

26TH ANNUAL

Wellness Matters In Construction

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TJ Singh, KHS&S, Director of Safety and Risk Control

SURFING THE WAVE OF LEAN DESIGN AND CONSTRUCTION

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1:15pm



26TH LCI CONGRESS

OCTOBER 22-25, 2024



Your Presenters



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2024

Wellness Matters In Design and Construction

Increasing Well-Being and
Mental Health Awareness



The Problem





Problem Statement (Required Slide)

Mental health is a complex and multifaceted issue that affects millions of people worldwide. While current discussions and interventions often focus on severe cases and treatment solutions, there is insufficient attention given to the everyday factors that contribute to declining mental health.

This lack of comprehensive understanding leads to:

1. Inadequate prevention strategies
2. Delayed interventions
3. Stigmatization of less severe, but still impactful, mental health challenges
4. Overlooked opportunities for creating healthier environments in workplaces and communities



THE DESIRED STATE

EUDAEEMONIA

eu·dae·mo·nia, yūdē 'mōnēə

Greek: *eudaimonia*, from eudaimon-, eudaimōn having a good attendant or indwelling spirit, lucky, happy (from eu- + daimon-, daimōn spirit) + -ia -y (Webster's)

“In Aristotelian ethics, the condition of human flourishing or of living well. The conventional English translation of the ancient Greek term, “happiness,” is unfortunate, because *eudaimonia*, as Aristotle and most other ancient philosophers understood it, does not consist of a state of mind or a feeling of pleasure or contentment, as “happiness” (as it is commonly used) implies. For Aristotle, ***eudaimonia is the highest human good, the only human good that is desirable for its own sake (as an end in itself) rather than for the sake of something else (as a means toward some other end).***” (Encyclopædia Britannica)



Crisis Text Line: Text HELLO to 741741 or visit:

<https://www.crisistextline.org/>



What is mental health?

According to the CDC:

“Mental health includes our *emotional, psychological, and social well-being*. It affects how we think, feel, and act. It also helps determine how we handle stress, relate to others, and make healthy choices. Mental health is important at every stage of life, from childhood and adolescence through adulthood.” “...a person’s mental health can change over time, depending on many factors.” It is not a static state.

According to the Mayo Clinic:

“Mental health is *the overall wellness of how you think, regulate your feelings and behave.*”

According to the American Psychological Association:

Mental health is *a state of mind characterized by emotional well-being, good behavioral adjustment, relative freedom from anxiety and disabling symptoms, and a capacity to establish constructive relationships and cope with the ordinary demands and stresses of life.* (Adapted from APA Dictionary of Psychology)



How are mental health disorders defined?

The Diagnostic and Statistical Manual of Mental Disorders (DSM) is a guide published by the American Psychiatric Association that explains the signs and symptoms of several hundred mental health conditions, including anxiety, depression, eating disorders, post-traumatic stress disorder and schizophrenia.

The DSM provides criteria for making a diagnosis based on the nature, duration and impact of signs and symptoms. It also describes the typical course of the disorder, risk factors and common co-existing conditions. (Mayo Clinic)

How common are mental illnesses?

Mental illnesses are *among the most common health conditions in the United States*.

- **More than 1 in 5 US adults live with a mental illness. THAT'S 20%!**
- Over 1 in 5 youth (ages 13-18) either currently or at some point during their life, have had a seriously debilitating mental illness.
- About 1 in 25 U.S. adult's lives with a serious mental illness, such as schizophrenia, bipolar disorder, or major depression. (CDC)



What are some symptoms of mental health disorders?

Signs and symptoms of mental illness can vary, depending on the disorder, circumstances and other factors. Mental illness symptoms can affect emotions, thoughts and behaviors.

Examples of signs and symptoms include:

- Problems with alcohol or drug use
- Feeling sad or down
- **Confused thinking or reduced ability to concentrate**
- **Excessive fears or worries, or extreme feelings of guilt**
- **Extreme mood changes of highs and lows**
- **Withdrawal from friends and activities**
- Significant tiredness, low energy or problems sleeping
- Detachment from reality (delusions), paranoia or hallucinations
- Inability to cope with daily problems or stress
- **Trouble understanding and relating to situations and to people**
- Problems with alcohol or drug use
- **Major changes in eating habits**
- Sex drive changes
- Excessive anger, hostility or violence
- Suicidal thinking
- **Sometimes symptoms of a mental health disorder appear as physical problems, such as stomach pain, back pain, headaches, or other unexplained aches and pains.**

(Mayo Clinic)



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What are some mental health disorders?

