

Rethinking Staff Recruitment, Engagement and Retention: A Mental Health Approach


During this talk we are going to discuss mental health challenges faced by many of our staff, campers, parents and colleagues and selves.

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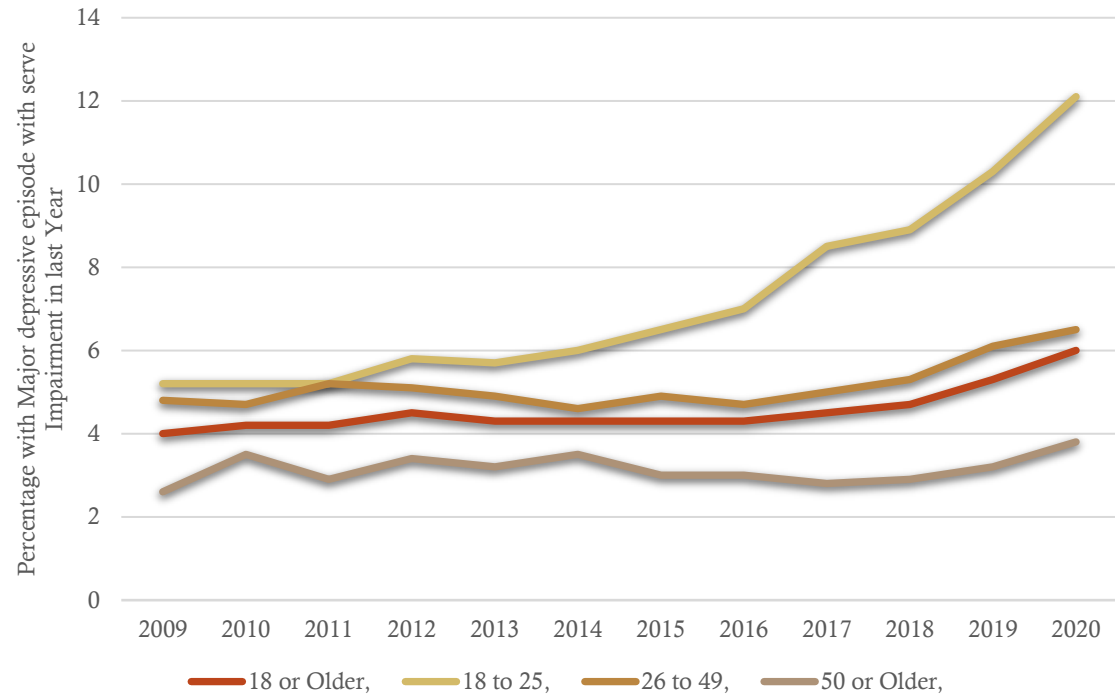
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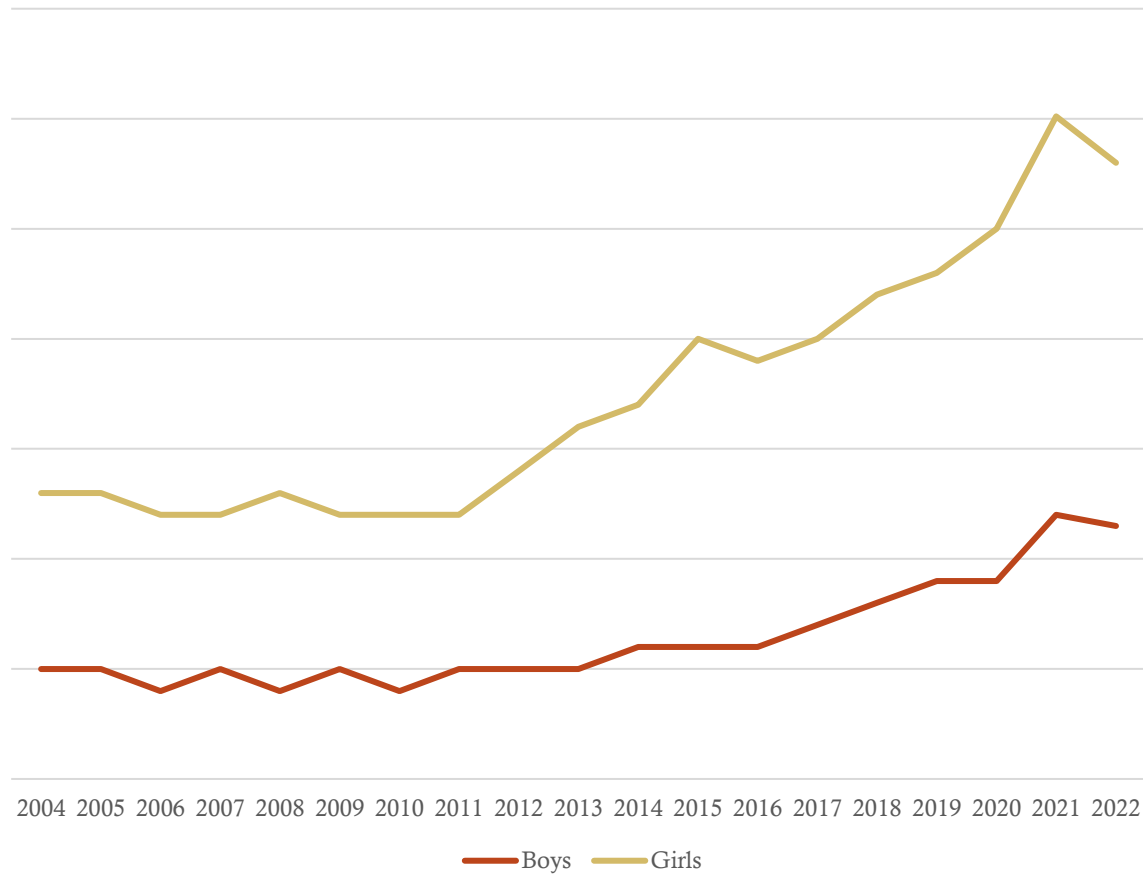
57.8 million people or
22.8% of the
population experienced
mental illness in 2021.

