  - Work stress
  - Micromanagement
  - Home stress
  - Busy schedule
  - Coworkers
  - Relationships outside of work
  - Other
- Over the last 2 weeks, how many days have you had trouble falling asleep or staying asleep or sleeping too much?
- How often do you find your work or school load stressful?
  - Always
  - Often
  - Sometimes
  - Hardly ever
  - Never



- How often do you have physical symptoms that are likely stress related? (e.g., teeth grinding, headaches, palpitations, stomach aches, back aches)?
  - Never
  - Once a month
  - A few times per month
  - Once a week
  - Multiple times per week
  - Daily
  - N/A or I'd prefer to not answer
  
- All in all, how satisfied would you say you are with your job?
  - Very satisfied
  - Somewhat satisfied
  - Not too satisfied
  - Not at all satisfied
  
- How satisfied are you with current wellness programs?
  - Very satisfied
  - Satisfied
  - Neutral
  - Dissatisfied
  - Very dissatisfied





### LionPulse Session Evaluation

*Campus:* \_\_\_\_\_ *Session:* \_\_\_\_\_

*Date:* \_\_\_\_\_ *Time:* \_\_\_\_\_

1. Was the time of this program convenient for you?
  - a. Yes
  - b. No
  
2. Was the topic of interest?
  - a. Yes
  - b. No
  
3. How often would you attend programs?
  - a. Monthly
  - b. Quarterly
  - c. Not at all
  - d. Other \_\_\_\_\_
  
4. Based on today's experience, will you encourage your colleagues to attend?
  - a. Yes
  - b. No
  
5. Will you make changes in your life based on what you learned today?
  - a. Yes
  - b. No
  
6. What program topics would you like to see in the future?  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_