

# Who You Callin' Crazy?! Making Mental Health Language Human



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- Author: Who You Callin' Crazy?! The Journey From Stigma To Therapy.
- Podcast host: Who You Callin' Crazy?!

# Yep, I go to therapy

@YEPIGOOTHERAPY

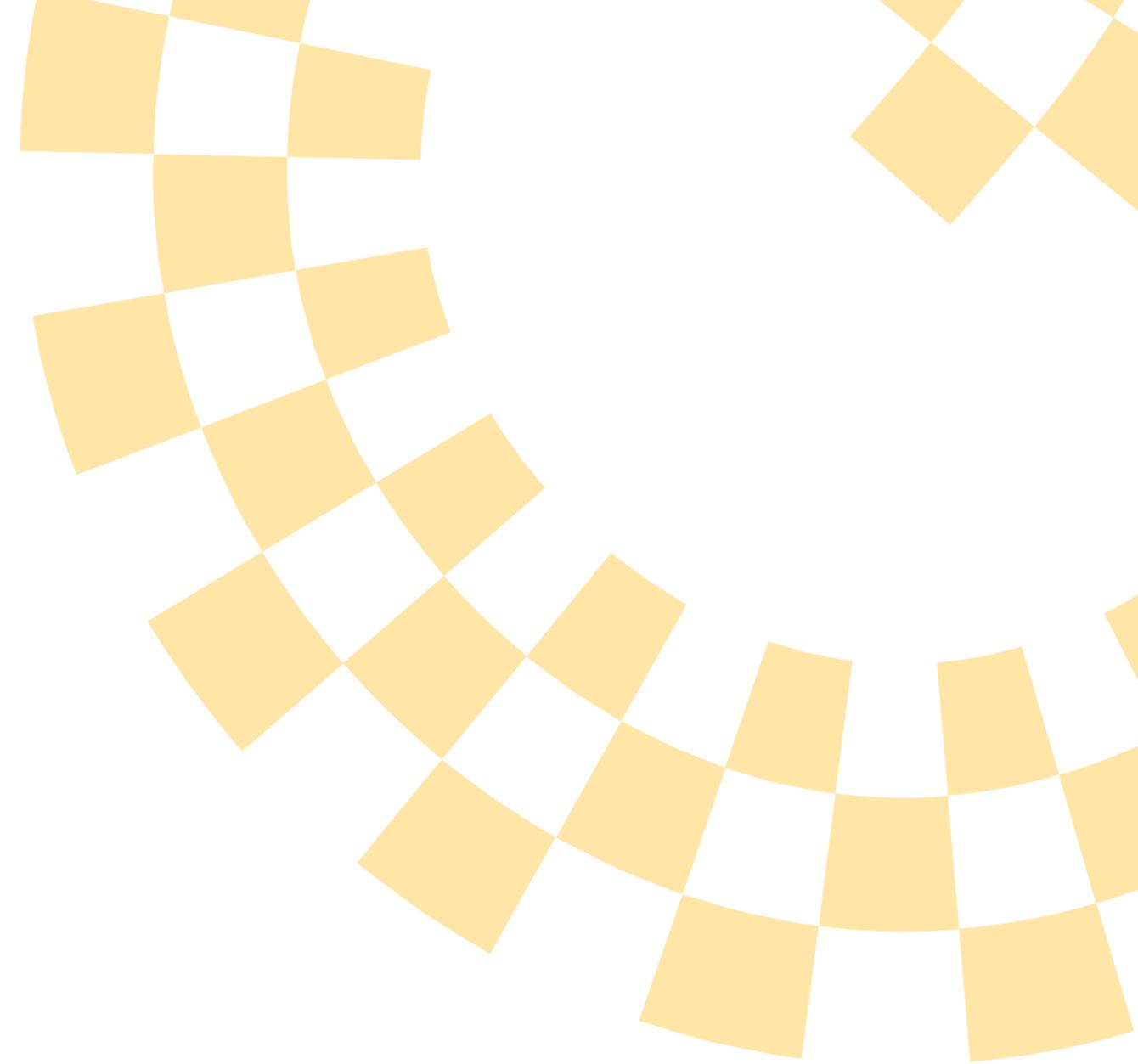


SUN COUNSELING  
& WELLNESS



# What We're Talking About Today

- **What exactly is mental health?**
- **What we want to think/feel/do around mental wellness**
- **How do we do it?!**



The background features several thick, yellow, hand-painted brushstrokes that sweep across the frame from the top-left towards the bottom-right, creating a dynamic and energetic feel.

**Raise your hand if you  
have mental health....**

A large, stylized yellow brushstroke graphic that forms a partial smile shape, framing the central text.