Italy 60.5 million
Spain 47.4 million
Canada 38.2 million
Argentina 45.9 m
Australia 26.1 m

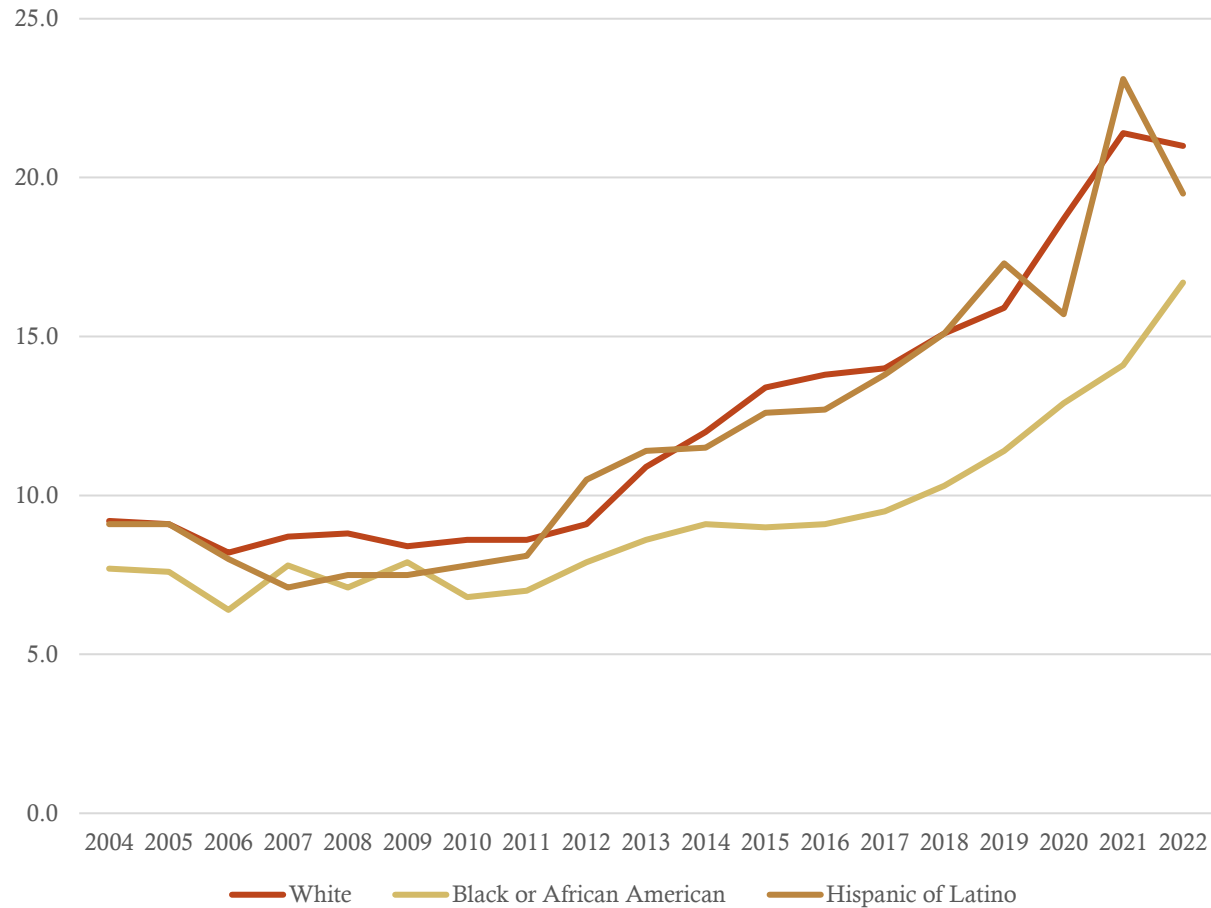
