

MENTAL HEALTH: BUSTING THE STIGMA BARRIER FOR SELF-CARE AND GROWTH IN THE SECURITY PROFESSION

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EMPATHIC SECURITY CULTURES, LLC

Mental Health: Busting the Stigma Barrier for Self-Care and Growth in the Security Profession

There are three types of people:

Group 1: Those of us who have a mental health condition

Group 2: Those of us who have friends, colleagues, or loved ones with mental health conditions that we strive to support, care for, and love.

Group 3: Those that will join groups 1 and/or 2...sooner or later.

Our physical, mental, emotional, and spiritual health and well-being have a direct impact on how we perform as corporate security professionals. – John Rodriguez

Program Overview

This unique training program was developed by John Rodriguez with over 41 years of corporate security management experience, a life journey with family members with mental health diagnoses combined with formal study (post-graduate and specialized study) in psychology and neuroscience. He is also a Certified Family Support Group Facilitator with the National Alliance on Mental Illness (NAMI.org) as well as a NAMI Law Enforcement Crisis Intervention Team trainer.

John is not a clinician, but rather an empathic and compassionate peer security professional who has experienced all types of security incidents in a company – ranging from workplace violence homicides, child pornography, suicides, hostile work environments, and other tragedies and stressors that if not holistically understood and cared for, can have a serious impact, and diminish our work product and quality of life.

John understands and has lived within the security profession culture where the mental health stigma barrier is especially hard to overcome for self-care and care for others. However, his program based on lived experiences has been successful in improving individual and group attitudes about mental health including security departments, other business departments, and all levels of the workforce from the C-Suite to front-line employees. See his professional background and mental health journey story below.

The program has multiple options clients can build from:

Module 1: Busting the stigma barrier

Module 2: Mental health overview for security professionals

Module 3: How mental health impacts business success

Module 4: Partnering with the business to foster a mental health culture

Audience

This program is for security professionals seeking to gain applicable knowledge, insights, and wisdom to improve their mental health and personal and professional relationships. Embracing mental health affords security professionals to develop the ability to better protect employees and contribute to business success.

This program is designed to enhance the practitioner's existing "hard skill" knowledge and experience as well as develop into a valued and trusted business leader and partner at all levels including the C-Suite, geographic/business sector senior leadership, and especially front-line leadership and employees.

The program can also be offered to any company department or employee group.

How this course is different

- Three areas of focus: Self-care, care for others, and contributing to business success
- Autonomy: For a positive mental health understanding, acceptance, and lifestyle, people should *want* the knowledge instead of having information simply presented to them.
- Learning and sharing personal stories is often easier with a peer or "regular person" instead of a therapist or clinician.
- Vulnerability: John models vulnerability from the start of the program to encourage students to do the same when they are ready.

About the Course

Learn foundational human behavior and mental health concepts as well as insights on how corporate security departments can partner with Human Resources and Operations on mental health initiatives.

Module 1

Module 1: Busting the stigma barrier

The goal of this module is to introduce the participant to understanding and overcoming the stigma barrier as the principal step for self-care, including:

- The power of vulnerability. The presenter will share his mental health journey that will model fearless vulnerability to overcome the main barrier to self-care.
- The 5 social domains and threat or reward response
- Personal biases and cultural barriers
- Mental health impacts everyone - Everyone has (or will) experienced a mental health situation in their lives, either directly or indirectly (someone they know or love).

Module 2

Mental health overview for security professionals

The goal of this module is to introduce the participant to various mental health aspects to better understand oneself and others for mental health care and wellness.

- The mental health spectrum
- Review various updated mental health topics peer security professionals are experiencing regarding mental health self-care
- Foundational concepts on starting one's journey for better self-care as well as improving at caring for others.
- Internal and external resources for self and others
- Partnering with law enforcement Crisis Intervention Teams (CIT): Prevention and Response

Module 3

How mental health impacts business success

The goal of this module is to provide a comprehensive understanding of the impact (negative or positive) mental health has on a company.

- Learn information from studies on financial impact/benefits for companies to invest in mental health
- Understand how companies prioritize mental health in their cultures.
- How company cultures impact employee engagement and trust in the company
- Return on Investment (ROI) and Return on Value (ROV)
- Talent retention and attraction

Module 4

Partnering with the business to foster a mental health culture

The goal of this module is to move from traditional security core services to embracing holistic care of your workforce.

- How to embrace mental health into your company culture.
- Security's non-traditional opportunity to contribute to employee mental wellness.
- Innovation: partnering with Human Resources and Operations to promote mental health and mitigate hostile work environments and workplace violence risks.
- *Empathy, compassion, understanding, and action.* Enhancing these characteristics to make you a trusted business partner.