# Mental Health Is Health

**The World Health Organization says,  
"There is no health without mental health."**

# How many of these phrases regarding mental health have you heard or even said or thought to yourself?

**Mental health issues aren't common.**

**People with mental health issues are dangerous.**

**Mental illnesses aren't actual illnesses; they're not truly a health issue.**

**Mental health problems are permanent.**

**Mental health struggles are a sign of weakness.**

**Mental health issues only affect certain people.**

**It's weak to show emotions or vulnerability.**

**I'm the only one going through this or feeling this way.**

**Things really aren't that bad; other people have it worse.**

**I should be able to get over this.**

**There's something wrong with me.**

**I have no reason to feel sad or anxious; my life is fine.**

**You can will yourself out of this feeling because your life is good.**

# Defining Mental Health

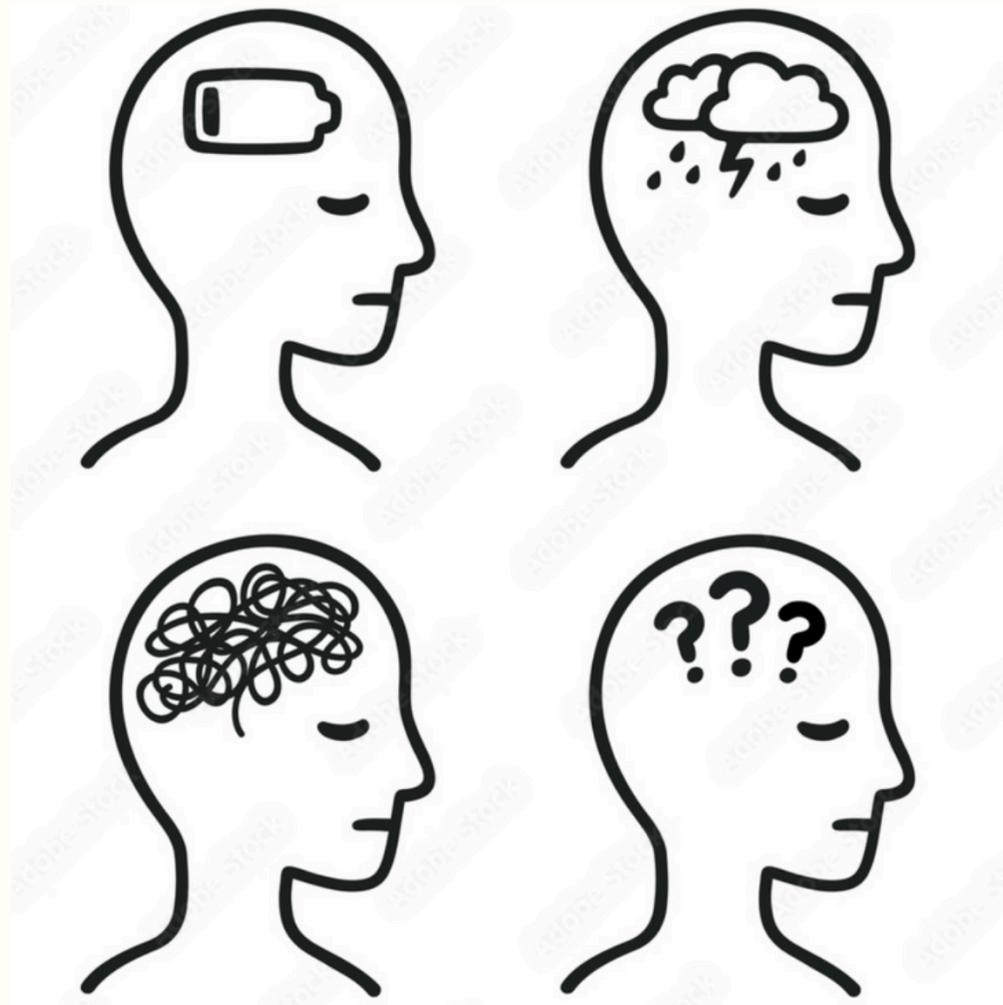
**Shapes our self-concept and how we navigate the world**

**Encompasses our emotional, psychological, and social well-being**

**Ultimate trifecta:  
mental health, physical health,  
& spiritual health**

# Mental Illness

Mental illnesses are diagnosable clinical disorders. They are **biopsychosocial diseases**, impacted by one's brain structure, genetics, life experiences, and environment.



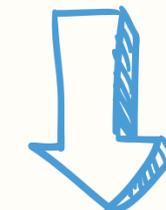
**1 in 5 adults**

**&**

**1 in 6 youth**

(ages 6–17)

experience a mental illness

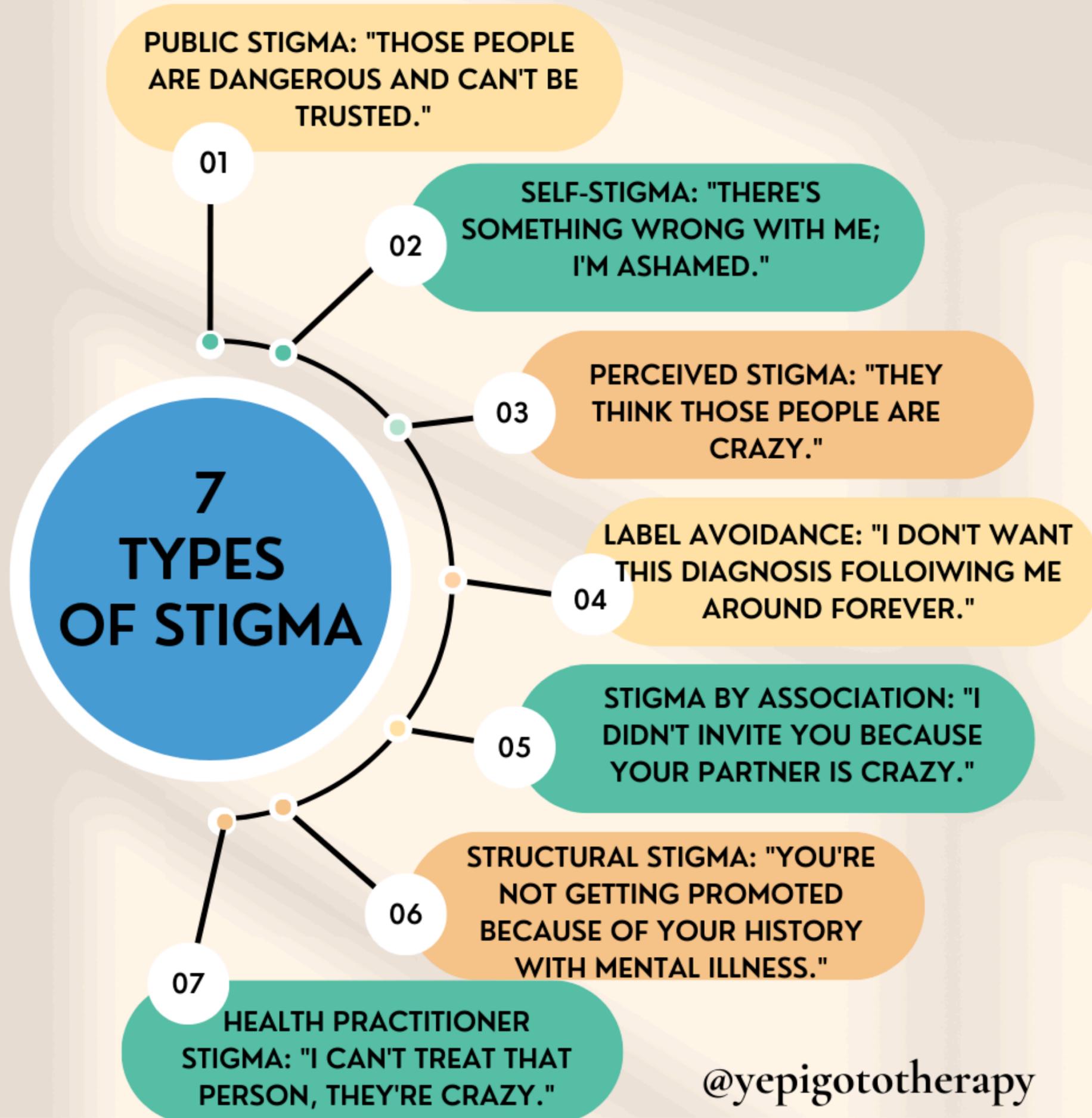


each year

# Mental Health Stigma

**“The disgrace, social disapproval, or social discrediting of individuals with a mental health problem.”**

**(International Journal of Mental Health Systems)**



# Stop Saying These Things So Casually

**This mess is giving me PTSD.**

**Ugh, that meeting made me want to kill myself.**

**He's totally schiz. He can't make up his mind.**

**He's so OCD about keeping his car clean.**

**She's totally bipolar. She was happy five minutes ago and now she's yelling.**

**I'm traumatized I can't wear that outfit tonight.**

**She's probably on the spectrum—she's so awkward.**

**My ex was such a narcissist—they took too many selfies.**

**Sorry I forgot, I'm just sooo ADHD today**

**Ugh, I wish I had a little anorexia.**

# 3 Tips To Help End Stigma

## Tip 1

**Understand  
different types of  
mental health  
related stigmas**

## Tip 2

**Change the  
language,  
change the stigma**

## Tip 3

**Practice  
vulnerability and  
authenticity**

# Practicing Vulnerability

Really pausing to check-in with yourself when someone asks how you are

Asking someone how they are truly doing and waiting for a response

Sharing something a little more honest and less superficial

Owning and acknowledging out loud when something is hard or stressful

Asserting yourself when your needs aren't being met or when a boundary is violated