Major Depressive Episode by Age



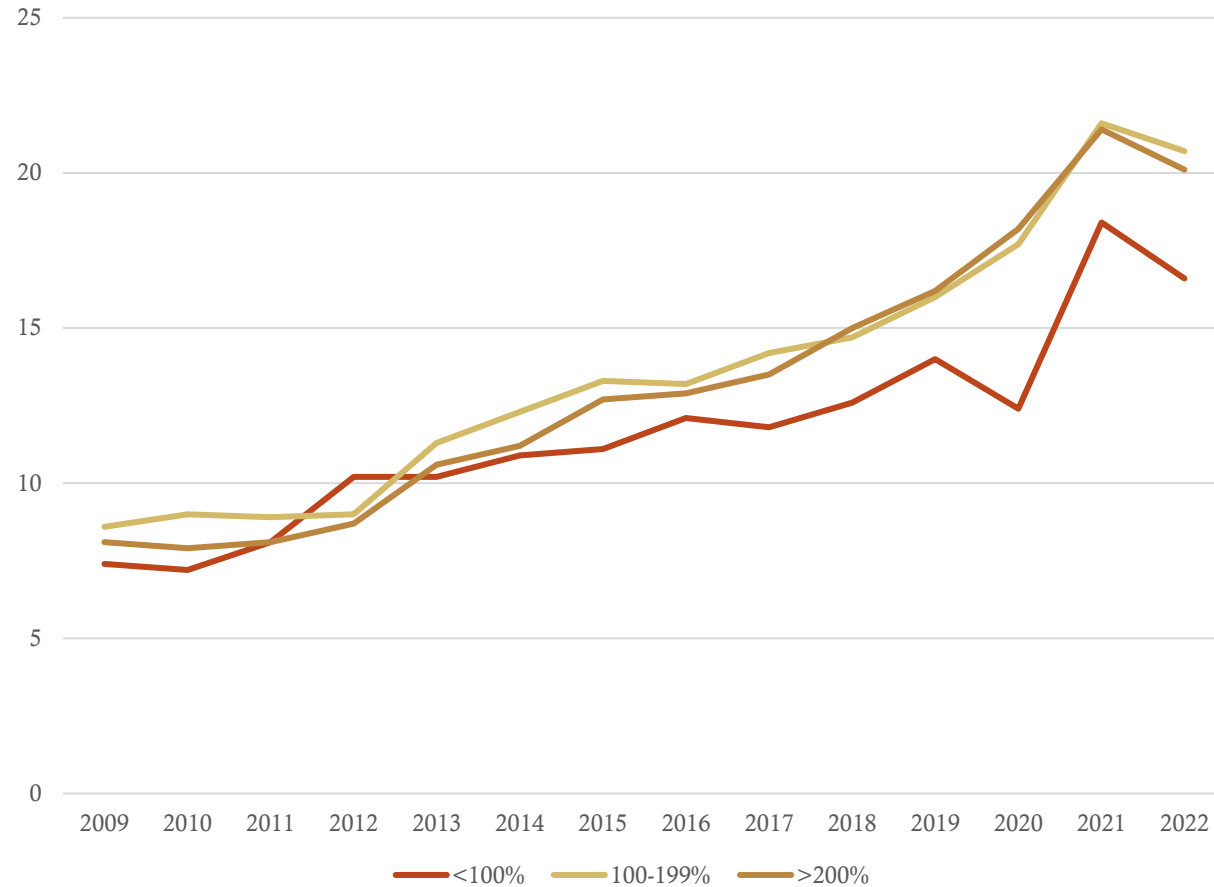
Young People Major Depressive Episode by Gender

