CRAFT BREWERS CONFERENCE
& BrewExpo America

Mental Health in the Craft Beer Industry

#CraftBrewersCon

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Depression and Anxiety

Mental Health Conditions in the Workplace

Depression in the Workplace

Depression is:

- Not just about having a bad day

- Negatively affects how a person feels, thinks and acts

- Decreases their ability to function well at home and at work[1]

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Symptoms of Depression

- Sadness
- Lack of interest
- Difficulty concentrating, slowed thoughts
- Forgetfulness and difficulty remembering things
- Difficulty making decisions

- Sleeping too little or too much
- Feelings of guilt, worthlessness or helplessness
- Energy loss or fatigue
- Irritability, tearfulness, anger
- Weight or appetite changes[3]

*diagnosed if a person experiences these symptoms for more than 2 weeks

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Recognizing at Work

- Withdraws from team
- Indifference
- Missed deadlines, putting things off, afternoon fatigue

Recognizing at Work

- Late to work, accidents
- Procrastination, indecisiveness, slowed-productivity
- Presenteeism, Absenteeism

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Recognizing at Work

- Detached, Low Motivation

- Change in Appearance

- Inappropriate reactions, strained relationships

Recognizing at Work

- Unsure of abilities, Lack of Confidence
- Seems scattered, or "absent-minded"[2]

Anxiety in the Workplace

Anxiety disorders are:

- the most common mental disorders in the US affecting **18% of Americans** and **33% of people** at any given point in their lifetime.[4]

- comprise a range of different mental illnesses that are all characterized by excessive **fear and apprehension** as well as problematic behaviors related to the anxiety

Symptoms of Anxiety

Typical symptoms include physical complaints like:

- Sweating
- Trembling
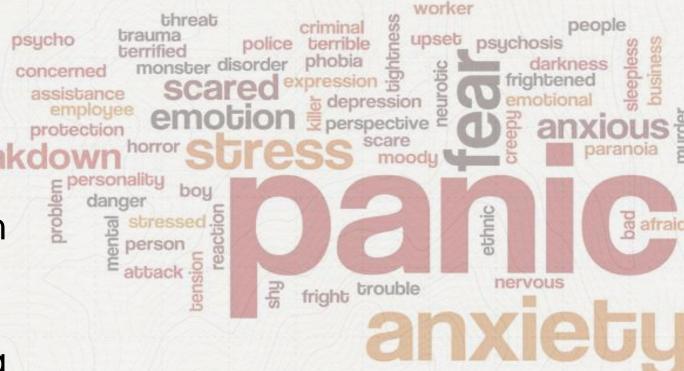- Stomach upset
- Difficulty speaking

- Intense panic or fear; and
- Constant unwanted thoughts related to the anxiety.[3]

Recognizing at Work

- Reluctant or avoids public speaking/ speaking up in meetings
- Reluctant or avoids working in groups
- Constant worry of not meeting deadlines

Recognizing at Work

- Fear of humiliation

- Concern of being judged

- Difficulties accepting constructive criticism

- Excessive worrying that work won't be up to par

Recognizing at Work

•Difficulty interacting with authority

figures

•Avoidance of committing to new tasks or

trying for a promotion due to fear of

failure

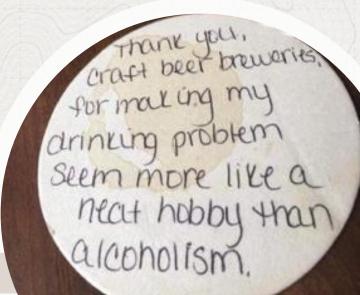# Recognizing at Work

Symptoms on the job often reported:

- Need for constant reassurance
- Problems concentrating
- Excessive fatigue
- Irritability
- Less productivity as a result of having to repeat work or correct mistakes.
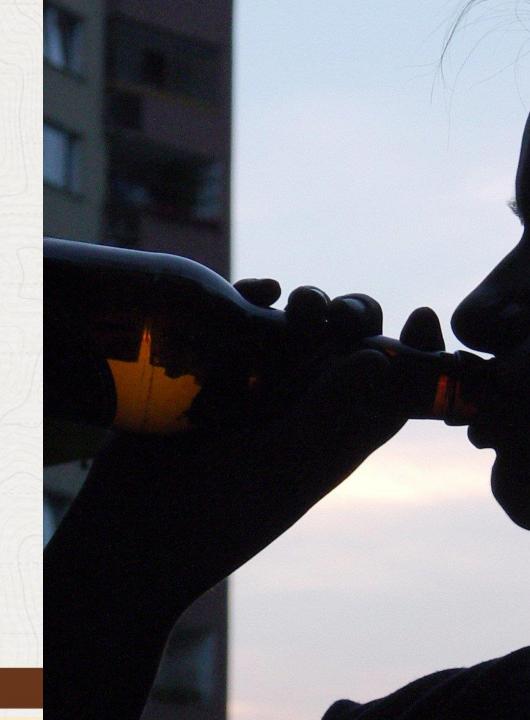
Behaviors that can exacerbate/impact mental health

- Social Media and products promoting irresponsible drinking practices

- Lack of boundary setting related to work/life integration

craft beer:
it's not alcoholism,
it's a hobby.

Thank you, craft beer breweries, for making my drinking problem seem more like a neat hobby than alcoholism.