Setting appropriate boundaries

Expressing your feelings (i.e. not fighting back tears)

Getting out of your head and into your body when you feel uncomfortable emotions like guilt, shame, or fear

Asking for what you need

Saying no to something that doesn't align or you don't have time for

# Understanding Our Own Mental Health





# Key Components of Our Mental Health

## Emotional Well-Being

having a healthy range of emotions and the ability to manage them effectively

## Psychological Well-Being

cognitive processes and mental functioning; rational thought processes, problem-solving abilities, and coping skills

## Social Well-Being

quality of our social connections and relationships; sense of belonging

# Key Components of Our Mental Health

## Resilience

the ability to bounce back from life's challenges, setbacks, and stressors

## Self-Esteem / Self Worth

valuing self, practicing acceptance and self-compassion

## Wellness & Balance

achieving a fulfilled life with balance between work, relationships, leisure, and self-care

**I don't have to like it  
or want it, but I can  
tolerate it**





**BIG  
MOOD**

# Stress & Anxiety

## Body

- Heart Racing
- Sweating
- Faintness
- Headache
- Tense Muscles

## Mind

- Blanking Out
- Racing Thoughts
- Difficulty Concentrating
- Negative Thoughts

## Behaviors

- Avoidance
- Procrastination
- Difficulty Relaxing
- Isolation/Withdrawing
- Disturbed Sleep

# Common **WARNING** **SIGNS** of Mental Illness

Diagnosing mental illness isn't a straightforward science. We can't test for it the same way we can test blood sugar levels for diabetes. Each condition has its own set of unique symptoms, though symptoms often overlap. Common signs and/or symptoms can include:

- ! Feeling very sad or withdrawn for more than two weeks
- ! Trying to harm or end one's life or making plans to do so
- ! Severe, out-of-control, risk-taking behavior that causes harm to self or others
- ! Sudden overwhelming fear for no reason, sometimes with a racing heart, physical discomfort or difficulty breathing
- ! Significant weight loss or gain



- ! Seeing, hearing or believing things that aren't real\*
- ! Excessive use of alcohol or drugs
- ! Drastic changes in mood, behavior, personality or sleeping habits
- ! Extreme difficulty concentrating or staying still
- ! Intense worries or fears that get in the way of daily activities

\*Various communities and backgrounds might view this sign differently based on their beliefs and experiences. Some people within these communities and cultures may not interpret hearing voices as unusual.

# How To Support

a struggling peer

Notice  
the  
Signs

What  
You  
Can  
Say

What  
Helps

What  
To  
Avoid

# Invisible Disabilities

- **1 in 4 adults in the U.S. lives with a disability**
- **70% of disabilities are invisible**
- **They affect and impact how people navigate work, relationships, and daily life.**



# Invisible Disabilities

**Chronic illness**

**Mental health disorders**

**Neurodivergence**

**Autoimmune disorders**

**Cardiovascular and respiratory conditions**

**Digestive disorders**

**Sensory and communication disorders**

**Learning and cognitive disabilities**

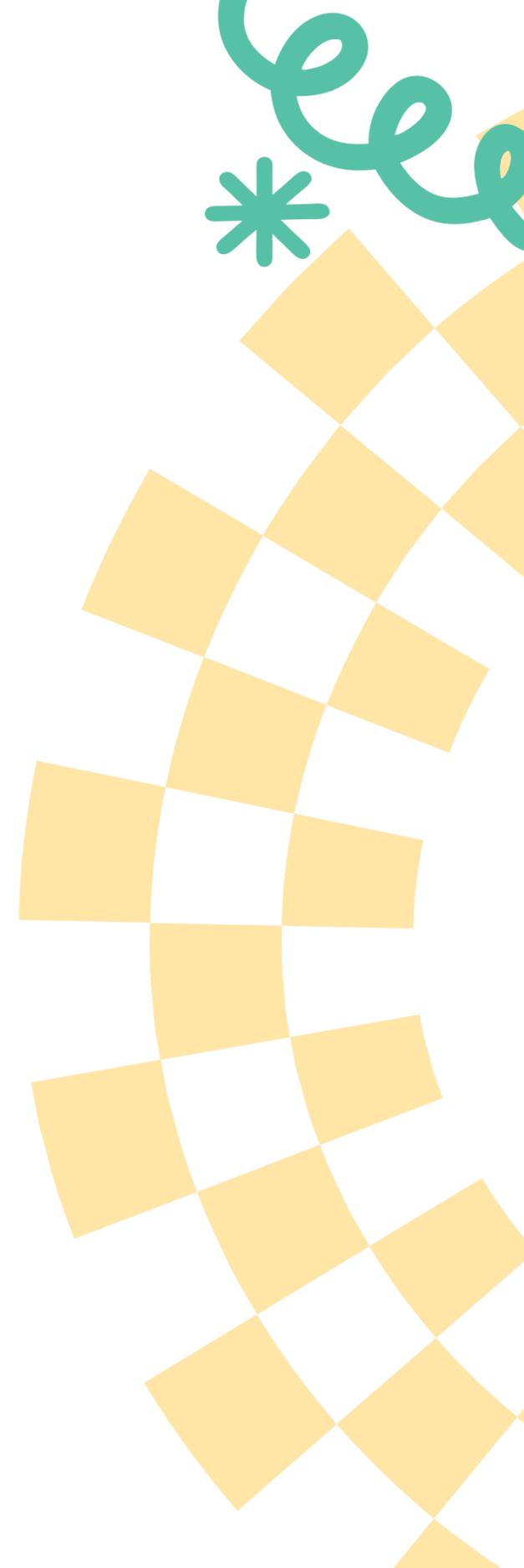




# The Experience of Living with an Invisible Disability

<b>Condition</b>	<b>Misconception</b>	<b>Reality</b>
ADHD	“Everyone gets distracted”	It's neurological, not a quirk
Fibromyalgia	“It’s all in your head”	It’s real pain with real impact
Depression	“Just think positively”	It affects energy, cognition, and life function
Autism	“You don’t look autistic”	Autism isn’t always visible or doesn’t have “a look”

# Internalized Ableism



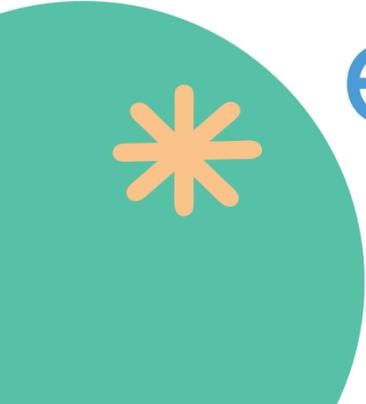
**Inclusion ≠  
Treating  
Everyone  
the  
Same**



