Smiling on the Outside, Crying on the Inside.

Where Do I Turn?
Please be sick...
The Mask

- Smiling on the outside

- The world is a stage...
Stepping out from the Shadows
“Drugs and alcohol are not my problem. Reality is my problem, drugs and alcohol are my solution.”

- Russell Brand
Do You Want to Exist or Do You Want to Live?
Living
Which of the following was reported to be the main source of stress?

a) Work
b) Finances
c) Personal relationships
d) Home life

Statistics Canada, General Social Survey, 2010
Challenges in the Workplace

• Commuting and working long hours
• Excessive workloads
• Lack of resources or training
• Isolation
• Minimal control regarding job-related decisions
• Job security
• Lack of appreciation
How do people manage high levels of stress?

- Substance Abuse
- Food
- Shopping
- Technology
- Emotional explosions
- Deep breathing
- Walk
- Talk
- Write
- Pray
Which country has the highest per capita users of psychiatric medications in the world?¹

- a) United States
- b) Canada
- c) United Kingdom
- d) Norway

* 38% of institutionalized seniors live in chronic pain²

¹ Mood Disorders Society Canada, 3rd Ed., 2009
² Ramage-Morin, Shields, & Martel, 2010
Gambling: The Hidden Disease

Cards vs family

- Who wins??
Tolerance

Experimentation ➔ Occasional ➔ Abuse ➔ Addiction

Intensity of Feeling

High

Low
Who Am I?

Addiction: living outside of self to prevent going within
Who Am I Wheel

Am

Want

Fear

Need

Wish

Like

Dislike

Love
What percentage of people choose to become an addict?

a) 100%
b) 71%
c) 39%
d) 0%
But Allan...
They *choose* to break the law.
They *choose* to drive impaired.
They *choose* to be addicts.

I am just supporting their decision to be weak and dangerous to society. When is it going to stop being about addicts and when will it start to be about the *good* people and their needs?
Soul

Anger vs Compassion
Good luck in your approach. I must warn you...

The good will break your heart, kill your family, and fill our prisons. Each one is an individual case of failure. Failures made by a person making a veiled excuse for their problems and actions.
What percentage of people will have a mental illness in their lifetime?

a) 8%
b) 14%
c) 20%
d) 24%

- In any given week 500,000 employed Canadians are off work because of mental illness
- 4,000 will not make it and will take their life

Centre for Addiction and Mental Health
Suicide

- 24% of all deaths among 15-24

- Escape, not death

Mood Disorders Society of Canada, 2009, 3rd Edition
How Will You Respond?
Say and do everything you need so you don’t need to look back thinking, “I should have done more.”
Warning Signs

- Deterioration of physical appearance
- Isolation
- Delayed speech, confusion
- Glassy or bloodshot eyes, pupil size
- Mood swings
The Game Changer

- Establish relationships

If you think there is a problem, there probably is.
Addiction: A Family Disease

26% had substance abuse/addiction in their family
Kim’s mood is unpredictable. One day she presents as outgoing and pleasant while other days she will isolate herself and be short tempered. Kim’s mind does not seem to be on her work, and she makes mistakes doing tasks that she has performed for years. Kim’s co-workers are starting to feel unsafe around her. How do you respond?
Failure to Act

- Employees condition worsens
- Co-workers pick up slack
- Decreased morale
- Lower productivity
- Increased costs
Open the Door

“I don’t mean to pry but I just wanted to let you know that I am concerned. I just wanted to let you know that I would be more than happy to LISTEN if you ever need to talk.”

Our basic needs...
“You can’t possibly understand what I have gone through.”

“Help me to understand.”
To Change or Not to Change?
The Path Towards Healing

My Plan

Reality
Go Through The Middle

“Why does this keep happening to me?”

- 2 choices
  - Fight or give up
Hope
This is YOUR Journey
Let Go or Be Dragged

- Zen Proverb
Make Time for YOU

• Walk in nature
• Read
• Pedicure
• Bubble bath
• Dodgeball
Balance
How Are You Doing?
Surround yourself with others who speak your language

Talking facilitates healing
6 Commitments

1. See the person

2. Look beneath the actions (ask why)

3. Create an environment of safety

4. Ensure supervisors act on signs and follow company policy

5. Open your door and when they speak... listen

6. Be aware of available resources
How do you want to be remembered?
Additional Resources

out from the shadows

@allankehrer

Allan Kehler

* Blog

* eBook and audio available

www.outfromtheshadows.ca