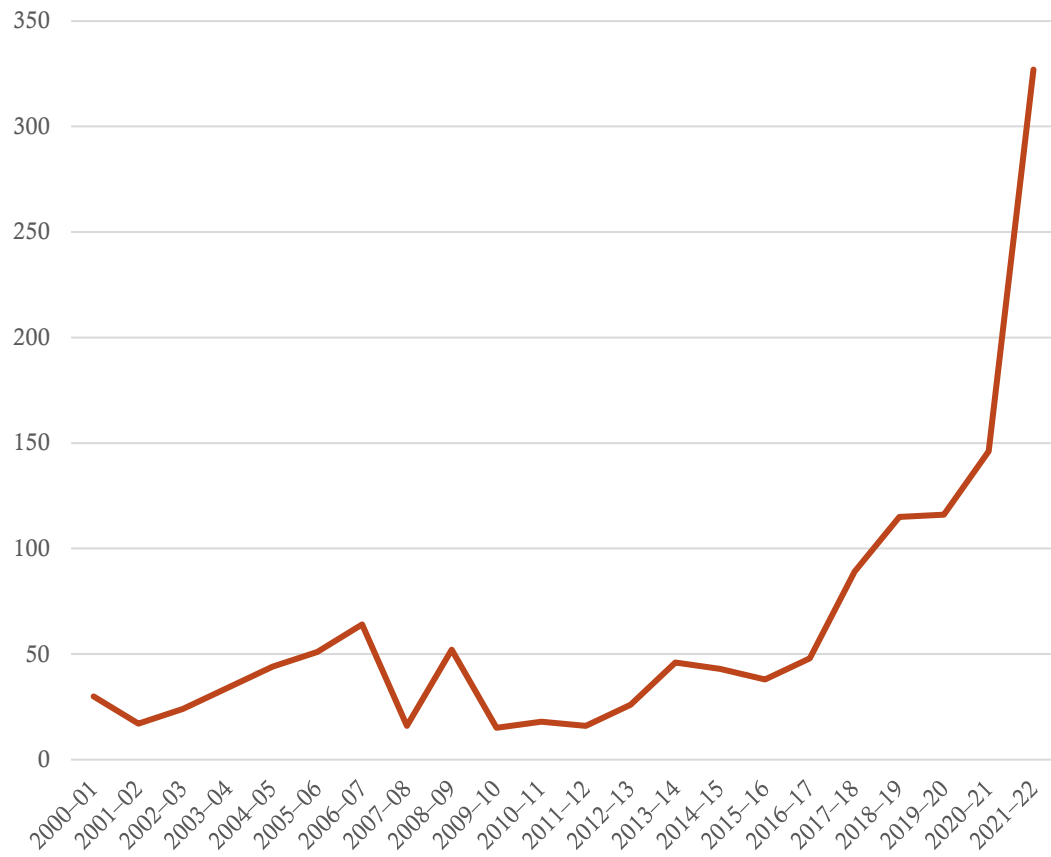


Young People Major Depressive Episode by Race



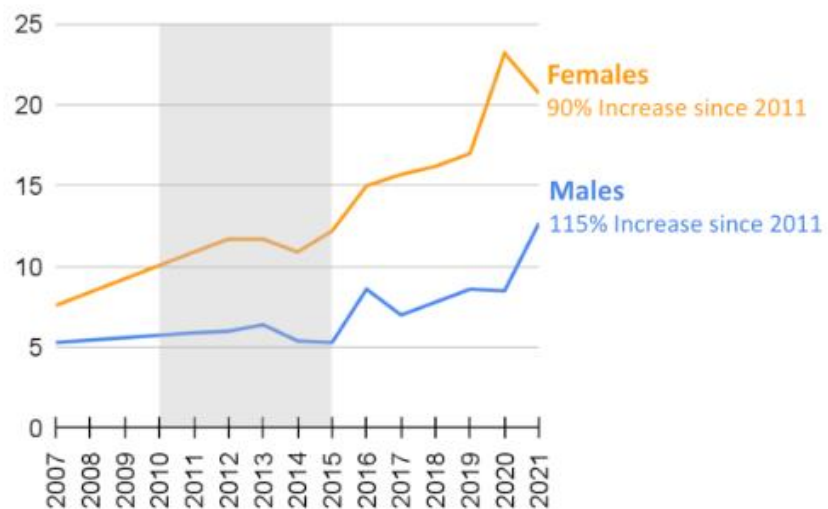
Young People Major Depressive Episode by Percentage of Poverty Line





