

Psychosis Does Not Have to Be Limiting

Vincent van Gogh

Despite experiencing episodes of psychosis, Vincent van Gogh created revolutionary art filled with emotion and brilliance. His struggles didn't define him, and his creativity and impact continue to inspire the world.



Selena Gomez

Selena Gomez has experienced bipolar disorder-related psychosis but has thrived as an actress, singer, and business owner. She has been named Billboard's Woman of the Year, and her beauty company is valued at over \$2 billion.



John Nash

John Nash, a brilliant mathematician, lived with schizophrenia and made groundbreaking contributions to his field. In 1994, he won a Nobel Prize, proving that mental illness does not define one's potential.



Where Can I Learn More?

Early Psychosis Care Center

<https://epcmissouri.org>

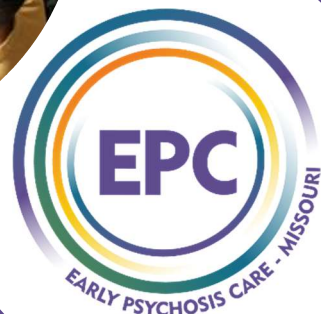
US Department of Labor

<https://www.dol.gov/agencies/odep>



**EARLY
PSYCHOSIS
CARE**
MISSOURI

Navigating Psychosis in the Workplace



What is Psychosis?

Psychosis is when a person has trouble distinguishing what's real and what's not. They might experience things which others don't see or hear. People experiencing psychosis may appear confused, agitated, or have difficulty communicating coherently.

If you see someone who appears to be experiencing a mental health crisis, avoid trying to "snap them out of it". Instead, stay calm, be supportive, and use clear, simple language. Seek medical help if needed and ensure a safe environment.

What are my responsibilities as an employer?

Employees with mental health conditions may face challenges at work, but reasonable accommodations can help them succeed. Under the Americans with Disabilities Act (ADA), most employers must provide adjustments that enable qualified employees to perform essential job functions.

Many accommodations are low-cost and benefit both employees and businesses by improving productivity and retention. Not all employees need accommodations, but for those who do, the process should be individualized, and it is best to work with your employee to determine what will best help them accomplish their job duties.



What are some ways to accommodate psychosis at work?

Scheduling: part-time hours, adjustments in start/end times, make up of missed time.

Leave: flexible use of vacation/sick time, additional leave for treatment or recovery.

Breaks: more frequent breaks, greater flexibility in scheduling breaks.

Distractions: reduction and/or removal of distractions in the work area.

Job Duties: modification/removal of nonessential duties, division of large assignments into smaller tasks, additional assistance and/or time for new tasks.

Management: positive reinforcement, more frequent meetings to help prioritize tasks, open communication with supervisors regarding performance and expectations.

Communication: recording meetings and trainings, written instructions, typed meeting minutes, strategies to deal with problems before they arise, education of all employees about their rights, relevant training for all employees.

Myth vs. Fact

Myth	Fact
People with psychosis are crazy.	People who experience psychosis aren't crazy. Crazy is a pejorative term and shouldn't be used to describe people experiencing mental health difficulties.
People with psychosis are dangerous.	People who experience psychosis are unlikely to deliberately harm others. In fact, those who experience psychosis are more likely to be victims of violence.
People with psychosis can't lead normal lives.	Many people who experience psychosis lead normal and productive lives. With the right support, they can manage their symptoms and pursue fulfilling careers. It's important to recognize and support their capabilities, rather than focusing solely on the challenges they face.

