

# The Zoom Interface

The screenshot shows the Zoom Webinar interface. At the top, it says "Zoom Webinar" and "You are viewing David Terry's screen". Below this is a "View Options" dropdown and a button to "Click here to maximize your session view". The main content area displays the TTC logo (Technology Transfer Centers, Funded by Substance Abuse and Mental Health Services Administration) and a large message: "Thank you for joining us today! You will not be on video during today's session". A "Select a Speaker" menu is visible in the bottom left, showing "Speakers (Realtek(R) Audio)" selected. The bottom toolbar includes "Audio Settings", "Chat", "Raise Hand", "Q&A", and "Leave". A "Question and Answer" window is open, showing a test question and a text input field. A "Zoom Webinar Chat" window is also open on the right, showing a "To: All panelists" field and a text input area. Callouts provide instructions: "Click here to adjust your audio settings" points to the Audio Settings button; "Click here to leave the session" points to the Leave button; "You can switch between questions you've asked and those asked by others using these buttons." points to the "All questions (1)" and "My questions (1)" tabs; "You can use the Q&A feature to ask questions of the host and presenters. These questions can receive text or live responses. To begin asking a question use the field below. You can see a test question above." points to the "Type your question here..." field; "The chat feature will allow you to talk with other people in today's webinar." points to the chat window; and "The To field will tell you who will receive your message. Be mindful of who you are chatting to." points to the "To: All panelists" field.

All attendees are muted. Today's session will be recorded.

# Identifying Functional Implications of Mental Health Conditions

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5/6/21



Northeast and Caribbean (HHS Region 2)

**MHTTC**

Mental Health Technology Transfer Center Network

Funded by Substance Abuse and Mental Health Services Administration

# About Us ...

The Northeast and Caribbean MHTTC received 5 years of funding to (2018 – 2023):

- Enhance capacity of behavioral health workforce to deliver evidence-based and promising practices to individuals with mental illnesses.
- Address full continuum of services spanning mental illness prevention, treatment, and recovery supports.
- Train related workforces (police/first responders, primary care providers, vocational services, etc.) to provide effective services to people with mental illnesses.

Supplemental funding to:

- Support school teachers and staff to address student mental health
- Support healthcare providers in wellness and self-care activities



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# We Want Your Feedback!

Our funding comes from the Substance Abuse and Mental Health Services Administration (SAMHSA), which requires us to evaluate our services. We appreciate your honest, ANONYMOUS feedback about this event, which will provide information to SAMHSA, AND assist us in planning future meetings and programs.

Feedback about this training will assist us in developing future trainings that are relevant to your professional needs. Therefore, your feedback counts!

# Video Recording Information

## *Please Note:*

We will be recording this webinar and posting it to our website along with the presentation slides and any relevant resources.

# Disclaimer

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At the time of this presentation, Tom Coderre served as Acting Assistant Secretary for Mental Health and Substance Use at SAMHSA. The opinions expressed herein are the views of the speakers, and do not reflect the official position of the Department of Health and Human Services (DHHS), or SAMHSA. No official support or endorsement of DHHS, SAMHSA, for the opinions described in this presentation is intended or should be inferred.

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# Your Interactions With Us

## Question and Answers

- Q & A will occur at the end of the call.
- Type your questions in the Q & A feature in Zoom located on the task bar (hover over task bar).
- Note: your question is visible to all participants.

## Chat and Polls

- Throughout the webinar, we will be asking for your input.
- Use the Chat or Poll features in Zoom located on the task bar.
- You can control who can see your chat comments.



The MHTTC Network uses affirming, respectful and recovery-oriented language in all activities. That language is:

STRENGTHS-BASED  
AND HOPEFUL

INCLUSIVE AND  
ACCEPTING OF  
DIVERSE CULTURES,  
GENDERS,  
PERSPECTIVES,  
AND EXPERIENCES

HEALING-CENTERED AND  
TRAUMA-RESPONSIVE

INVITING TO INDIVIDUALS  
PARTICIPATING IN THEIR  
OWN JOURNEYS

PERSON-FIRST AND  
FREE OF LABELS

NON-JUDGMENTAL AND  
AVOIDING ASSUMPTIONS

RESPECTFUL, CLEAR  
AND UNDERSTANDABLE

CONSISTENT WITH  
OUR ACTIONS,  
POLICIES, AND PRODUCTS

# Our Presenter



Joni Dolce, MS, CRC

# Objectives

- Identify methods to assess the employment implications of mental health conditions.
- Explore ways to determine the need for supports/skill development.
- Describe the impact of the functional implications of mental health conditions on employment.

# Quick Review

Identify *one* reason to explore the employment implications of mental health conditions?

- Use chat or unmute your mic.

# What is an employment implication of a mental health condition?

Adapted from materials developed by A. Banko

# Assessing the Employment Implications of MH Symptoms

How is the worker's daily functioning affected by the presence of the mental health condition?

What barrier(s) does it cause?

Does the medication/treatment for the condition have side effects?

How do these limitations affect the worker's ability to perform in the employment environment?

# Examples

## Limitation

- Inability to concentrate
- Decreased stamina
- Difficulty handling time pressures or multiple tasks
- Difficulty interacting with others.

## Might look like:

- Focusing on one task for a long time.
- Lack of energy to work a full day.
- Difficulty deciding what to prioritize.
- Not sure of the work culture.



# Examples

## Limitation

- Difficulty handling negative criticism
- Inability to screen out environmental stimuli

## Might look like:

- Person gets defensive or may believe they can't change/make corrections.
- Difficulty working in high traffic areas.