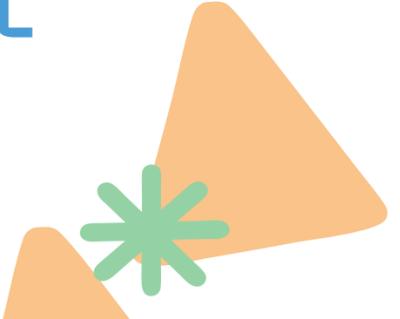
# Allyship & Advocacy



## Leaders:

- Normalize flexibility
  - Trust disclosures
  - Create inclusive environments
- 

## Coworkers:

- Assume complexity, not laziness
  - Respect privacy
  - Offer support, not solutions
- 

# Working with Mental Health in Mind: What Your Team Needs from You

- **Leaders' emotional tone sets the tone**
- **Normalize mental health conversations without needing to "fix"**
- **Boundaries are leadership, not selfishness**
- **Support others and yourself: regulate before you respond**
- **Model vulnerability, but don't overshare**

# What happens when we get this right:

- **Increased retention**
- **Higher trust + morale**
- **Better mental health**
- **True belonging**
- **Greater productivity & engagement**
- **Improved team dynamics**
- **Attraction of top talent**
- **Decreased absenteeism & presenteeism**
- **Enhanced reputation & brand loyalty**
- **Equity in action**



# The Current State of Mental Health at Work

Challenges May Look Different Depending on Your Role

**EMOTIONAL  
LABOR,  
LIMITED  
AUTONOMY**

**COMPASSION  
FATIGUE,  
VICARIOUS  
TRAUMA**

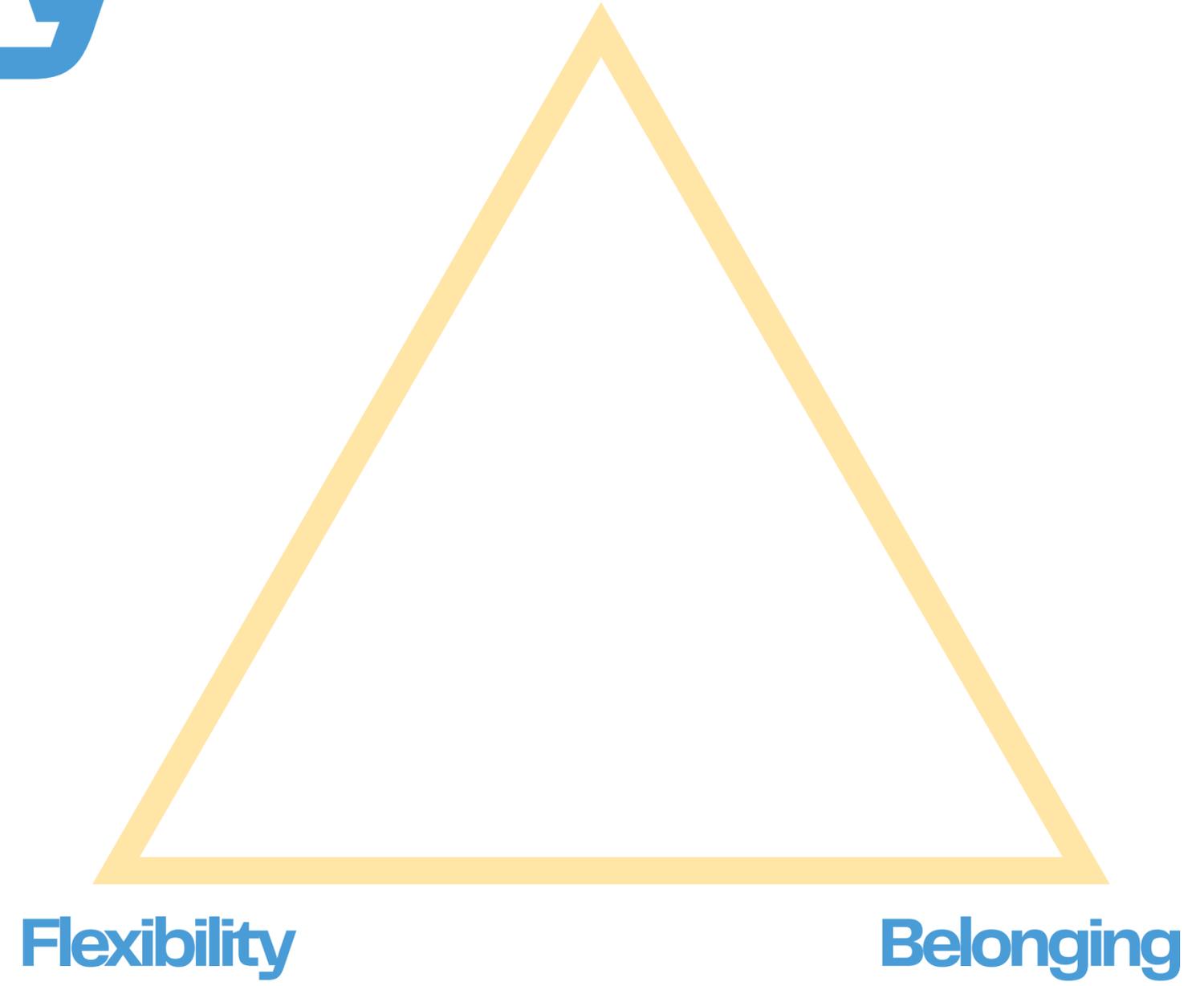
**RESPONSIBILITY  
OVERLOAD,  
DECISION  
FATIGUE**