Total Number of
School Shooting at
Public and Private
elementary and
Secondary Schools in
the US

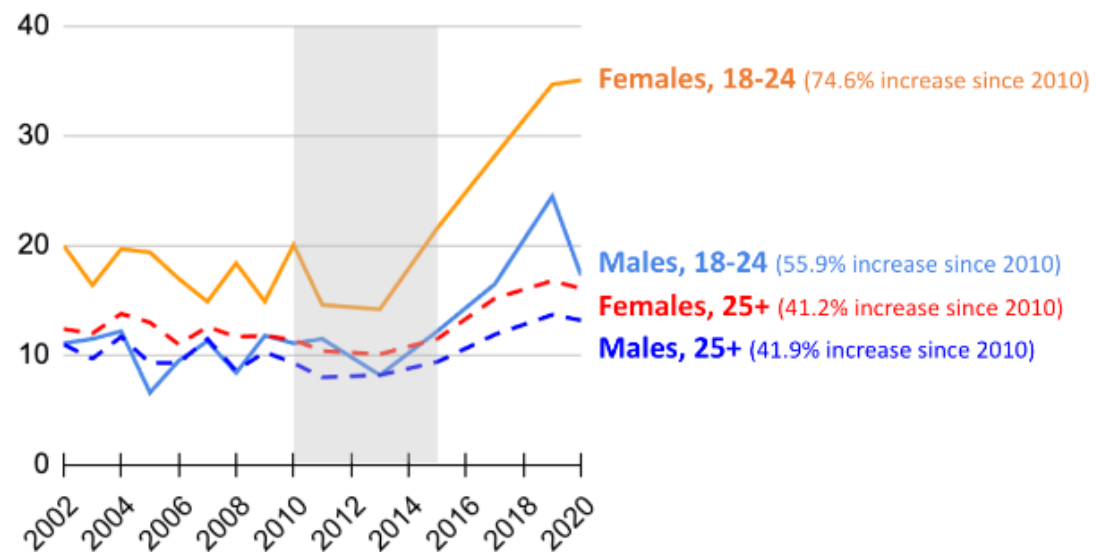
Percent with an Depression Diagnoses, New Zealand (Ages 15-24)



