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We will begin the webinar shortly.

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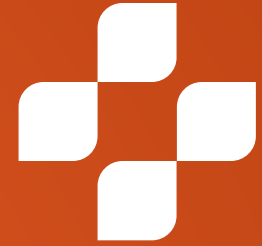
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Mental Health **FIRST AID**

from NATIONAL COUNCIL FOR MENTAL WELLBEING



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MENTAL WELLBEING

From Languishing to Flourishing: Strategies for County Professionals to Reclaim Joy and Wellbeing

May 14, 2025

Today's Webinar



Presenter

Jennifer Cox

Manager, National
Trainers, Mental Health
First Aid,
National Council for
Mental Wellbeing



Q&A Manager

Cody Clements

Client Development
Partner, Mental Health
First Aid,
National Council for
Mental Wellbeing

Asking Questions and Using Closed Captioning

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- **Questions:** Ask questions by using the Q&A function (you will not be able to unmute). Please indicate if you would like your questions to be answered anonymous.
- **Closed Captioning:** Click "Live Transcript" and then select "Show Subtitle" or "View Full Transcript".
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National Council for Mental Wellbeing

NATIONAL
COUNCIL
for Mental
Wellbeing

About Us

The National Council is a membership organization that drives policy and social change on behalf of more than **3,200** mental health and substance use treatment organizations and the more than **10 million** children, adults and families they serve.

We are a thought leader, solutions provider and leading voice on Capitol Hill with a **55-year** history of driving policy and social change.

Impact

- **229+** CCBHCs providing services across 20+ states.
- **\$15 million** for substance use and substance use disorders (SUD) workforce loan program.
- **4 million+** individuals trained in Mental Health First Aid (MHFA).
- **15,000+** MHFA Instructors nationally.



Proud Partner of the National Association of Counties



Since launching our partnership in 2022, we've been proud to collaborate with NACo to offer **Mental Health First Aid (MHFA)** trainings to support the mental wellbeing of county employees and elected officials.

Together, we are creating a framework for counties to **destigmatize mental health and substance use challenges**.



Millions of American workers are stressed, burned out and silently struggling with their mental health.

1 IN 5

U.S. workers rate their mental health as fair or poor.

40%

say their job has a **negative impact** on their mental health.

37%

won't seek treatment to avoid employers knowing about it.

65%

don't feel comfortable asking for mental health accommodation at work.

85%

of workers **would not recommend their workplace to a peer.**

12 billion

working days are lost annually due to **depression** and **anxiety**.

75%

indicated that **stigma** was present in their workplaces.

69%

When employers **don't prioritize mental health** of **workers leave their jobs.**

Untreated mental health conditions cost employers

\$47.6 billion

in productivity each year.

4x more

When employers don't prioritize mental health, there are **unplanned absences.**



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Today's Agenda

- ✓ The concept of languishing — what it is, why it happens and how to recognize it
- ✓ How stress, burnout and current events contribute to feelings of stagnation
- ✓ The process of post-traumatic growth and how adversity can lead to greater resilience
- ✓ Practical strategies for cultivating flow, a state of focus and fulfillment in daily life
- ✓ Resources and tools to support long-term mental wellbeing and personal growth





**Take a
moment to
arrive**

Audience
Poll

The last 5 years and our
mental wellbeing



The Impact of Current Events on Mental Wellbeing



Four Key Impacts

1. Chronic stress and uncertainty = emotional exhaustion
2. Isolation and social disconnection
3. Burnout
4. Trauma and grief



What is Languishing?

- The opposite of flourishing — when you feel connected and purposeful
- Languishing is when you feel lackluster or disconnected, but you're not in notable distress



Signs of Languishing

At Work:

- Feeling disconnected or dissociated from coworkers
- Being irritable, confused or sad
- Inability to get excited about upcoming projects
- Difficulty focusing or remembering
- Cynicism about leaders, colleagues or career
- Procrastination or lack of motivation to complete tasks/assignments
- Missing work

Outside of Work:

- A sense of emptiness
- An absence of wellbeing, although one is not sick
- Inability to describe feelings
- Feeling as if there's nothing to look forward to
- Engaging in risky or inflammatory behaviors to try to break the “blah/meh” feeling
- Feeling as if you're just going through the motions
- Restlessness
- Isolation



Post-traumatic Growth

The Three-step Plan:

1. Acknowledgement
2. Adaptation
3. Action

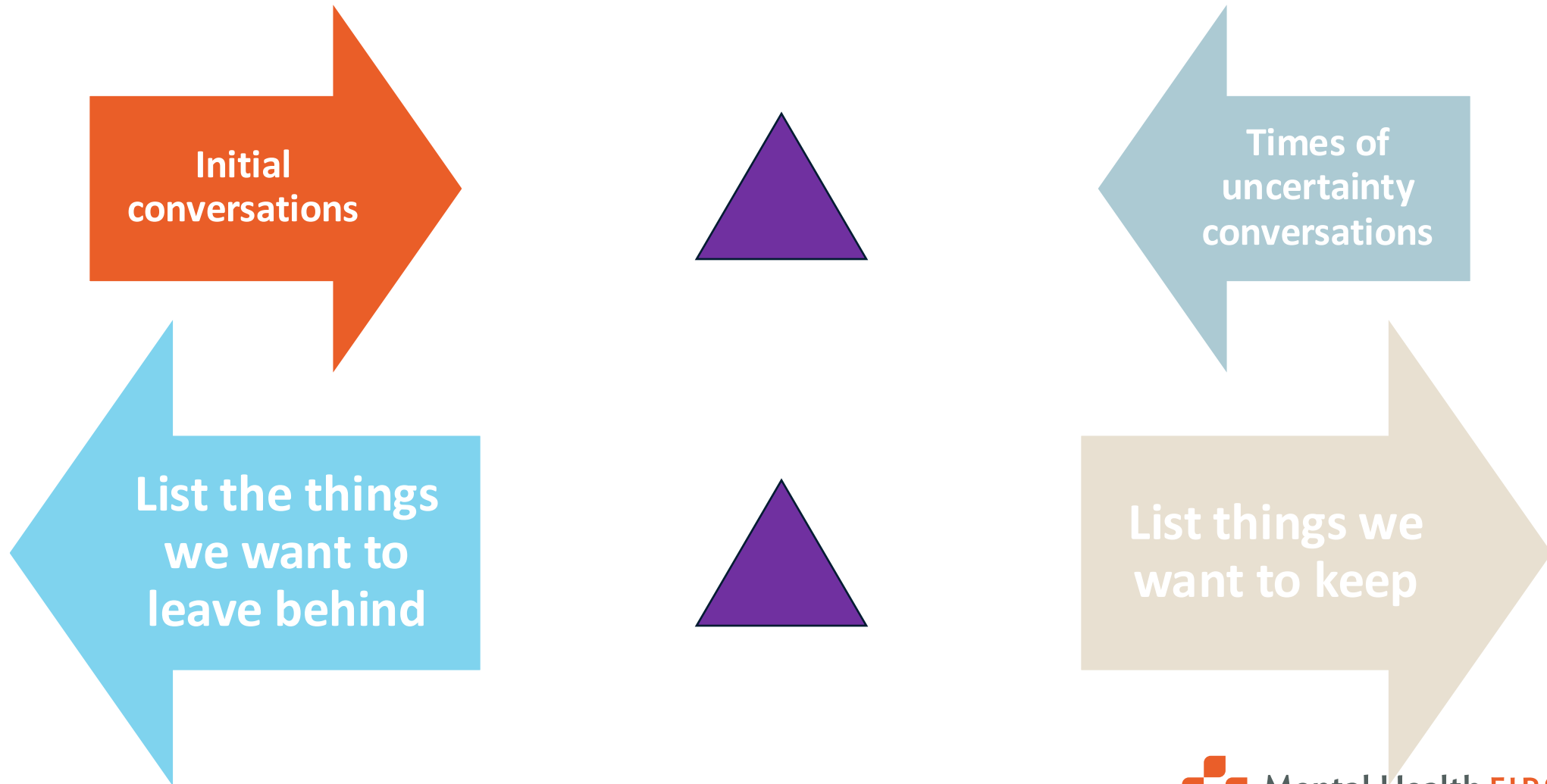


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Post-traumatic Growth: Tangible Benefits