**ISOLATION,  
BLURRED  
BOUNDARIES**

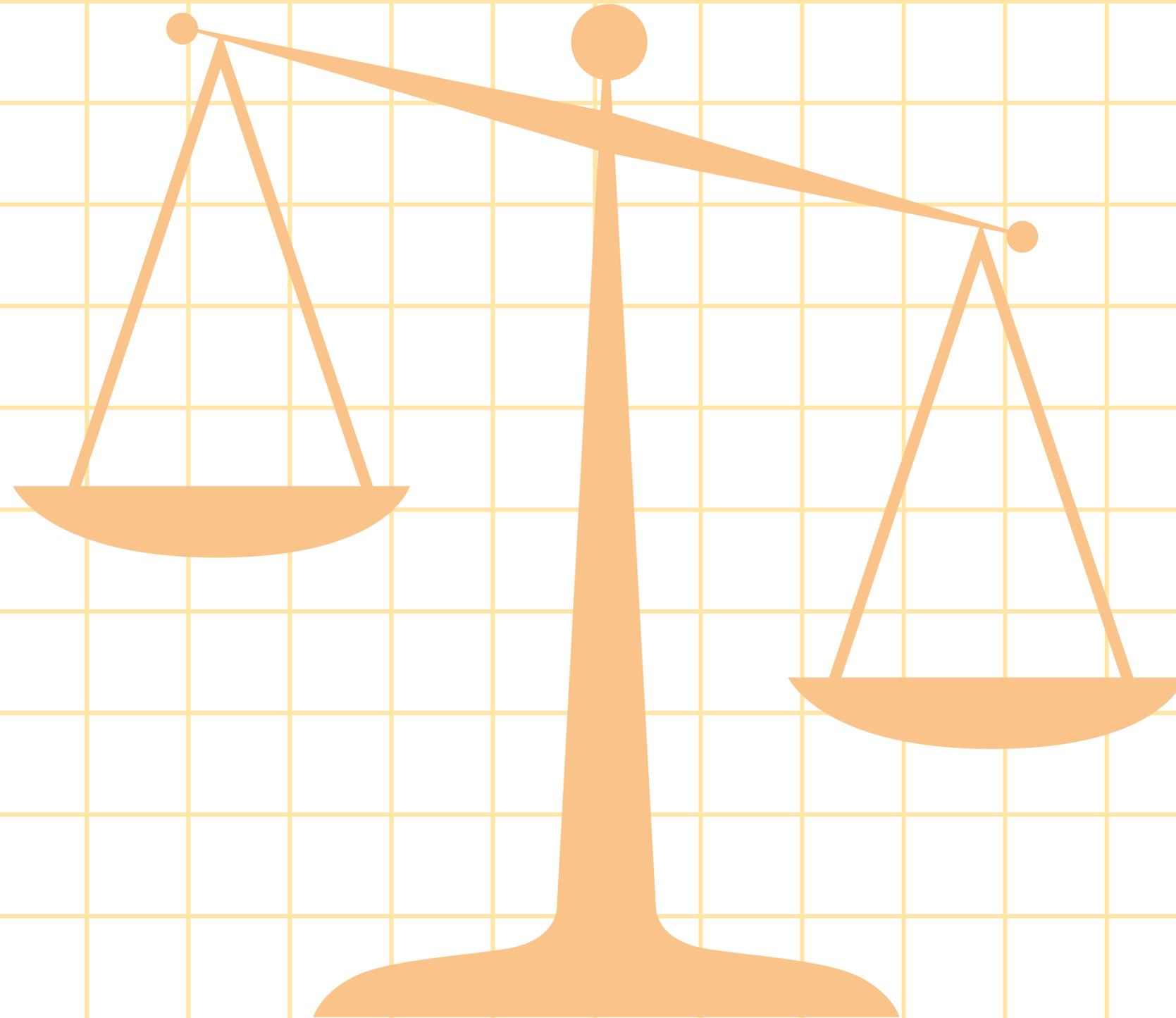
# 3 Foundations of a Mentally Healthy Workplace



**Safety**  
(emotional & psychological)

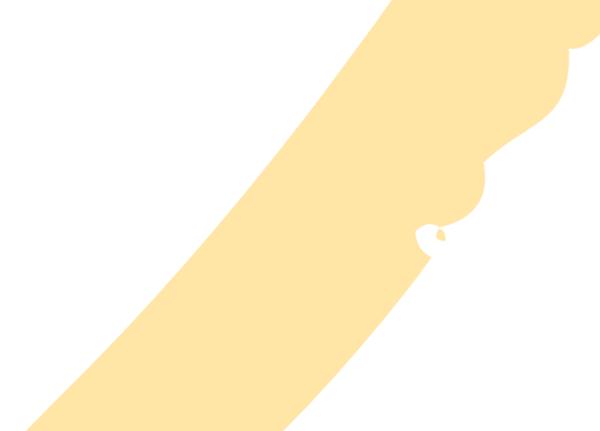
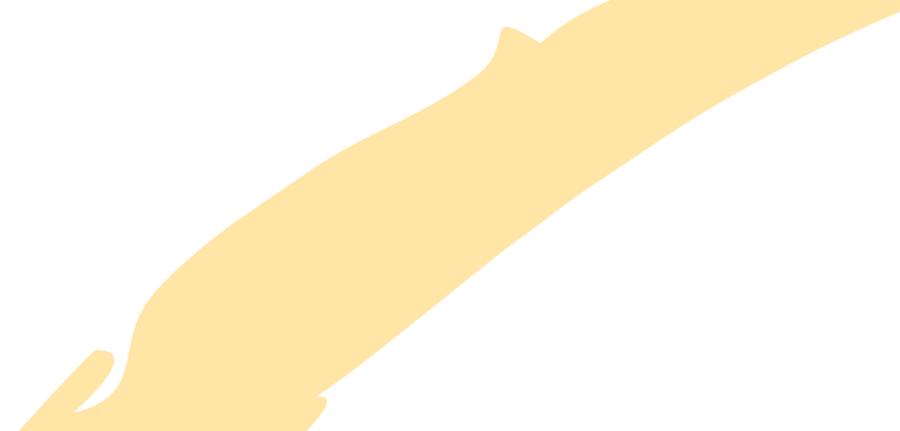


# What even is work/life balance?!



# Work/Life Flexibility





# The Inevitability of Change

**In the midst of  
chaos, there is  
also  
opportunity.**



# How/Why We Resist Change

- **Maintaining Equilibrium**
- **Subconscious System**

# The Change Curve

- **Key Stages**
- **Non-Linear Process**

# Myths Versus Realities

## **Myth:**

CHANGE IS INHERENTLY NEGATIVE AND SHOULD BE AVOIDED.

## **Reality:**

CHANGE OFTEN BRINGS OPPORTUNITIES FOR GROWTH, LEARNING, AND POSITIVE TRANSFORMATION—EVEN WHEN IT'S CHALLENGING AT FIRST.

## **Myth:**

YOU SHOULD BE ABLE TO ADAPT TO CHANGE QUICKLY AND WITHOUT DIFFICULTY.

## **Reality:**

ADJUSTING TO CHANGE TAKES TIME; IT'S NORMAL TO EXPERIENCE DISCOMFORT AND REQUIRE SUPPORT DURING TRANSITIONS.

## **Myth:**

THE BEST WAY TO HANDLE CHANGE IS TO TOUGH IT OUT ALONE.

## **Reality:**

SEEKING SUPPORT, WHETHER FROM FRIENDS, COLLEAGUES, OR PROFESSIONALS, IS A HEALTHY AND EFFECTIVE WAY TO BUILD RESILIENCE.

## **Myth:**

AVOIDING OR RESISTING CHANGE KEEPS YOU SAFE.

## **Reality:**

AVOIDANCE CAN LEAD TO STAGNATION AND MISSED OPPORTUNITIES; EMBRACING CHANGE, EVEN GRADUALLY, EMPOWERS YOU TO MOVE FORWARD AND THRIVE.