Some Examples of Mental Health Conditions:

Anxiety Disorders
Attention Deficit Hyperactivity Disorder (ADHD)
Bipolar Disorder
Borderline Personality Disorder
Depression
Dissociative Disorders
Eating Disorders
Obsessive-Compulsive Disorder
Post-traumatic Stress Disorder
Psychosis
Schizophrenia

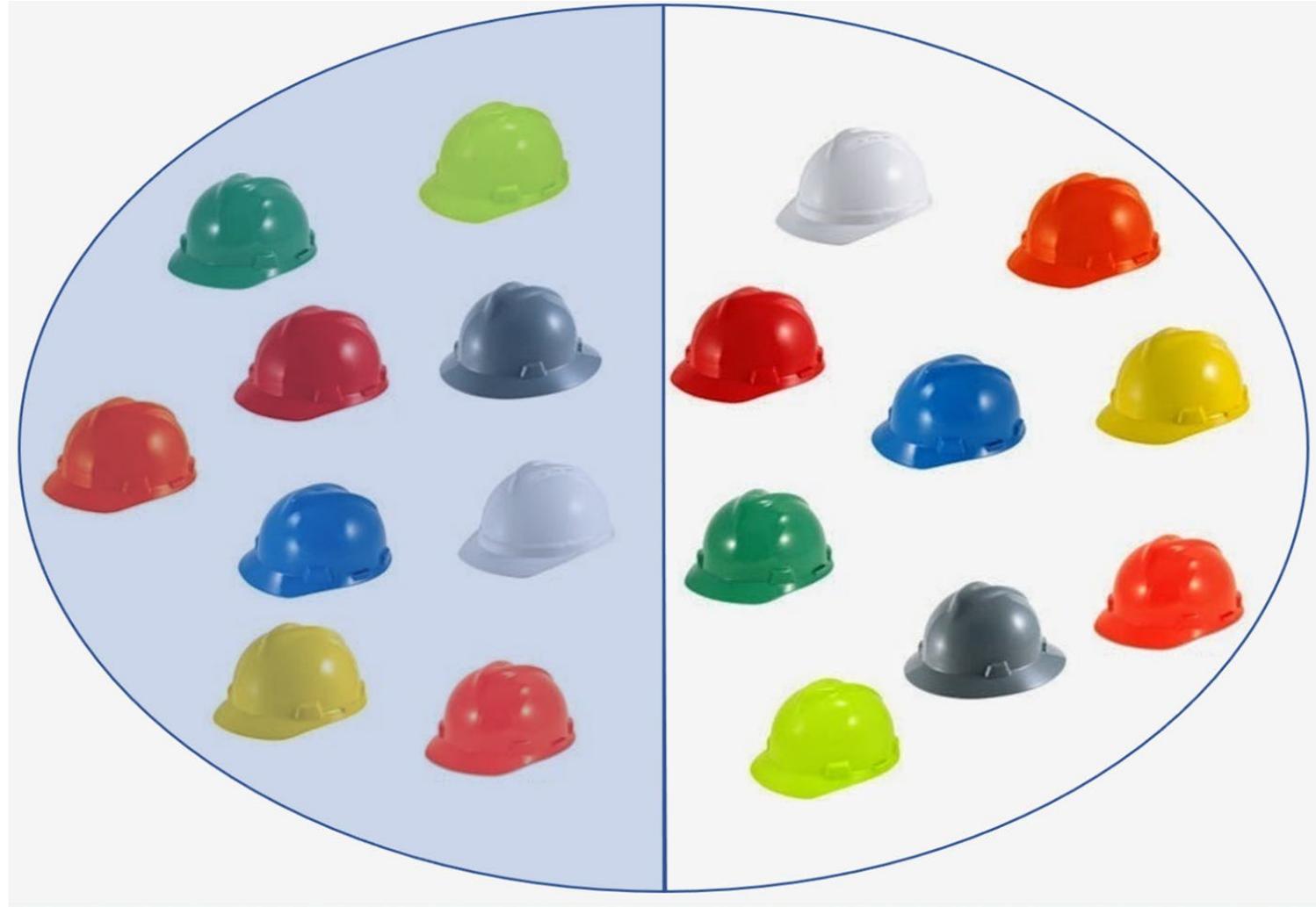
NAMI recognizes that other organizations have drawn distinctions between what diagnoses are considered **“mental health conditions” as opposed to “mental illnesses.”** We intentionally use the terms “mental health conditions” and “mental illness/es” interchangeably.