Program Structure (Core Program)

The program is client customizable for virtual or on-site training delivery:

Option 1: Four 1-hour consecutive daily sessions. This format is structure to provide students a learning environment where the course is gradually delivered over four 1-hour sessions with highly encouraged active interaction amongst students and instructor in a psychologically safe environment due to the personal nature of mental health. Spacing is recommended with each session delivered over 4 consecutive mornings (Monday-Thursday). This will provide optimal time for the student to fully participate in each session then reflect on learnings the remainder of the day.

Learning impact and retention are priorities in our learning program and this paced model allows for the student to come with a rested, clear, and insightful mindset each morning.

Option 2: Two 2-hour consecutive daily sessions.

Option 3: One 4-hour session.

Option 4: Any program material can be customized for leadership presentations.

Program Tuition:

Core Curriculum: \$195. per attendee, 10-person minimum

For additional information, please email: John@EmpathicSecurityCultures.com

PROGRAM CREATOR AND TRAINER

John Rodriguez, Founder, Empathic Security Cultures, LLC

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John Rodriguez is the founder of Empathic Security Cultures, LLC, based in Austin, TX. He is the content creator and lead instructor for the Certificate in the Foundations of Security Culture Leadership Program, as well as other innovative security management courses.

John brings 41+ years of pure corporate security experience working for major corporations including General Motors, Kimberly-Clark, Levi Strauss & Co., and Cardinal Health. He previously was the Chief Security Officer for Temple-Inland in Austin, TX. He also owned a consulting firm for 10 years with over 100 *Fortune 500*[®] clients from 1995-2004. John's career started in 1982 as a third shift proprietary security officer with General Motors progressing to positions of higher responsibility up to CSO. He has also worked in Latin America and the Caribbean for 33 years.

While with Kimberly-Clark Corporation, security director for Latin American Operations, the company was ranked #1 of 1,900 companies from 2009-2011 by the *Great Place to Work Institute*[®]. John's innovative security strategies were recognized by senior leadership as critical contributions to those years of #1 rankings. Business sales ranked 1st or 2nd place in every country of operation.



John is a security generalist with a passion for security culture development, coaching, and mental health for a psychologically safe workplace and mitigating hostile environment risks.

He holds a Master's of Liberal Arts (Humanities), Texas Christian University and a Bachelor's in Criminal Justice, North Texas State University. He also completed the Chief Security Officer Executive Development Program, The Wharton School, University of Pennsylvania.

He has lectured for the largest security association - ASIS International (member), U.S. State Dept. Overseas Advisory Council (OSAC) (member), International Security Management Association (ISMA) (former member), Association of Threat Assessment Professionals (ATAP), (member), as well as other groups.

John is a Certified Family Support Group Facilitator with NAMI, the National Alliance on Mental Health, and gives back to the community by leading support group discussions as well as training at law enforcement academies as part of their Crisis Intervention Team curriculum in the Greater Austin, TX area.

John recently earned his facilitator certificate from the Center for Building a Culture of Empathy, and as a student of psychology, social psychology, and neuroscience, earned a Certification in the Foundations of NeuroLeadership program with the NeuroLeadership Institute.



Mental Health Presentations/Lectures/Articles

SECURITY MANAGEMENT

A PUBLICATION OF ASIS INTERNATIONAL

How to Build a Best-in-Class Security Culture

By John P. Rodriguez

13 June 2022

[Online Exclusives](#)



Security Magazine

<https://www.securitymagazine.com>

The Nonlinear Path to a Sustainable Security Culture

Dec. 2022

[Article](#)

Podcasts



E028 John Rodriguez "The Guardian Within: Mental Health and Empathy in Business Security"

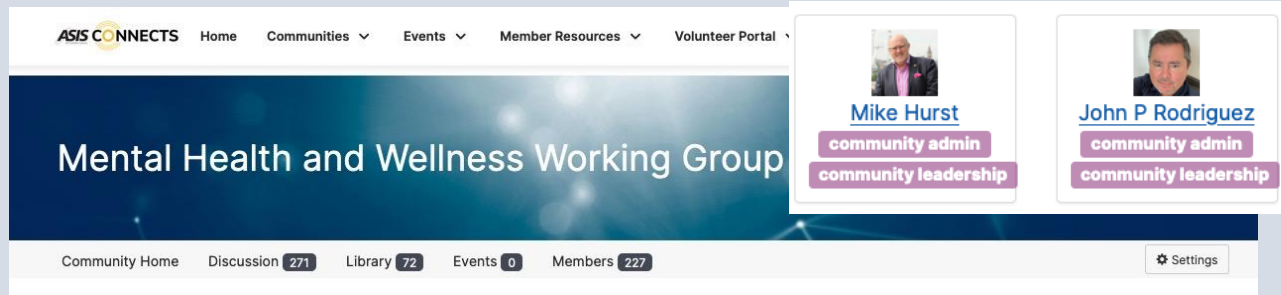
July 2023

[Link](#)



[Link](#)

Mental Health Presentations/Lectures/Articles



This is an open community for all ASIS members interested in having an open dialogue and building a library of shared resources aimed at helping security professionals support their team's mental health and wellness.