# Neuroplasticity

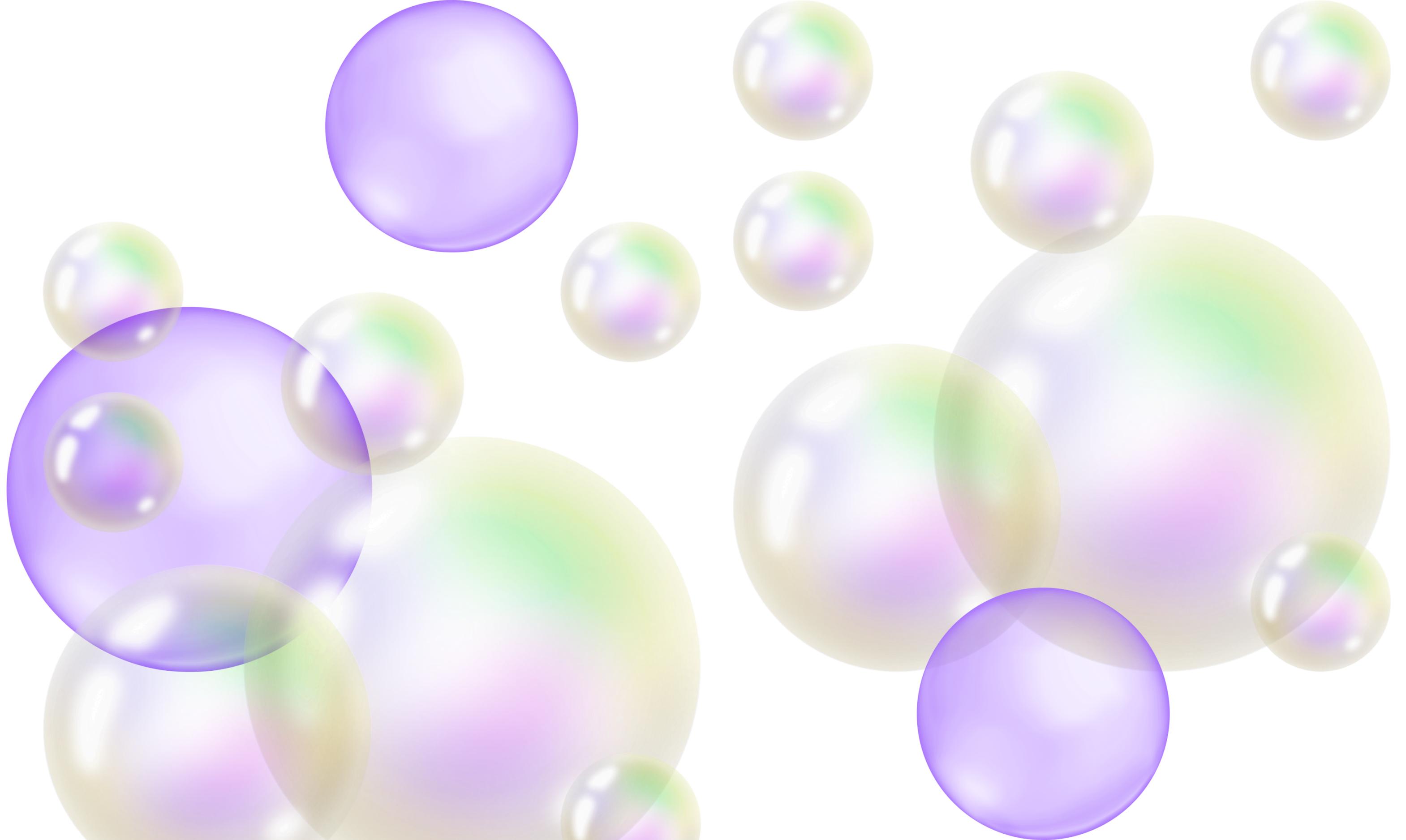


# The 3-Box Method

**WHAT  
CAN I  
CONTROL?**

**WHAT  
CAN I  
INFLUENCE?**

**WHAT  
MUST I  
ACCEPT?**





**Mental Health**

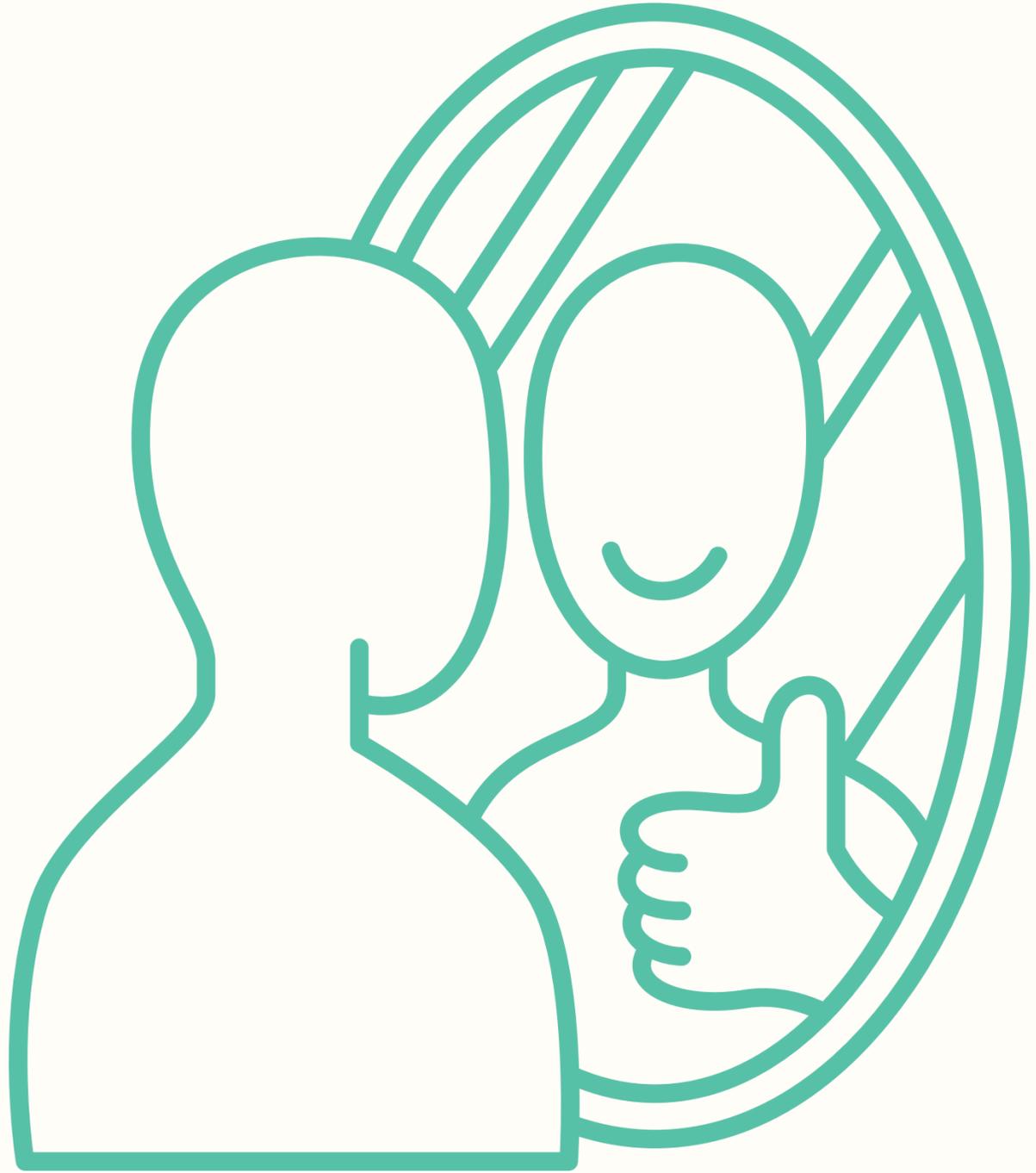
**Buzzwords**

# Mindfulness

**Paying attention to  
the PRESENT  
moment,  
on PURPOSE,  
without JUDGMENT.**



# Self-Compassion



**Being gentle and nurturing toward yourself rather than being self-critical, judgmental, or harsh.**

# Boundaries

**Essential  
guidelines and  
limits that you set  
to define what is  
acceptable and  
what is not.**



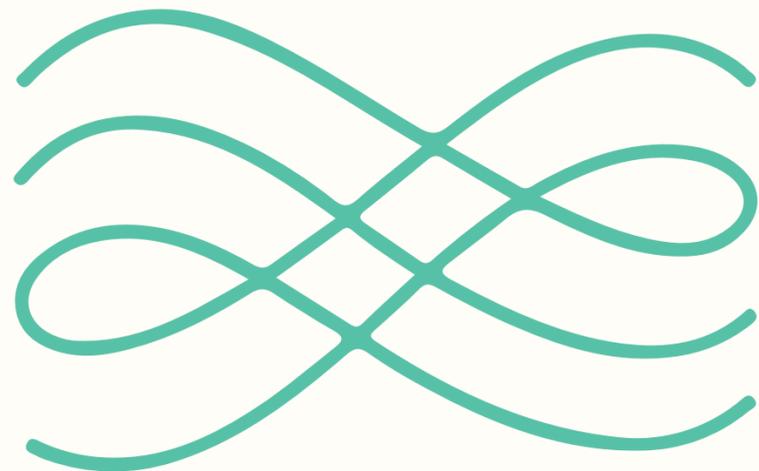
# Self-Care

**Deliberate actions and practices you engage in to prioritize and promote your physical, mental, and emotional well-being.**



# Regulation

**When your nervous system is able to adapt, stay present, and respond rather than react, even during stress.**



# Dysregulation

**When your nervous system is overwhelmed or under-supported, making it harder to think clearly, manage emotions, or feel safe in your body.**

# Trauma-informed

**Recognizing that many people carry past experiences that shape how they respond today, and choosing approaches that prioritize safety, choice, dignity, and empowerment rather than blame or control.