Plan of Action: Move Into Flourishing

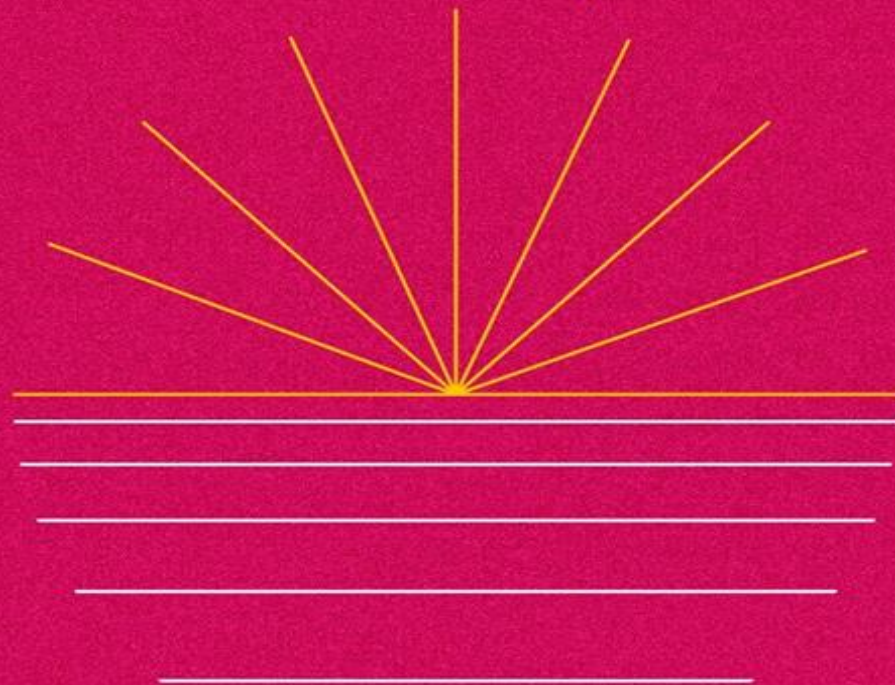


CONNECTED

ENGAGED

CONFIDENCE

flourishing



languishing

DISCONNECTED

EMPTINESS

DISILLUSIONED

From Languishing to Flourishing



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Charting the Course to Flourish

1. Holding the “and”
2. Practice active acceptance
3. Connect with others





The Antidote: Finding Our F.L.O.W.

What F.L.O.W. Feels Like

- You're completely immersed in what you're doing.
- There's a sense of ecstasy that feels outside of everyday reality.
- You have the felt-experience of inner clarity.
- You have the necessary skill set, and you're able to accomplish the task hand.
- You've transcended your ego and are only concerned with the here-and-now.
- Your sense of time falls from your awareness.
- The flow is its own reward. The process is the destination.



Wellbeing Boost: Finding Your F.L.O.W.