ASIS Global Webinar Spring 2023

Home > Mental Health: Busting the Stigma Barrier for Self-Care and Business Growth



Mental Health: Busting the Stigma Barrier for Self-Care and Business Growth

Be the first to review this product

Nonmember Price: **\$0.00**
Member Price: **\$0.00**

IN STOCK
Code (SKU)#:
WB-230328-MBR

Tuesday, March 28, 2023
12:30pm EDT
Sponsored By: ZBeta
1 CPE

ASIS International is requesting your personal information to meaningfully communicate in response to your registration for this event. We will use this information for registration, service delivery, logistics, and communication needs related to this event. You may always rescind your consent, per our Privacy Policy.

ASIS Global Webinar Fall 2023

Home > Corporate Security's Opportunity to Contribute to Employee Mental Health Wellbeing and Business Success



Corporate Security's Opportunity to Contribute to Employee Mental Health Wellbeing and Business Success

Be the first to review this product

Nonmember Price: **\$0.00**
Member Price: **\$0.00**

IN STOCK
Code (SKU)#:
WB-231115-GEN

Wednesday, November 15,
2023 12:30pm EST
1 CPE

The event is restricted to members

A discussion of the ASIS member survey on mental health including self-care, overcoming stigma barriers, and what companies are providing for their workforces.

Presented by the ASIS Mental Health and Wellness Working Group.

Free & exclusive to Members | Registration required

Wednesday, November 15, 2023 12:30pm EST
1 CPE



My Mental Health Journey



2021. Hi everyone, I'm John Rodriguez with the Cardinal Health Global Security Department based in Austin Tx.

About 6 years ago one of our children began using marijuana in high school to self-medicate for depression. That led to him using marijuana with stronger THC levels. Eventually, he started vaping THC that has up to 80% THC concentration – eventually triggering a psychotic event about 3 years ago during their sophomore year at Texas A&M. Our child spent 2 weeks in a mental health hospital getting stabilized. Our child was diagnosed with either cannabis-induced psychosis which mimics bipolar disorder, or it is actually bipolar disorder- The psychiatrist said it could take up to several years to distinguish between the two.

That was the start of our family journey in support of our child's recovery which has been extremely difficult at times. My wife and I experienced a range of staggering emotions: Shock, Denial, Anger, Guilt, Resentment, and Grief. Gradually we were able to transition to Understanding, Acceptance, Advocacy, and Action.

On the second day of his hospitalization, I found the National Alliance on Mental Illness (NAMI) and the wide range of services it provides both people with a mental health diagnosis and family members of loved ones with a condition.

One of the most helpful NAMI resources was their support group discussions. two summers ago, I decided I wanted to help people in Cardinal Health and in my community who are in either of those two groups, and I was especially driven to breaking through the stigma barrier at work by sharing my story with co-workers fearlessly and shamelessly. I shared my story with Sonexus VP Tara Herington, and she invited me to lead small group support discussions in their program called Community Conversations. Craig Pavay, a former 20-year Crisis Intervention trained police officer who is also part of the Global Security Department teamed with me to focus on breaking through stigma and we've now done 13 sessions with over 150 attendees sharing our stories with each other...we've learned from each other, cried together, and bonded in our special way with empathy and compassionate support. This initiative eventually became a corporate program under the Mind Matters initiative (a corporate mental health program) and have started mental health conversations in the company and we're helping to train peer facilitators globally to expand these helpful group conversations.

In October 2020, I earned my NAMI certification as a Family Support Group Facilitator and I'm leading family support group sessions several times a month in the evenings. So, I wanted to share my story and encourage all of you to join in and be part of the solution to eliminate the stigma barrier so colleagues will feel safe sharing their stories and collectively supporting each other in our journeys. It truly will "take a village" to have any meaningful success.

Experts say 1 in 5 folks have or will have a mental health diagnosis in their lives, but the unknown number is how many of us are in the second group - a family member or friend of loved ones with conditions that worry us and drives us to learn how to support them while bringing our complete selves and focus to work every day.

Lastly, I'll end with this...a speaker at a recent NAMI event focused on cultivating joy as a way for us to feel good and nurture our own mental health. Acts of kindness and acts of generosity are good for our brains as the brain releases dopamine and serotonin along with other positive physical and mental reactions. Thanks for listening and please contact me if you'd like to chat further.

Kindness begets Kindness: Practicing acts of kindness while expecting nothing in return except the good feelings that these acts provide is life-giving. ... What better thing in life can there be than to be remembered or thought of as a kind, caring, and loving per

Giving Back

*At least twice per month
I facilitate support groups
with stories and lives like
these...*