**



# Coping Skills

**The techniques we use to deal with stress or discomfort. They are things we put into place (either consciously or unconsciously) to problem-solve or reduce discomfort.**



4 - 7 - 8

## GAIN CONTROL OF YOUR BREATHING

1 Rest the tip of your tongue against the roof of your mouth, right behind your top front teeth.

2 Parting your lips, exhale any breath remaining in your lungs through your mouth.

3 Close your mouth and inhale through your nose while you count to **FOUR** in your head.

4 Hold in that deep breath for **SEVEN** seconds.

5 Parting your lips again, exhale from your mouth for **EIGHT** seconds. Repeat 4x.

It takes  
practice!

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Trying to will your body into relaxation can be tough! Breathing techniques, such as 4-7-8, have been carefully structured to help engage your body in a state of deep relaxation.

### WHY?

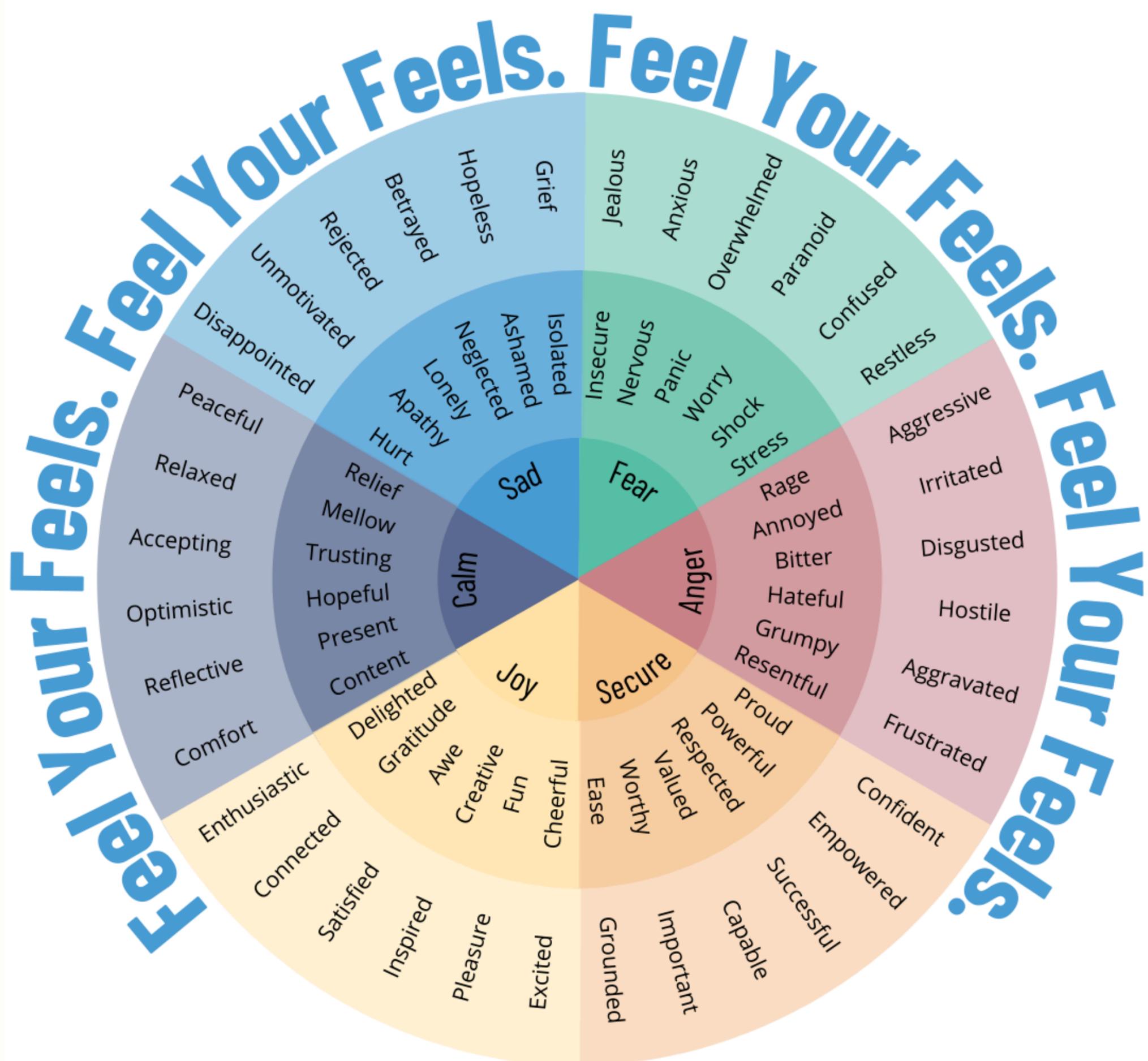
Incorporating patterns that require you to hold your breath for a specific period of time fosters the body's natural desire to replenish its oxygen, providing our internal organs/tissues a helpful boost!