A mental illness is a condition that affects a person’s thinking, feeling, behavior or mood. These conditions deeply impact day-to-day living and may also affect the ability to relate to others. If you have — or think you might have — a mental illness, the first thing you must know is that you are not alone. Mental health conditions are far more common than you think, mainly because people don’t like to, or are scared to, talk about them. However:

A mental health condition isn’t the result of one event. Research suggests multiple, linking causes. Genetics, environment and lifestyle influence whether someone develops a mental health condition. A stressful job or home life makes some people more susceptible, as do traumatic life events. Biochemical processes and circuits and basic brain structure may play a role, too.



More Than Half of Us Will Experience Mental Health Challenges

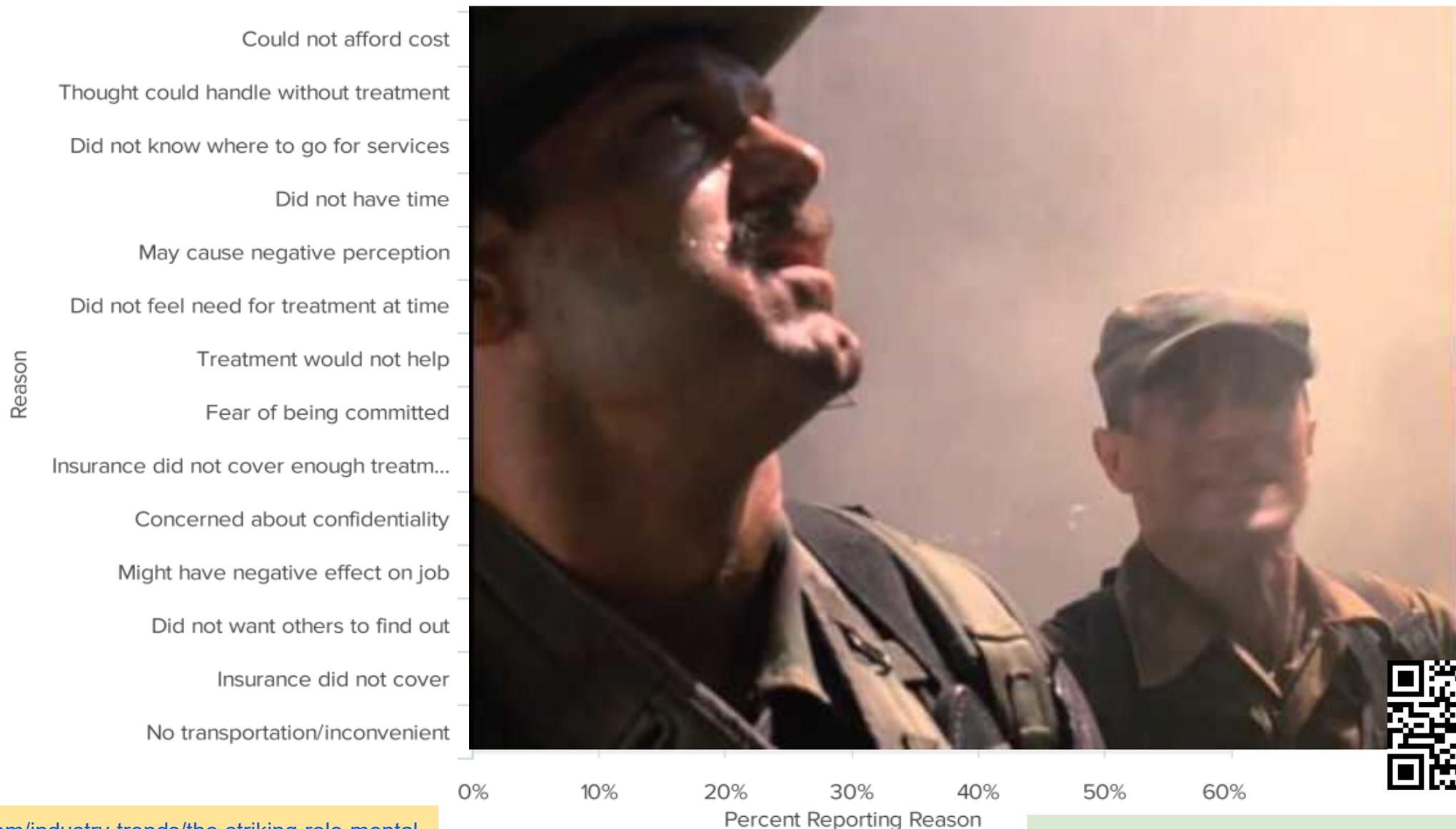


Internal and External Barriers Limit Help-seeking

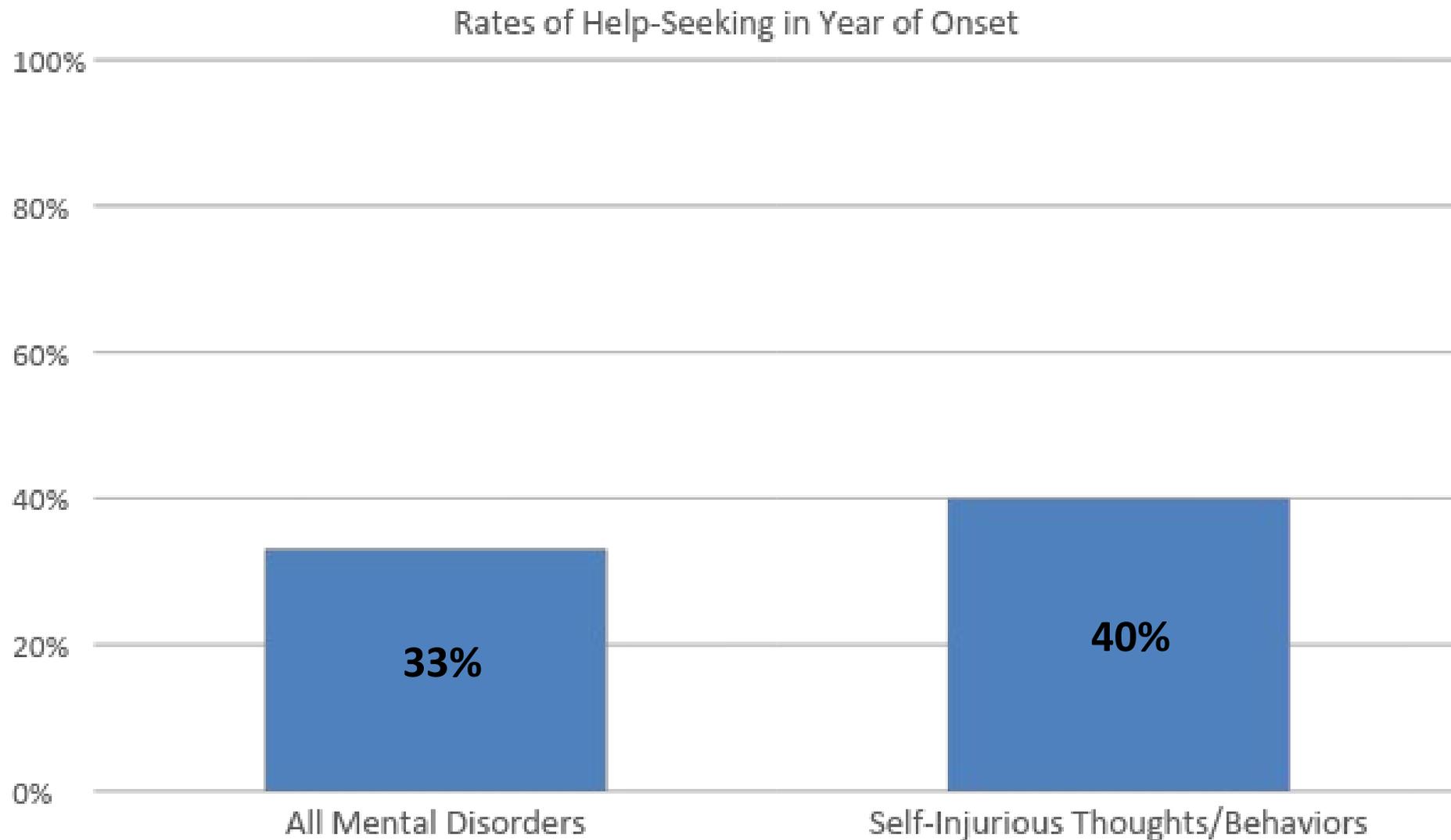


Reasons For Not Receiving Mental Health Treatment

Reasons For Not Receiving Mental Health Treatment



Few Seek Help for Mental Health Problems



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Cultural Norms

- Macho Culture
- Bullying/Racism/Sexism
- Pressure Environment
- Lack of Perceived Empathy
- Lack of Training





