



MENTAL  
HEALTH  
FIRST AID

# Mental Health First Aid

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# Objectives & Plan

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- Mental health & the brewing industry
- Apply a first aid action plan for intervention & prevention
  - Identify industry & community resources for crisis intervention
- Discuss scenarios from the industry

**Audience Poll:**  
**What mental health issues are you  
seeing?**

# Mental Health & the Industry

- Food & beverage industry among the top three worst work environments for mental health issues, illicit substance use and alcohol abuse (Mental Health America, 2017).
- Occupational hazards: high stress, long hours, lower wages (Emotional Labor & Recovery, 2019)
- Highly competitive market with pressures to innovate & navigate constraints including supply chain, shifting consumer preferences & distribution challenges
- Young adults, 18-25 years old, are at the highest risk of mental health, opioid and other substance use problems (SAMHSA, 2017)
  - Anxiety, depression & bipolar disorders
- ***The Things We Don't Say*** program (CBC Online, 2021) education, fundraising & resources
- FBA's Mental Wellness Committee

# What *might* this look like?

- Easily or unexpectedly irritated or agitated
- Shutting down or minimally responsive
- Increased drinking or inebriation
- Sudden change in behavior
- Falling asleep during work
- Fidgeting or highly distracted
- Asking questions they know the answer to
- Not showing up for work obligations
- Lack of connection to people at work
- Difficulty working with others



**Mental health first aid responses are geared  
toward proactive prevention (most common)**

But there are some interventions you need to be  
equipped with if or when more imminent mental  
health crises occur  
(less common)

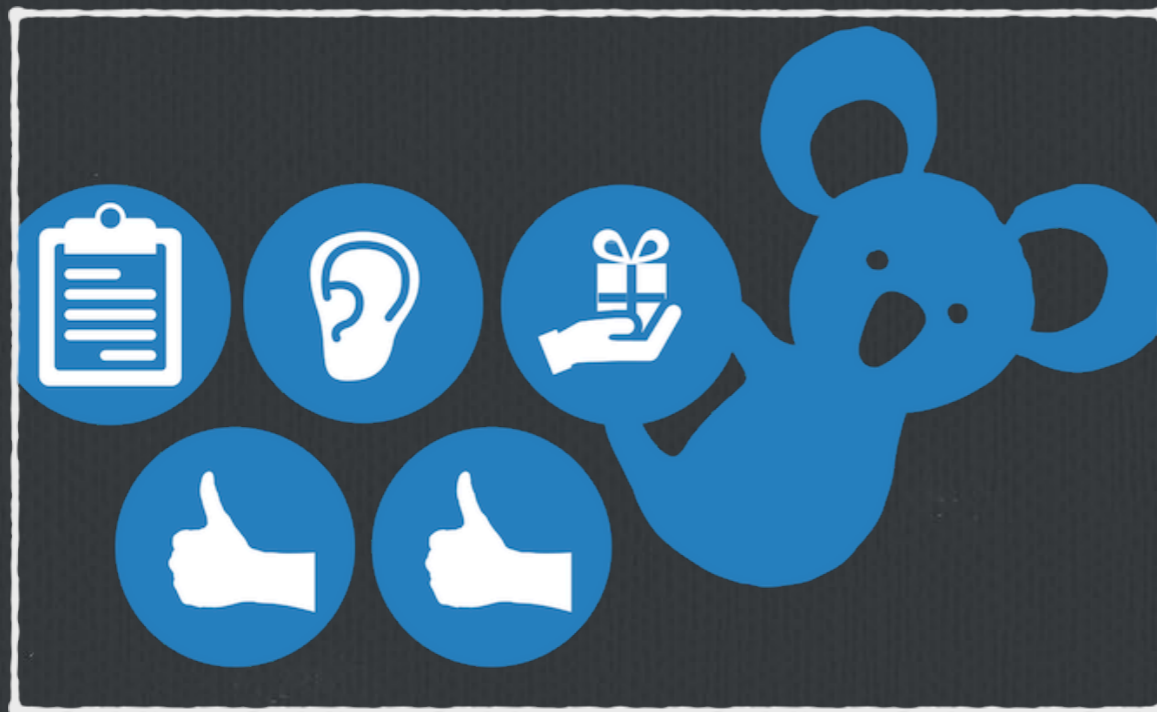
# Safety Tips

\*General, can be modified based on workplace safety guidelines

- Imminent threat to physical safety
  - Remain calm and say “I can help”
    - This may prevent the person from fleeing/getting assistance
  - Get to safe or non-threatening place
    - Ask others to leave space
  - Call another person/people for support
    - You or someone else
    - Could include emergency responders
  - Maintain composure as best you can
    - Making affirming statements can help for example, “Hang in there. I’m doing my best to help you”

# ALGEE Prevention Plan

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- Approach and assess risk/harm
- Listen without judgment
- Give support & information
- Encourage appropriate professional help
- Encourage self-help and other support strategies



# 1. Approach and assess

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- Be willing to manage and discuss sensitive topics
- Find a suitable time and space
- Say what you see (be objective)
- Stick to facts, don't make assumptions
  - "I've noticed you have been nodding off during work. Are you ok?"
- Assess risk: Ask directly

## 2. Listen without judgement

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- Adopt an attitude of openness
  - Don't ask why, but do ask what
  - Avoid taking things personally
- Try to understand their position or situation
- Reflect what you've heard
  - "Because of what's going in your life, it sounds like showing up at work has been really hard"

## 3. Give support and information

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- Emotional
  - Continue listening
  - Calming and grounding strategies
- Practical
  - “For your safety, I need to get someone else involved.”
  - “I’m happy to help connect you with someone who can help.”

## 4. Encourage professional help

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- Tell them about options available to them
  - Employee Assistance Programs (EAP)
  - Community mental health centers
  - 988 mental health crisis line (suicide prevention, mental health & other resources)
- Share about any personal experiences to reduce stigma

## 5. Encourage self-help and other supports

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- Family, friends, others
  - “Who can you talk to about the issue(s) your facing?”
- Community groups
  - Organizations & support groups like NAMI, anonymous programs or SMART recovery

# Troubleshooting

Scenarios from the industry

# Resources

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- National Suicide Prevention Hotline (988)
- Crisis Text Line “ITSOK” to 741741
- Hope for the Day <https://www.hftd.org/ourwork> (find local organizations in your area)
- FBA’s Mental Wellness Committee
- SAHMSA’s Find Treatment locator: <https://www.samhsa.gov/find-treatment>