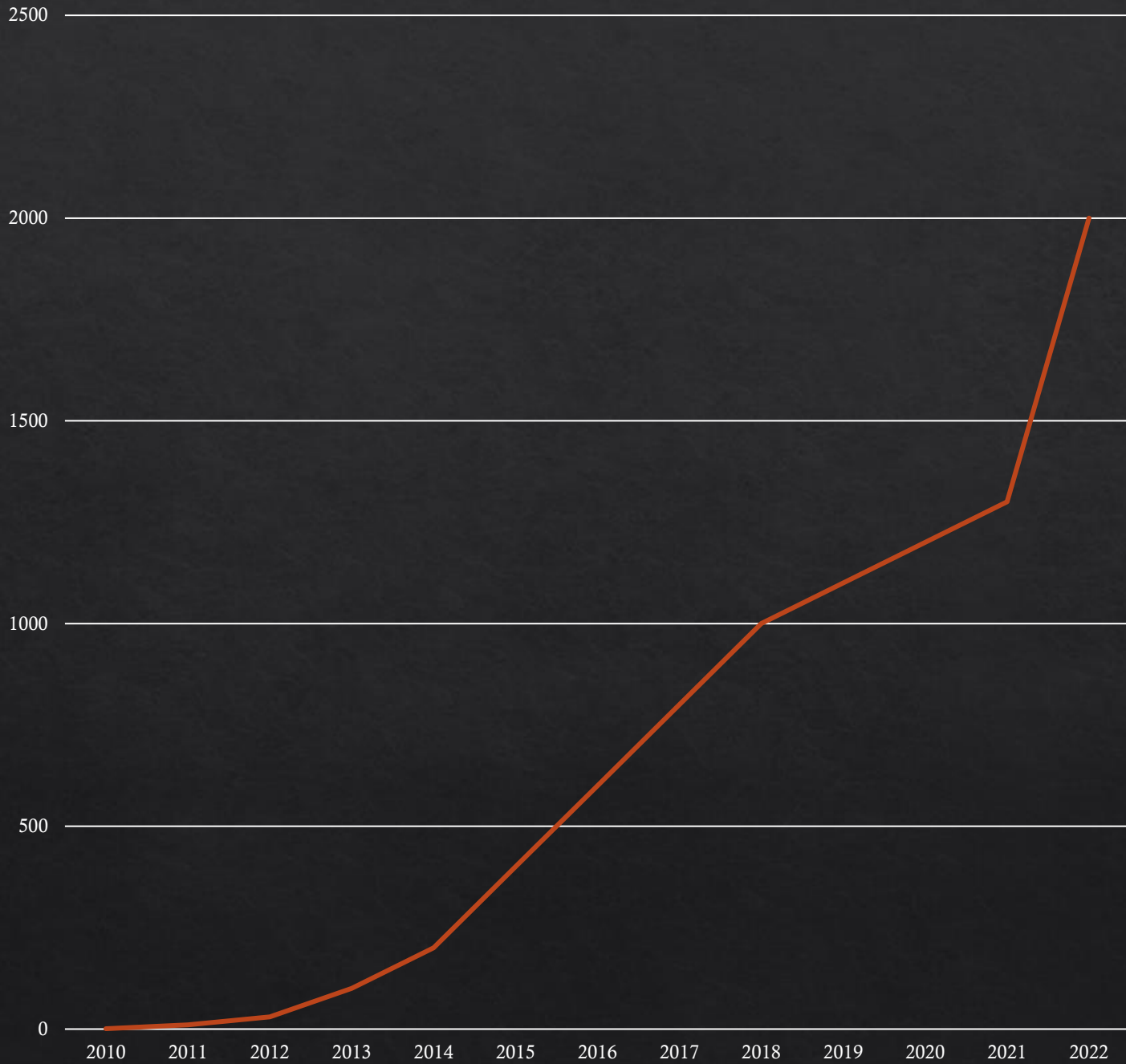
Link: https://minhealthnz.shinyapps.io/nz-health-survey-2019-20-annual-data-explorer/_w_2b03706c/#!/explore-indicators