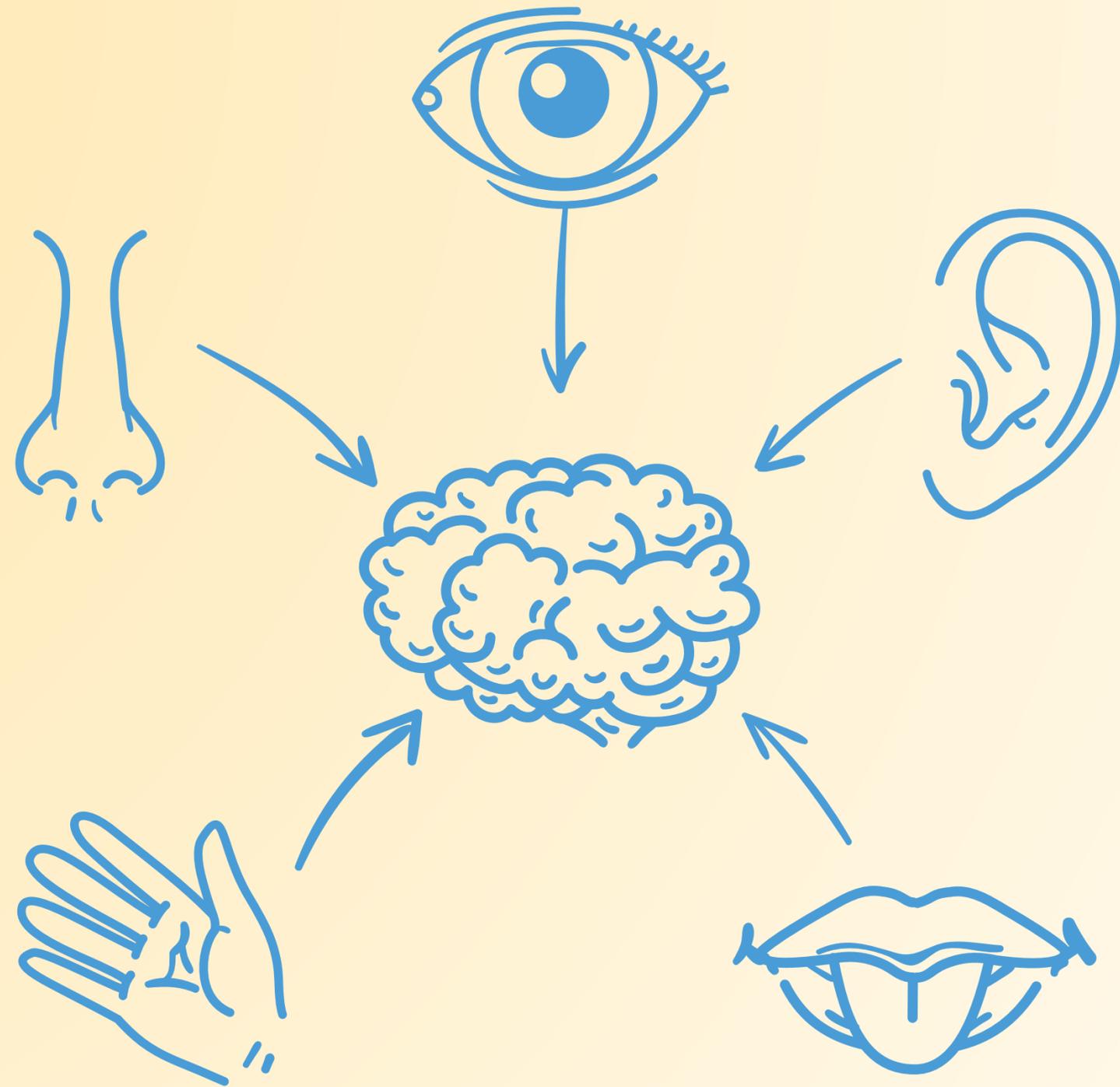
### 4-7-8

Restore your body's balance after a stressful day, isolated event, or in anticipation for a worrisome situation by giving 4-7-8 a try!



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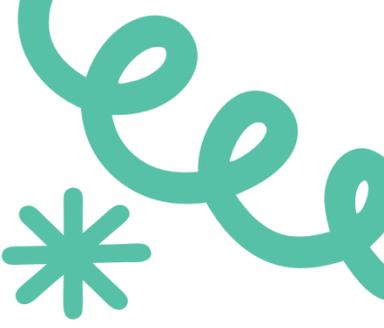




# Nervous system regulation

# Dopamine Boosts

- **Physical Activity**
- **Creative Expression**
- **Social Connection**
- **Mindfulness/Meditation**
- **Time in Nature**
- **Laughter and Fun**





**Favorite Quotes  
To Learn From**

You are a human

**BE**ing, not a

human **DO**ing.

**Stress** is not what happens to you, but how you **react** to what happens.

In relationships, you  
can have  
**power**  
OR  
**connection.**

You can **doubt**

yourself and

**do it** anyway.

Trust  
the  
process.

**Is It Time  
For  
Therapy?**



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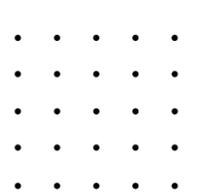
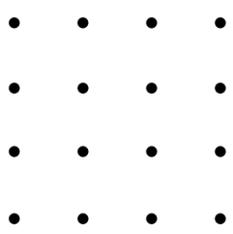
**Raise your hand if you  
have mental health....**

# Call to Action

**What's one thing you'll start doing differently tomorrow?**

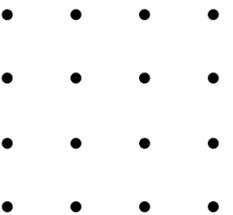
**What's one assumption I'm willing to challenge about how someone "should" show up?**

**Who can I check in with this week to let them know I see and support them?**



# SCAN HERE

FOR CARD DECKS



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**Let's stay in touch!**

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**Thank you!**

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