Behaviors that can exacerbate/impact mental health

- Peer pressure and shaming culture
- Social acceptance of a way to decompress
- Overconsumption

The Impact of Alcohol

Depression and Anxiety

Depression

Alcohol can make depression worse

Depressed individuals who drink are more likely to complete suicide

Drinking alcohol makes antidepressants less effective

Depression or Substance Abuse?[10]

Anxiety

Men and women with anxiety disorders are at three times the general population's risk of being alcohol-dependent

Social Anxiety and Alcohol

Anxiety or Substance Abuse?[10]

Treatment Risks & Self-Medicating

Defining Stigma

Social/Public vs. Self/Perceived

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Social/Public Stigma

Social stigma is characterized by:
- prejudicial attitudes
- discriminating behavior focused on individuals with mental health problems due to the psychiatric label they have been given[11]

Self-Stigma

Self-Stigma or perceived stigma is:

- the internalizing by the mental health sufferer of their perceptions of discrimination
- a person's recognition that the public holds prejudice; and
- will discriminate against them because of their mental illness label[11]

SELF-STIGMA

"YOU WOULD NEVER TALK TO ANYONE ELSE AS HARSHLY AND HORRIBLY AS YOU TALK TO YOURSELF."

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Why is stigma an issue?

SHAME

May cause the individual to experience rejection, discrimination or bullying

RELUCTANCE

Reluctance to seek treatment and lack of medication adherence

DENIAL

It can manifest itself in the "denial" of the person's competence, ability and potential on the job

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Protection Against Discrimination

- Americans with Disabilities Act (ADA)
- Family Medical Leave Act (FMLA)
- Check with your state re: state-specific laws that protect employees from discrimination (Fair Employment Practice Agency)
- Equal Employment Opportunity Commission

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Economic Impact

- Loss of productivity
- Presenteeism
- Disability claims

- Injuries/Illness
- Grievances
- Complaints
- Turnover
- Legal Implications[8]

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Social Impact within the Craft Community

NEWS IN BRIEF

Recovering Alcoholic Pissed He Hit Rock Bottom Before Craft Beer Boom

Today 10:49am · SEE MORE: ALCOHOL ⌄

NEWPORT, RI—Regretting that he never got a chance to sample even a single imperial stout during his years abusing alcohol, recovering

Credit: The Onion

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- **Our responsibilities:**
  - Cultivating a culture that reinforces and promotes healthy coping strategies
  - Encourage and reinforce responsible drinking practices
- **In order to:**
  - Impact family systems and other relationships positively
  - Promote craft in a positive way
  - Decrease legal issues
  - Decrease suicide rates[12]

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Achieving Mental Health Wellness

Employers

Employees

Colleagues

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As EMPLOYERS

- Lead by example

- Practice self-care

- Create policies that promote mental health wellness
- Connect with your guild
- Empower employees to seek resources
- Network and connect with other organizations to find out how they are achieving mental health wellness.

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As EMPLOYEES

- Practice self-care
- Ask for help if needed

- Maintain and enhance social networks beyond the workplace
- Talk to your employer about your mental health needs.
- Speak up. Tell people when you experience a stigmatizing attitude or opinion.

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As COLLEAGUES

- Support your co-workers and encourage them to seek professional help when they are ready.
- Listen without judgment and offer support.
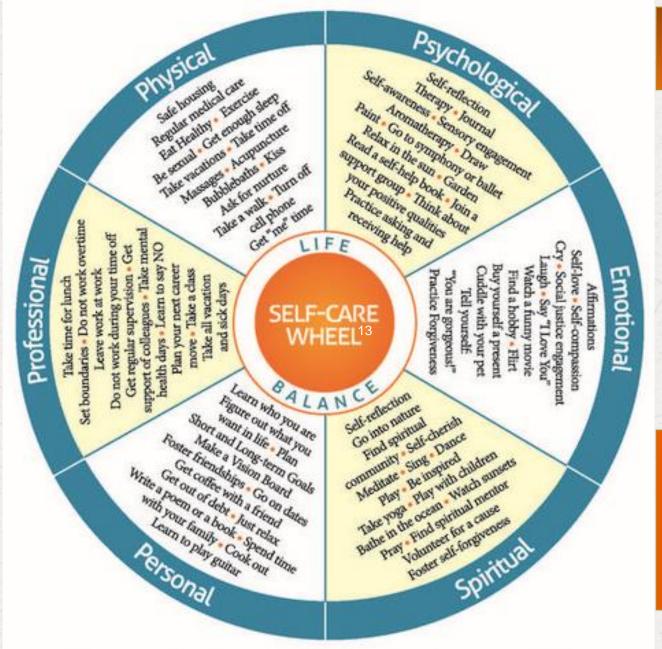- Encourage self-care and/or practice together.

As COLLEAGUES

- Don't leave a co-worker that may be in immediate danger alone. Seek help from crisis center, emergency services, or a health-care professional.
- Check in with them to find out how they are doing.
- Speak up. Tell people when you experience a stigmatizing attitude or opinion.

We all benefit from self-care so...

Self-care isn't just holidays and massages. It's working on your habits, mindset, and healing your past. It's removing toxic thoughts, people, and places in your life. It's living intentionally, purposefully and consciously.
@jayshetty

Q & A

Find Support

Talk to your health professional or try one of these support networks:

•National Institute for Mental Health: https://www.nimh.nih.gov/health/find-help/index.shtml

•National Alliance on Mental Health: https://www.nami.org/

•National Suicide Prevention Lifeline: https://suicidepreventionlifeline.org/

•To Write Love on Her Arms: https://twloha.com/

•You can also go to the website of your state or county government and search for the health services department.

•To find a therapist: www.psychologytoday.com

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