Regraphed by Zach Rausch

High or Very High Psychological Distress, Australia



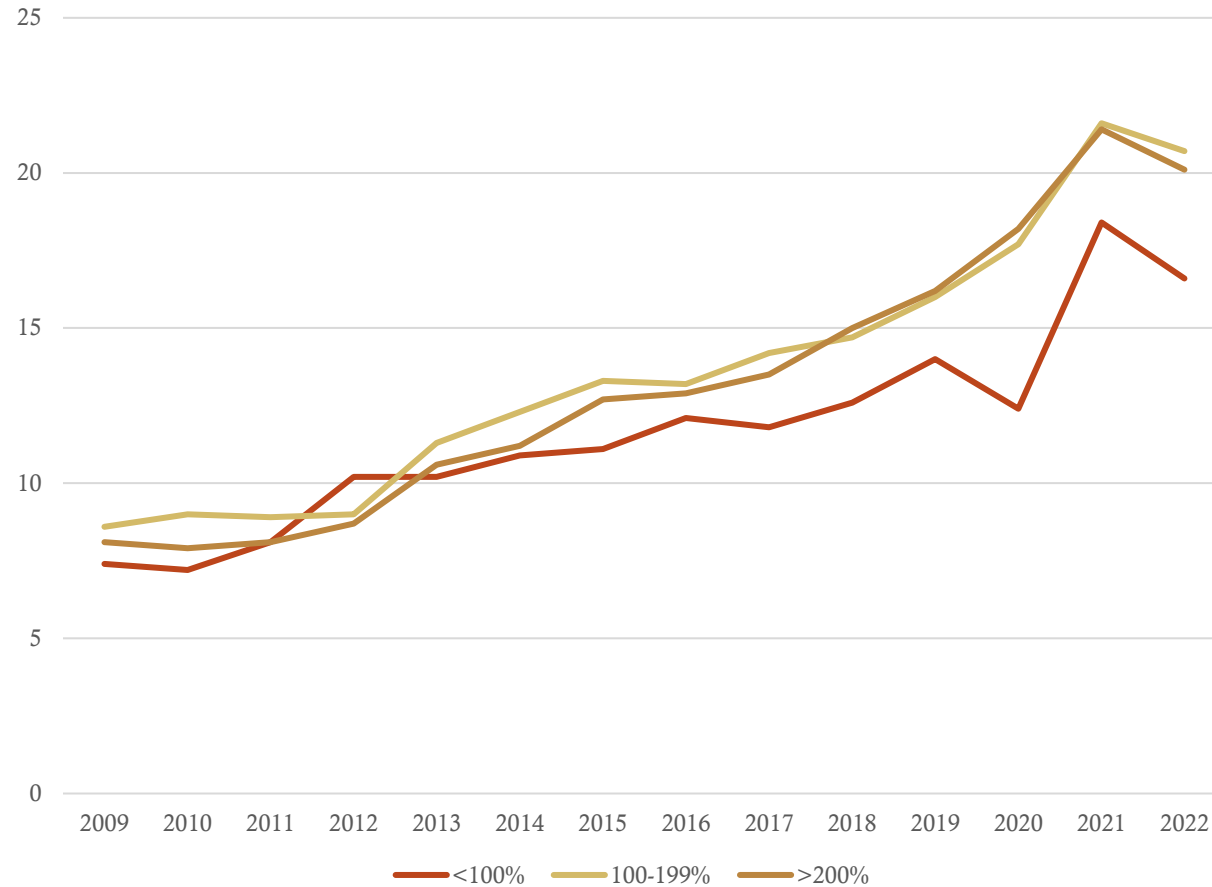
Australia's Health Snapshots 2022: Mental Health of Young Australians (2022). AIHW. (Chapter 8 in Australia's Health 2022).
Regraphed by Zach Rausch



Instagram Users in Million.

Data from Meta

Young People Major Depressive Episode by Percentage of Poverty Line



Suniya Luthar Ph.D.



Her research in 1992 showed that adolescents from High Achieving Schools had much higher rates of Mental Illness and related disease. She found increased incidents of

- ◇ Drug Use and abuse
- ◇ High Risk Behaviors
- ◇ Disordered Eating
 - ◇ Anxiety
 - ◇ Depression
- ◇ Suicidal Thoughts

THE PROBLEM

Narrow Definition of Success

You must have the best:

College Application

College Admission

College Grades

Post College Career

Focus on Extrinsic Values

They are told that financial success, online followers, physical appearance, popularity, your job, your title, your car, your clothes, the coffee you drink, the phone they use is what projects their value to the world.

Not their personal growth, their integrity, relationships, curiosity, creativity, compassion, improving our community, inner peace.

Unrelenting Pressure

There is no time off.

No Down time.

Everything is of Consequence.

Every Moment is spent working towards a far away future.

They do not know the difference between stress and anxiety.

A CRISIS of IDENTITY

Separating The Deed from the Doer

FIFTY PERCENT

of high achieving students think they are loved more when they are successful

SEVENTY PERCENT

70% of high achievers believe they are valued more when they are successful

ONLY 25%

of high achieving students believe that who they are at their core matters, and not what they achieve

SIXTY-SIX PERCENT

Of the 43,000 High school students surveyed by 'Challenge Success' reported always feeling worried