WORK SAFE BC

Bullying & Harassment in Construction

Not part of the job (2 of 3)



Courtesy of Work Safe BC - Watch the entire series!
<https://www.youtube.com/playlist?list=PLUyWkHwckhS4ESolYtpqyZt0ONEO5Lkuo>

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POLL: HAVE YOU EXPERIENCED
THIS OR DO YOU KNOW
SOMEONE WHO HAS

YOU ARE NOT ALONE



SIX TENETS OF LEAN CONSTRUCTION

- 1 Respect for People
- 2 Optimize the Whole
- 3 Generate Value
- 4 Eliminate Waste
- 5 Focus on Flow
- 6 Continuous Improvement



Solution Exploration



Solutions

- Employee Assistance Programs
- Hotlines
- Mental Health Professionals
- Skills to Build Employee Resilience
 - Bouncing Back From Setbacks
 - Handling Criticism
 - Maintaining a Positive Outlook
 - Inward vs Outward Mindset - Arbinger Institute



Communication Strategies

- Create a Psychologically Safe Environment
- Promote Open Communication
- Train Leaders
- Topic Specific Material / Media
- Peer Support
- Address Stigma
- Access to Resources



Learning Strategies

- Stay Engaged
- Speak Your Truth
- Lean Into Discomfort
- Expect & Accept Non-Closure
- Listen for Understanding
- No Fixing





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

RESOURCES REVIEW



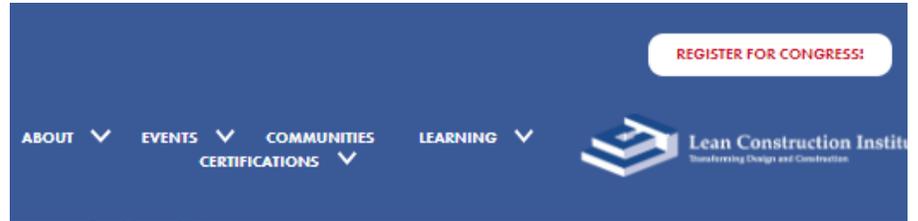
National Resource and Referral List

DIAL 211 OR VISIT 211.ORG

211 provides individuals and families in need with a shortcut through what can be a bewildering maze of health and human service agency phone numbers. Calls to 211 are routed by the local telephone company to a local or regional calling center.

The 211 center's referral specialists receive requests from callers, access databases of resources available from private and public health and human service agencies, match the callers' needs to available resources, and link or refer them directly to an agency or organization that can help.

CRISIS RESOURCES	CONTACT
988 Suicide & Crisis Lifeline Lifeline provides 24/7, confidential support to anyone in suicidal crisis or emotional distress. Callers will get connected with a trained crisis counselor. <i>If you believe that someone is in immediate danger, you may also contact 911 for help.</i>	Call or Text 988 988lifeline.org
Crisis Text Line Crisis Text Line is available to assist in any crisis 24/7. A live, trained crisis counselor receives the text and responds, all from a secure online platform.	Text HOME to 741741 crisistextline.org
Veterans Crisis Line The Veterans Crisis Line is a free, confidential resource that connects veterans 24/7 with a trained responder. The service is available to all veterans and those who support them, even if they are not registered with the VA or enrolled in VA healthcare.	Send a Text to 838255 veteranscrisisline.net
Disaster Distress Helpline The disaster distress helpline provides immediate crisis counseling for people who are experiencing emotional distress related to any natural or human-caused disaster. The helpline is free, multilingual, confidential, and available 24/7.	Call or Text 800-985-5990 Disasterdistress.samhsa.gov



Resources Mentioned During Training

- [211](#)
- [Betterhelp](#)
- [National Alliance on Mental Illness](#)
- [Psychology Today](#)

Downloads

- [LCI Taskforce Training](#)
- [LCI Workplace Workbook](#)
- [Resource List](#)
- [Leading from the Top Workplace Training](#)
- [Mental Health First Aid Courses](#)
- [Mental Health First Aid](#)

Final Message



**Prioritizing
your own well-being
then the job**

What can you do to apply solutions and improvement at your Company or Project tomorrow?

- *Be sure to attend tomorrow's presentation by the Respect for People Taskforce!*
- *AWARENESS TO ACTION – NEXT STEPS FOR RESPECT FOR PEOPLE:*
 - Thursday, 10/24 9:30a in Town & Country B



Be Kind To Yourself
and To One Another!

Thank You!

