

# The Connection Between Mental Health and Workplace Injury

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## Occupational Hazards



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## Occupational Hazards

- Infections
- Chemical exposure
- Workplace violence
- Injury from patient care
- Trips or falls from ice on the sidewalk

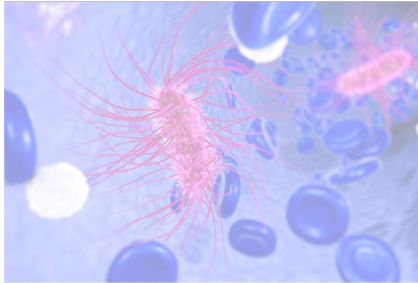


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## Infections

- Bloodborne pathogens:
  - HIV
  - Hepatitis B/C
- Tuberculosis
- Respiratory infections:
  - Influenzas
  - Coronavirus



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## Chemical Exposure

- Cleaning and disinfecting agents:
  - Mercury
  - Pesticides
  - Toxic drugs
- Latex
- Anesthetic gasses



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## Workplace Violence

- Verbally expressed anger and frustration from patients or employees
- Threatening gestures
- Signs of drug or alcohol use
- Presence of a weapon



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## Injuries

- Slips, trips, falls
  - Leading cause of lost workdays
- Ergonomic hazards
  - Improper or ineffective body mechanics
- Repetitive motion injury
  - Shoulders, wrists, knees, cervical



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## Other Occupational Hazards

Ionizing radiation



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## Occupational Hazard

**Workplace Stress and Anxiety**

Slips, Trips, and Falls

Chemical Exposure

Bloodborne Pathogens

Workplace Violence



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## Objectives

- Recognize how occupational hazards encompass significant impacts on mental health.
- Uncover startling statistics of workplace stress and anxiety while exploring the impact on breast imaging teams.
- Discover strategies for building resilience and maintaining optimal mental health in the face of stressful situations.



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## Toxic Work Environments

The US Surgeon General announced in 2022 that toxic work environments are among the top five health **CRISES** in the US.



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## Mental Health Concerns

- Mental health concerns, including stress and anxiety, are among the most reported workplace injuries.
- Contribute to 52% of all reported workplace injury cases.
- Google searches on “burnout” and “work-life balance” increased by more than 20% in the last 2 years. (“Burnout” was searched more than 823,000 times *each month*.)



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## Results of Workplace Stress and Anxiety

- Depression
- Burnout
- Injury
- Loss of employees
- Quiet quitting



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## Quiet Quitting

- Only performing the bare minimum job requirements
- Little effort or enthusiasm
- Strictly adhering to their job description
- Disengaging from their role and colleagues



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## Results of Workplace Stress and Anxiety

- Distracted and poor performing personnel
- Health concerns
- Injury due to interference with safe work practices



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## Results of Workplace Stress and Anxiety

Employees with mental health concerns are twice as likely as those with no mental health concerns to have an accident or injury at work.



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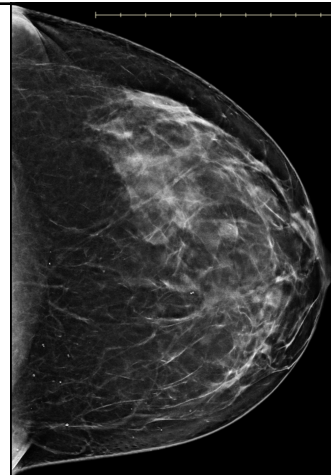
## Results of Workplace Stress and Anxiety

- Inattentiveness to policies, procedures, and protocols
  - Health history questions
- May not notice signs or symptoms:
  - Skin irritation
  - Moles
  - Scars from prior surgery
  - Etc.

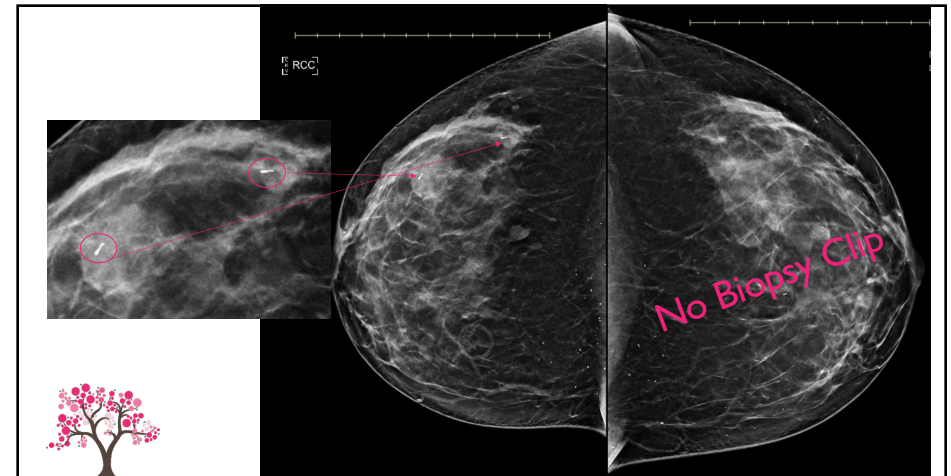


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## Importance of Documentation