The Misunderstanding

THEY WANT TO BE CEO



THEY ARE JUST DOING IT
FOR THE MONEY



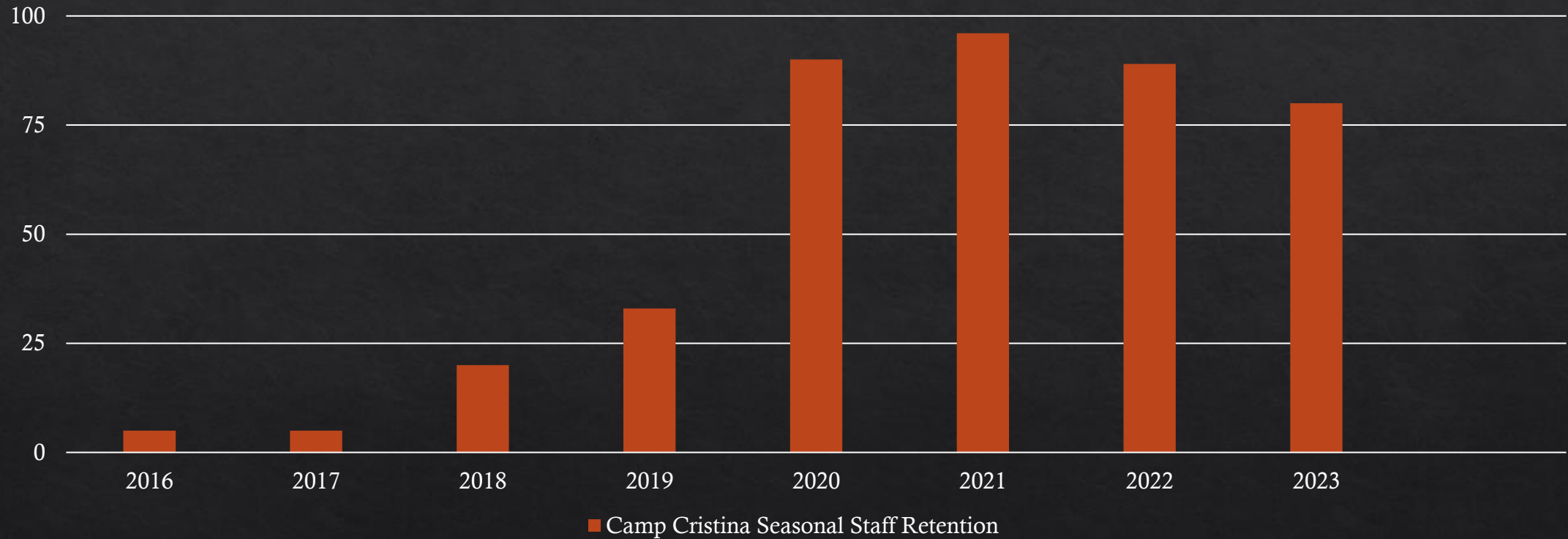
THEY ARE ADDICTED TO
TECHNOLOGY



There are actually too many of these misconceptions to list – Nearly all are untrue

A NEW WAY

Camp Cristina Seasonal Staff Retention by Percentage



Mattering

Mattering

Attention: The feeling that one is noticed and is the focus of others' attention. It's the opposite of being ignored or overlooked.

Importance: The belief that one is cared about and holds significance to others.

Noted Absence: The idea that you would be missed if you were gone.

Dependence: The sense that others rely on you or need you in some way. This creates a reciprocal bond, where you matter to someone, and they matter to you because you both play essential roles in each other's lives.

Feeling we don't matter

Loneliness: That we feel isolated or disconnected

Alienation: Feel estranged or out of touch with others

Feeling Ignored

Marginalized

Anxious

Depressed

CREATING MATTERING AT CAMP

We are already so close

Camps are already creating a sense of mattering among our staff.

But we must be:

Intentional

Consistent

Fair

Our Inherent Value

- ◇ We learn our value from others
- ◇ Camps have to choose what values they reinforce.
- ◇ Staff are trying to impress us. We choose what we celebrate.
- ◇ Everyone is watching, we choose what they watch
- ◇ Value staff for who they are,
Not what they do for us.

PERCEIVED ORGANIZATIONAL SUPPORT*

Micro Mattering Practices

Meagan's ADHA.

Be happy to see them.

Thank them at the end of the day.

Random acts of Ice Cream.

Welcome people back

Training and Preparation

- ◆ Make Trainings Professional
- ◆ Make them mandatory
- ◆ Bring in speakers for important subjects
- ◆ Training material
- ◆ Let them know the job is hard in advance.

Celebrate What Matters - Culture

Meetings



I couldn't find a good image of a meeting so here is a picture of a cow.



Celebrate

Culture

Honor

Compete



Celebrate What Matters - Culture

Recognition



Hire Friends



Provided Value – Build Pride

Jacob



Jimena



Make them Advocates

Youth Mental Health



Stock photos of youth
slightly offensive so here is another cow picture

Diversity and Inclusion



Parents

Not the Enemy



Stressed and Exhausted



Dave Boyle

dave.boyle@tampaymca.org

LinkedIn



Link to Hand outs

More information on
The Button Program



More information on the
Hardest Worker Award

Life style and Mental Health
Rodger Walsh