The Presentation Team



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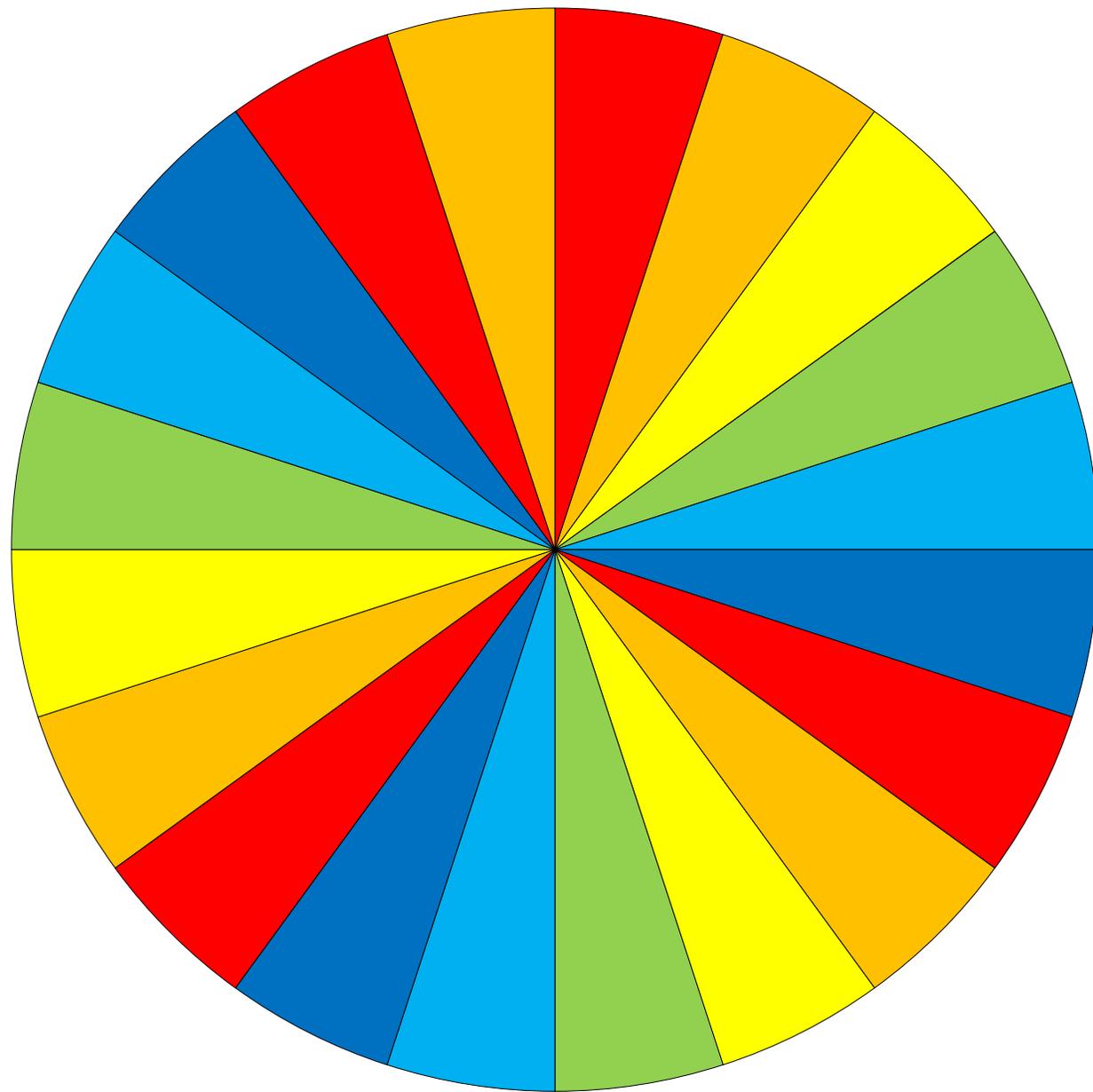
In the spirit of continuous improvement, we would like to remind you to complete this session's survey! We look forward to receiving your feedback.



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Thank you for attending this presentation. Enjoy the rest of the 26th Annual LCI Congress!

END



Maximum Benefit

- No Right Answers
- We Are in the Same Boat
- Sharing Unlocks Unused Creativity

Building a Supportive Workplace Culture



Strategies for Leaders

- Understanding the Ripple Effect
 - Cascading Effect (Top – Down)
 - Social Contagion
- Mindfulness on the Jobsite
- Self-Care