

jumpcloud

Creating a Roadmap for **IT Mental Health**

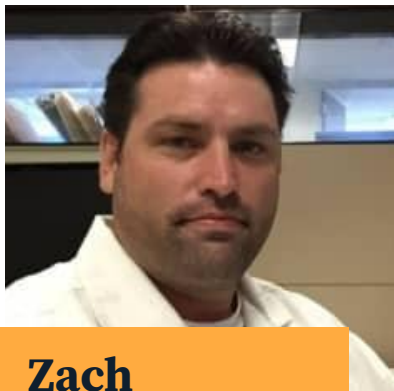


Your Panel



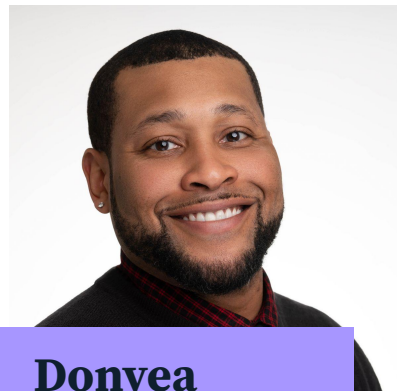
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Devereux**

Clinician and Change
Management Expert



**Zach
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Former VP of IT
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IT Support
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Solutions During Grief, Loss, Change



Get 8+ hours
of sleep.



Read.
It's a lost art.



Enjoy classical
music.



Gaze reset.



Schedule time off
the screens.



Smile at someone
and hold eye contact
for a second.

Solutions During Grief, Loss, Change



Share your experience with mental health.



Respond to pain in your body. Ignoring it creates fatigue and mood swings.



Think of pauses off screen as updates to an operating system. It only gets better from here.



Shape the social contract.

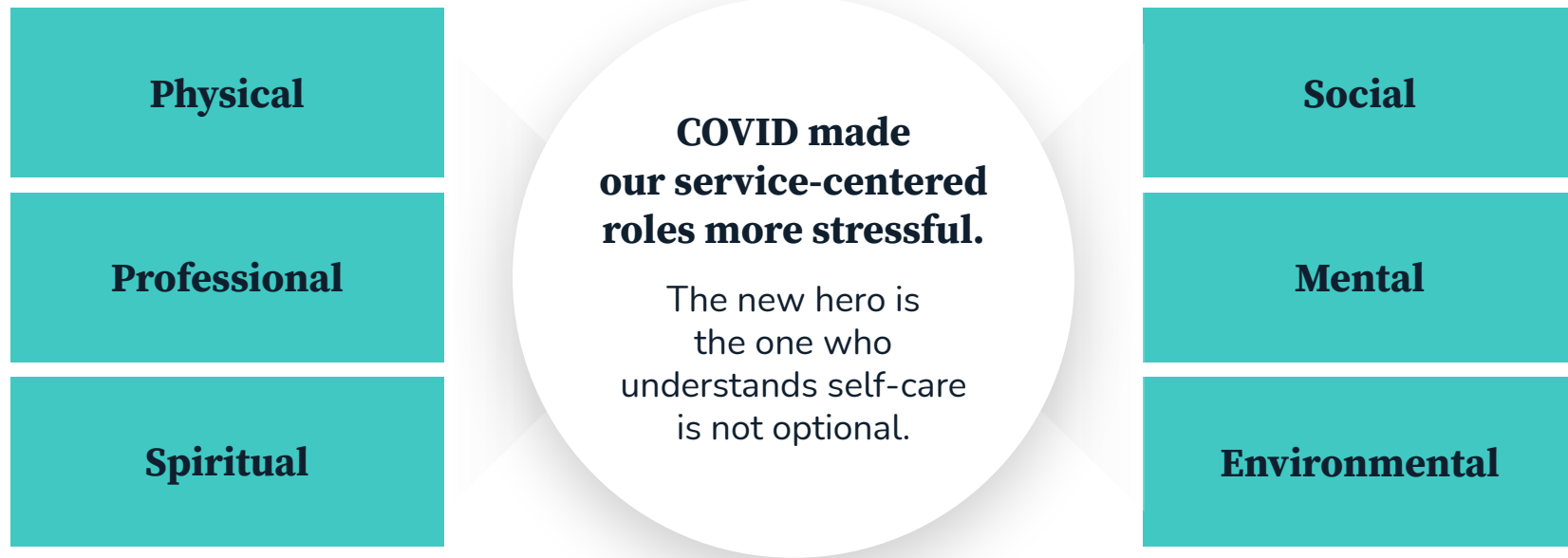


Don't adopt their story.



Starting is easier than you think.

Heroes Have Feelings



Before COVID

The change
we didn't imagine.