Step out of your comfort zone

Get better at something

Have clear aims and objectives

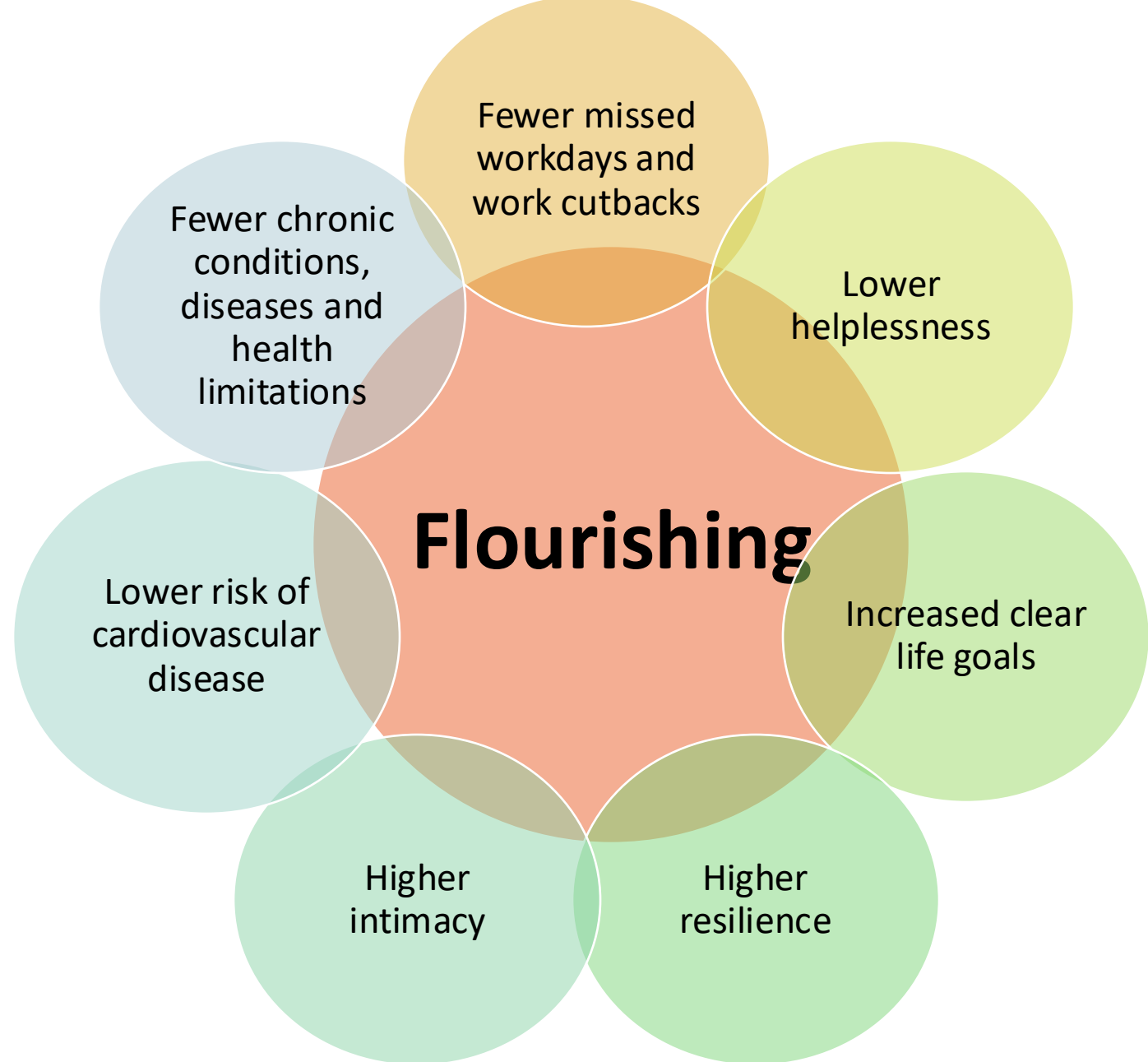
Keep an unflinching focus

Lose yourself



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Impact of Flourishing



Life Strategies for Flourishing Day to Day



Acknowledge
and share
your story



Re-shape your
brain



Adjust how you
speak to yourself



Reframe your
thoughts



Move your
body



Take time off



Audience Poll



Don't Let It Stop With You!

01

Take time to
reflect.

02

Be honest with
your self-
assessment.

03

Take a second
look.



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Resources

- Your county's benefits and Employee Assistance Program (EAP)
- Call or text 988
- MHFA.org/mental-health-resources



Mental Health FIRST AID

Mental Health First Aid teaches people how to identify, understand and respond to someone who is experiencing a mental health or substance use challenge.

Mental Health First Aid Action Plan can be used in any order.

1. **A**

APPROACH, ASSESS
for risk of suicide or harm.

2. **L**

LISTEN
nonjudgmentally.

GIVE

reassurance and information.

ENCOURAGE

appropriate professional help.


ENCOURAGE

self-help and other support strategies.

If you or a friend is in distress or considering suicide. You can also call the National Suicide & Crisis Lifeline at 988Lifeline.org.

In an emergency, CALL 911.

Learn more at [MHFA.org](https://mhfa.org)

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Mental Health First Aid

a course that teaches organizations, workplaces and communities how to identify, understand and respond to signs of mental health and substance use challenges.



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What does Mental Health First Aid (MHFA) teach?



Learners will learn key awareness skills:

- Recognize signs and symptoms of mental health and substance use challenges
- Know what to do in a crisis where someone may be at risk of harm



Learners will know how to take action:

- Navigate mental health conversations with the **ALGEE Action Plan**
- Apply what they've learned with roleplay activities relevant to scenarios common to the learner
- Use self-care strategies to build a resilient mindset
- Know where to go for help within their county



U.S. counties are investing in the mental wellbeing of their teams and communities with MHFA.



King County

JANELLE KROONTJE

KING CO., WA

“If we want to create a culture of mental wellbeing, we have to back up our words with actions—through policy, training, and leadership. We found that when employees take MHFA, they don’t just use it at work—they bring those skills home, into their communities and families. The demand for MHFA in our county has grown—once employees see the value, they start encouraging their colleagues to take it, too.”



ETHAN HOLLENBERGER

WINNEBAGO CO., WI

“The first step in reducing stigma is making sure our county leaders are openly discussing mental health. MHFA gave our workforce the language and tools to support each other before issues escalate. After implementing MHFA, we saw employees start looking out for one another in ways they hadn’t before—it made mental health part of everyday conversations.”



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Learn more about implementing a MHFA training for your county staff!

Scan the QR code or visit MHFA.org/NACo

Email MHFA_NACo@TheNationalCouncil.org



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There Is No Health Without Mental Health

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