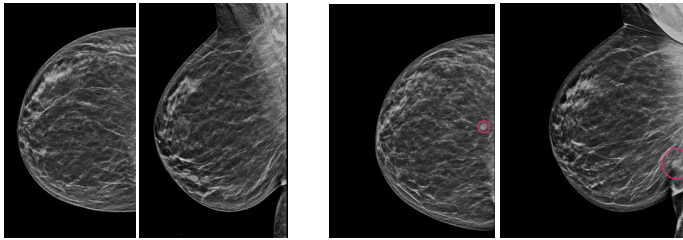


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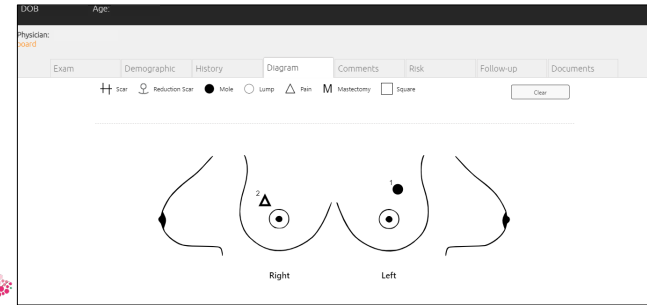
## Importance of Documentation



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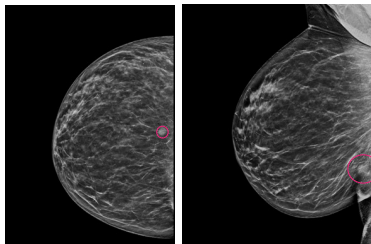
## Importance of Documentation



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## Importance of Documentation



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Compared to: 07/12/2022, 04/01/2021, 11/02/2018, and 04/03/2017

Technique: This study was evaluated with the assistance of Computer-Aided Detection. Breast Tomosynthesis was used in interpretation.

Findings: The breasts have scattered areas of fibroglandular density.

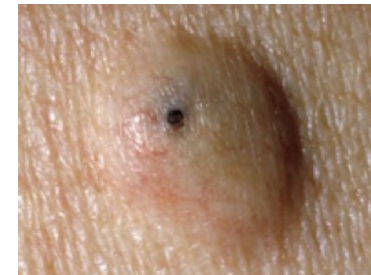
There is a possible mass in the right breast at the 6 o'clock position, posterior depth.

The remainder of the breast tissue is unremarkable. There is no suspicious finding of the left breast.

IMPRESSION: BI-RADS CATEGORY: 0 - Incomplete - Need Additional Imaging

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## Patient Returns for Imaging



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## Repetition Can Lead to Complacency

- Make sure you practice careful documentation and review of medical history before you start imaging.
- Take the time to see your patient as a patient, not just a timeslot.
- We all have a desire to do a job well done.



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## Are you “good” at your job?



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## Does being efficient, repetitive or nice make you “good” at your job?



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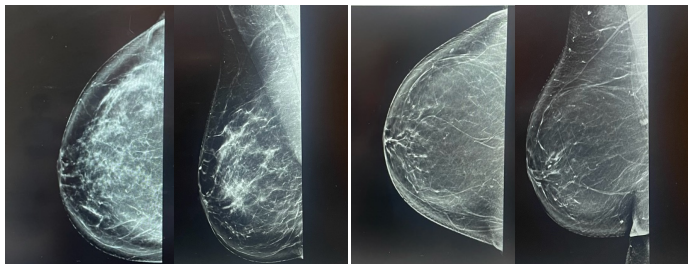
## Mammographers Are Often Perfectionists



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## Repetition Can Lead to Complacency

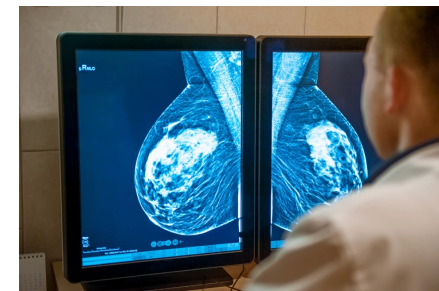


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## Mammographers Are Often People Pleasers

Strict regulations lead to the desire to please.



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## Signs of Workplace Stress and Anxiety

- Cynicism
  - Employees offering comments that signify a low sense of personal accomplishment.
- Increased irritability and emotional exhaustion
- Reduced ability to manage emotions
  - Easier to notice in colleagues with whom we have a close connection with than to notice in ourselves.



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## Signs of Workplace Stress and Anxiety

- Impaired judgement and general distractedness
- Changes in sleep and eating patterns
- Disengagement in activities that are normally engaging, either at home or at work



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## How Can You Help?

- Encourage a comfortable environment
- Encourage wellness practices
- Build resilient teams



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## Encourage a Comfortable Environment

It's critical to encourage an environment that's open to discussions about mental health.

- Perform monthly or weekly check-ins on coworkers, asking about work-life harmony
- Cultivate trust and collaboration, avoiding gossip



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## Encourage Wellness Practices

- Microbreaks from repetitive tasks
- Stay active during breaks
- Avoid working through lunch hours and get out of your department



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## Build Resilient Teams

- Have compassion
- Encourage communication
- Off-the-clock activities
- Know your strengths



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## Pay Attention to Signs of Stress and Anxiety



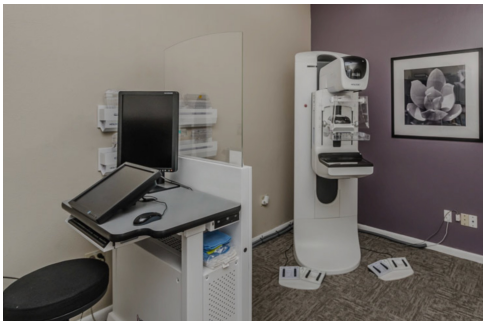
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## Mental Health Conversations



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## Mental Health Conversations



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## Summary

- Awareness
- Open and honest discussions



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