Before COVID, being an IT admin was already a stressful job, where the notion of “soldier on” prevailed.

Let's talk a bit about:

That environment

Some of the challenges unique to the Admin role

What strategies may have worked on helping to neutralize or even turn that idea

During COVID

A world
upside down.

Many IT Admins have been more significantly impacted than other roles in the organization.

What has this looked like from
an emotional perspective?

What has the last year been like?

What boundaries and limits will you apply for your
professional and personal commitments?

During COVID

Change, grief,
and loss.

**Now let's turn to discussing change, grief,
and loss during this time:**

How have these factors impacted
your day-to-day?

How have you managed this within the
scope of work and life?

What are some solutions for grief, loss, and
change that have helped during this time?

Moving Forward

A Post-COVID World

Let's look at a world past COVID. For IT that could mean an even more stressful situation, where you must deal with people in the office, out of the office and moving fluidly between both.

There needs to be a future state where this conversation is normalized—and rather than idolizing the hero who has worked himself out of well being, we idolized the hero who has honored his mental well being along with his work responsibilities.

How can we make that reality?



Solutions

A change of
gaze & resilience

How can we normalize and keep on the forefront this conversation of mental health?

If there is one thing COVID told the world, it was: stop, slow down, watch, listen.

This is where we can feel less like we need to soldier, here we become aware of new ideas and values.

What's Psychologically Helpful?



Do the
work
you love



Anchor



Less
masks



What about you?



What **questions** and topics are front of mind for you?



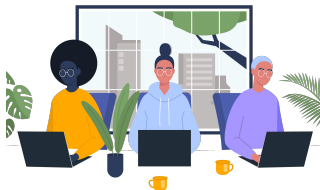
Chat over what you are thinking about and we can **discuss** as a group.

Practical Takeaways

Practice a mindfulness exercise with your shoes off. This helps in a habit of distraction.

Nutrition and sleep play a bigger role than we think.

Screen fatigue is similar to physical exhaustion, but has impact we can easily ignore. Pause for 11 seconds before the next screen.



Screen Stress Breaks

Go outside to get perspective. Look up.

One task.

Small changes last.

Anxiety exists in the mind, but it also exists in the body. So, well-being is multifaceted.

Burnout is a slow burn in survival conditions. Compassion habits lend towards mindfulness. Both clarify basic needs.

Practical Takeaways

**It's the unexpected
that throws people off,
but resilience that
gets them through.**

Connected to self makes
connection to others possible.
Self-care fuels both.



**Motivation is
nurtured not acquired.**

**In other words,
it's a resilient action
to state needs and
make time for them.**

**Visualize
yourself coping.
Get specific.**

Technology
optimizes our lives
so we can have
more time together
in person.

Some Resources You Can Take Advantage Of

Employee Assistance Program (EAP)

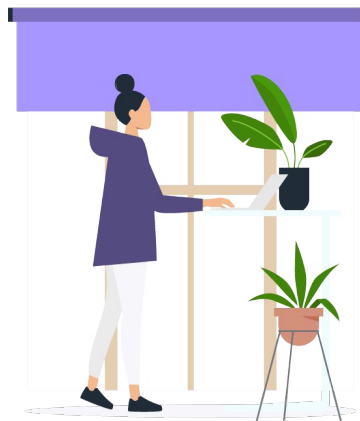
Mindfulness app (i.e. Calm)

Healthcare Benefits

Local anonymous or Celebrate Recovery groups

Counselling at church

A therapist or counselor you trust



For Employers

The CDC suggests that we create and maintain dedicated, quiet spaces for relaxation activities in the workplace

Make time for internet free connecting among co-workers

Speak about mental health to normalize it as part of healthcare

Encourage use of PTO

Reward boundaries not hero behaviors

Use gray brainstorm huddles to demonstrate moderate thinking instead of extremes

Get Immediate Help in a Crisis

Call 911

If you or someone you know is in immediate danger or go to the nearest emergency room

National Suicide Prevention Lifeline

Call 1-800-273-TALK (8255); En español 1-888-628-9454

Crisis Text Line

Text “HELLO” to 741741

Veterans Crisis Line

Call 1-800-273-TALK (8255) and press 1 or text to 838255

Disaster Distress Helpline

Call or text 1-800-985-5990

Other Helpful Links / Resources



[NAMI
Blogs](#)



[NAMI
Support](#)



[Mental Health
America](#)



[UCLA Mindful
Awareness
Research Center](#)



[Quick resilience &
support system
assessment](#)

What Else?



What other **questions** and topics are front of mind for you?



We will hang out for little longer if you can stick around so chat over other thoughts and questions that you have.

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Thank you!

