

Mindful Continuing Education

Promoting Behavioral Health in the Workplace

1. All of the following but one are negative outcomes in the workplace related to poor mental health at work. Which does not belong?

- A. Reduction in job performance
 - B. Reduction in employee productivity
 - C. More engagement in the employee's work
 - D. Reduced physical capability and outcomes
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2. Creating an accepting _____ helps employees feel safe to disclose their struggles at work.

- A. Schedule
 - B. Policy
 - C. Friend group
 - D. Culture
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3. Which of the following statements is true?

- A. When organizations create stigmatized cultures they attract staff that they will be able to retain
 - B. Individuals who are working in an atmosphere that they feel they can talk about their mental health will feel more isolated in their struggles
 - C. When workplaces normalize having conversations about mental health, sharing strategies for staying mentally healthy and coping, and support staff in accessing mental health services they are not actively fighting against stigma
 - D. Isolation often exacerbates mental illness and can even cause them
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4. All of the following but one are common causes of stress in the workforce. Which does not belong?

- A. Fear of being laid off
 - B. Working 40 hours per week
 - C. Lack of appropriate staffing levels
 - D. Pressure to perform
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5. All of the following except for one are common signs that a person is stressed at work. Which does not belong?

- A. Looking forward to leaving at the end of the day**
 - B. Stomach issues**
 - C. Problems falling asleep or staying asleep**
 - D. Social isolation and withdrawal**
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6. Who does stress affect at work?

- A. Managers**
 - B. Line Workers**
 - C. Quality assurance managers**
 - D. Everyone**
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7. Which group of people had the highest likelihood of substance use increasing during the Covid-19 pandemic?

- A. African Americans**
 - B. Latinos**
 - C. Essential workers**
 - D. Caucasians**
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8. Which of the following is not a true statement about the difference between stress and mental health disorders such as anxiety?

- A. Stress is generally not warranted and does not make sense given external environments that prompt it whereas anxiety and other mental health disorders do not always fit the facts of a situation but still exists regardless of the calmness or lack of external stressors present**
 - B. Stress is generally manageable whereas mental health disorders can often result in profound disabilities to function as before**
 - C. People under stress experience mental and physical health symptoms but the trigger are often short-term whereas people with anxiety, for example, will have persistent and excessive symptoms that do not go away when the stressor goes away**
 - D. Stress is a mostly external experience where individuals are triggered by something or someone they interact within the outside world whereas anxiety and other mental illnesses are caused by internal struggles in many cases**
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9. All of the following but one are ways to notice that an employee's health may be poor. Which does not belong?

- A. Calling in sick often**
 - B. Being socially invested in others**
 - C. Having frequent changes in personality**
 - D. Poor organizational skills**
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10. What is the definition of compassion fatigue?

- A. Changes in a person's conscience and values resulting from an act of perceived moral transgression, which produces profound emotional guilt and shame**
 - B. Compassion fatigue is the ability to effectively care for others or have compassion for others.**
 - C. Compassion fatigue is the inability to effectively care for others or have compassion for others because the individual is completely exhausted by doing so**
 - D. Feeling exhausted by others**
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11. Compassion fatigue may likely result in all but one - which does not belong?

- A. Anger**
 - B. Confusion**
 - C. Headaches**
 - D. Psychosis**
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12. Which of the following statements is true?

- A. Offering an Employee Assistance Program does not save costs for an employer**
 - B. Modeling appropriate and healthy behaviors makes no difference to the health of employees at work**
 - C. Employee Assistance Programs are only for employees**
 - D. Employee Assistance Programs must be in compliance with legal requirements**
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13. Which of the following is a common tool used to measure stress by medical professionals/mental health professionals?

- A. PHQ-9**
 - B. Patient Stress Survey**
 - C. GAD - 7**
 - D. Wellness Wheel**
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14. All of the following are tasks that community leaders and businesses can do to help ensure health at work and mental health at work. Which does not belong?

- A. Identify stress management programs through local schools, community centers, recreation agencies, public health departments, and other areas and ensure that individuals know how to enroll/access/attend**
- B. Make sure that individuals have been properly referred to their programs before giving access to supports.**
- C. Support programs in the community that reduce risk by ensuring that housing is affordable, food is accessible to all, there are safe opportunities for exercise and play, there are tools for managing and promoting financial health, and there are programs to**

reduce substance use/domestic violence/other forms of violence

D. Develop systems that employees and other professionals can use for self-referring to community programs that will support their mental health and stress

15. Who of the following individuals does not have a responsibility for employee mental health?

- A. Managers
 - B. Human Resources
 - C. Employees
 - D. None of the above
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16. Which of the following is a common way for individuals to return to work after an extended absence for mental health?

- A. In phases
 - B. By returning as soon as possible
 - C. By staying remote indefinitely
 - D. Not returning to work and accessing disability
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17. How is a disability defined under the Americans with Disabilities Act?

- A. A physical or mental impairment that substantially limits two or more major life activities”
 - B. A physical or mental impairment that substantially makes it difficult to work
 - C. A physical or mental impairment that requires support to work
 - D. A physical impairment that substantially limits one or more major life activities”
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18. All of the following but one are common accommodations that an HR representative might recommend for someone with a mental health disorder at work. Which does not belong?

- A. Telecommuting
 - B. Increasing the natural lighting
 - C. A service animal
 - D. Software
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19. When there is discrimination against an individual at work because of mental health issues, all of the following but one should be done. Which does not belong?

- A. Encourage staff to report any discrimination that they see
- B. Provide a clear process for staff to navigate through, with support, when they are being discriminated against

- C. Promote a culture where discrimination is viewed as unacceptable**
 - D. Expect the staff member to confidentially go through the process alone**
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20. Once a program is put in place to support better mental health at work, what should happen?

- A. Employers should celebrate their success**
 - B. Employers should have a clear policy for tracking outcomes to identify how successful the program is**
 - C. Employers should post information about the program online and ask staff to look at it if interested**
 - D. Employers should expect that if individuals have questions they will send them to their managers about them**
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