# Support Planning Checklist



Karolina Grabowska

# Additional Ways to Assess



# Determining Accommodations Work Sheet

Mental Health Condition	Symptoms	Functional Implication or limitation/barrier	Possible Supports or Accommodations
Schizophrenia	<p><b>Negative symptoms</b></p> <ul style="list-style-type: none"> <li>-Diminished emotional expression</li> <li>-Alogia (diminished speech)</li> </ul>	Interacting with others	
	<p><b>Disorganized thinking</b></p>	<ul style="list-style-type: none"> <li>-Understanding job tasks</li> <li>-Following instructions</li> </ul>	
		Form Adapted from materials developed by A. Banko	



Let's take a closer  
look

Kurt is an office manager for a local non-profit organization. He has been treated in the past for symptoms related to his bipolar disorder. His job tasks include filing monthly activity reports, coordinating training events for the training team, assisting the director with scheduling fundraising events, and completing the annual budget. In past jobs, he has always had difficulty meeting deadlines and staying focused on specific tasks. Luckily, this job is flexible with deadlines and he can work from home when he has difficulty concentrating.

Kurt's job duties have changed and he is now supervising three office staff. He is required to be in the office at least three days a week. Because he is constantly interrupted by the office staff he now oversees, he is having an even more difficult time concentrating and staying focused. Kurt's getting little sleep at night, which impacts his concentration even more.

He is having a difficult time remembering the additional job duties he is required to perform and has been struggling with paying attention during mandatory meetings. He is not meeting required deadlines. He's not sleeping at night He is becoming quite tired with little stamina. His attendance is suffering and he is also late a lot during the week. He is having a hard time dealing with these workplace changes. Kurt is considering leaving the job because of this added stress.

## Let's apply what we learned

- What is Kurt's mental health condition?
- What are his symptoms?
- What are the functional implications/limitations that Kurt is experiencing?
- What are possible accommodations? (coming up shortly!)

# Determining Accommodations Work Sheet

Mental Health Condition	Symptoms	Functional Implication or limitation/barrier	Possible Supports or Accommodations
Bipolar disorder	-Distractibility  -Inability to concentrate	-Can't complete work in time	



# Summary

- Defined functional implications of mental health conditions.
- Described common work-related implications of mental health conditions.
- Explored ways to assess individuals' work-related support needs.

# Preparation Work

## **Identifying Functional Implications of Mental Health Conditions: Applying the Skills Learned**

Identify challenges and possible solutions in identifying a person's employment implications due to their mental health condition.

- a. Come prepared to discuss a challenge you are either currently experiencing or have experienced in the past.
- b. Review challenges with group for feedback and support.
- c. Provide resources and suggestions to address challenge.

# Question and Answer



# Resources and References

- Job Accommodation Network
  - (800) 526-7234 or <http://askjan.org>
- ADA National Network
  - <https://adata.org/>
- Americans with Disabilities Act
  - (800)-514-0301 or [www.usdoj.gov/crt/ada](http://www.usdoj.gov/crt/ada)
- BU Center for Psychiatric Rehabilitation (n.d.). How might my psychiatric or mental health condition affect my work performance? Retrieved from <https://cpr.bu.edu/resources-and-information/reasonable-accommodations/how-might-my-psychiatric-or-mental-health-condition-affect-my-work-performance/>

# Mental Health Resources

- Bazelon Center for Mental Health Law

[www.bazelon.org](http://www.bazelon.org)

- National Alliance on Mental Illness (NAMI)

[www.nami.org](http://www.nami.org)

- National Institute of Mental Health

[www.nimh.nih.gov](http://www.nimh.nih.gov)

- National Mental Health Association

- [www.nmha.org](http://www.nmha.org)

- US Dept. of Health and Human Services Substance Abuse and Mental Health Services Administration

- [www.samhsa.gov](http://www.samhsa.gov)

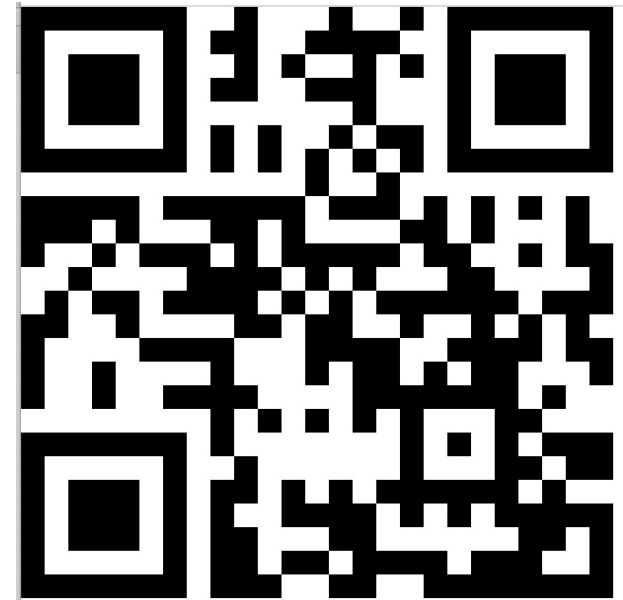
- U. S. Psychiatric Rehabilitation Association

- [www.uspra.org](http://www.uspra.org)

# Evaluation Information

The MHTTC Network is funded through SAMHSA to provide this training. As part of receiving this funding we are required to submit data related to the quality of this event.

At the end of today's training please take a moment to complete a **brief** survey about today's training.



# Connect With Us!

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<https://mhttcnetwork.org/centers/northeast-caribbean-mhttc/home>

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