

Workplace Mental Health and Wellbeing: More than a Tick Box



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Agenda

1. Mental health awareness
2. Workplace stress/distress
3. Organisational responsibility
4. Mindfulness

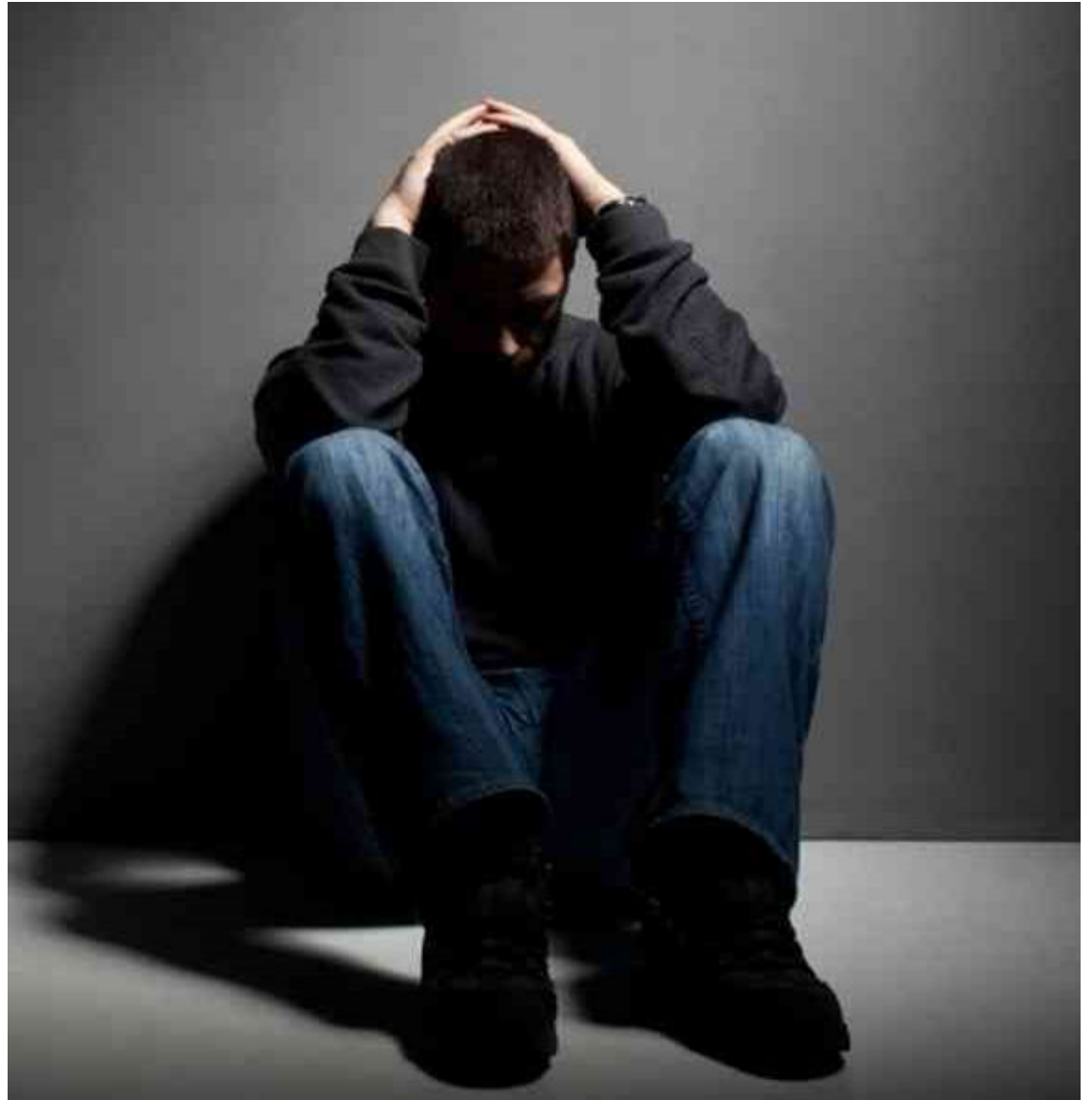


mental health awareness

Think about mental health!

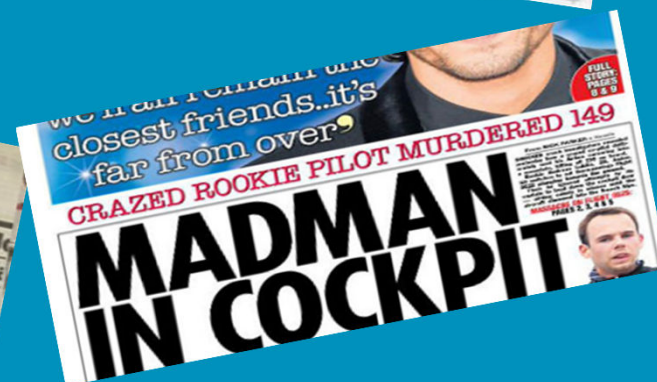
What comes to mind...shout out some
words and thoughts...

Mental health?



Physical health?





What is mental health?

*It is defined as a state of **wellbeing** in which every individual realises their potential, can cope with the normal stresses of life, can work productively and fruitfully, and is able to make a contribution to their community*



Mental health
is not just an
absence of
mental disorder

Mental health is about all of us



Improving attitudes





workplace stress/distress

The ABC model of stress

STRESS

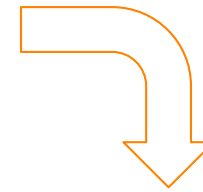
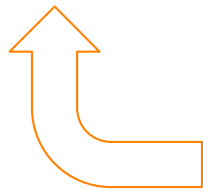
an unhelpful automatic reaction to a situation.
Evidence-base strategies help minimise stress-related illness

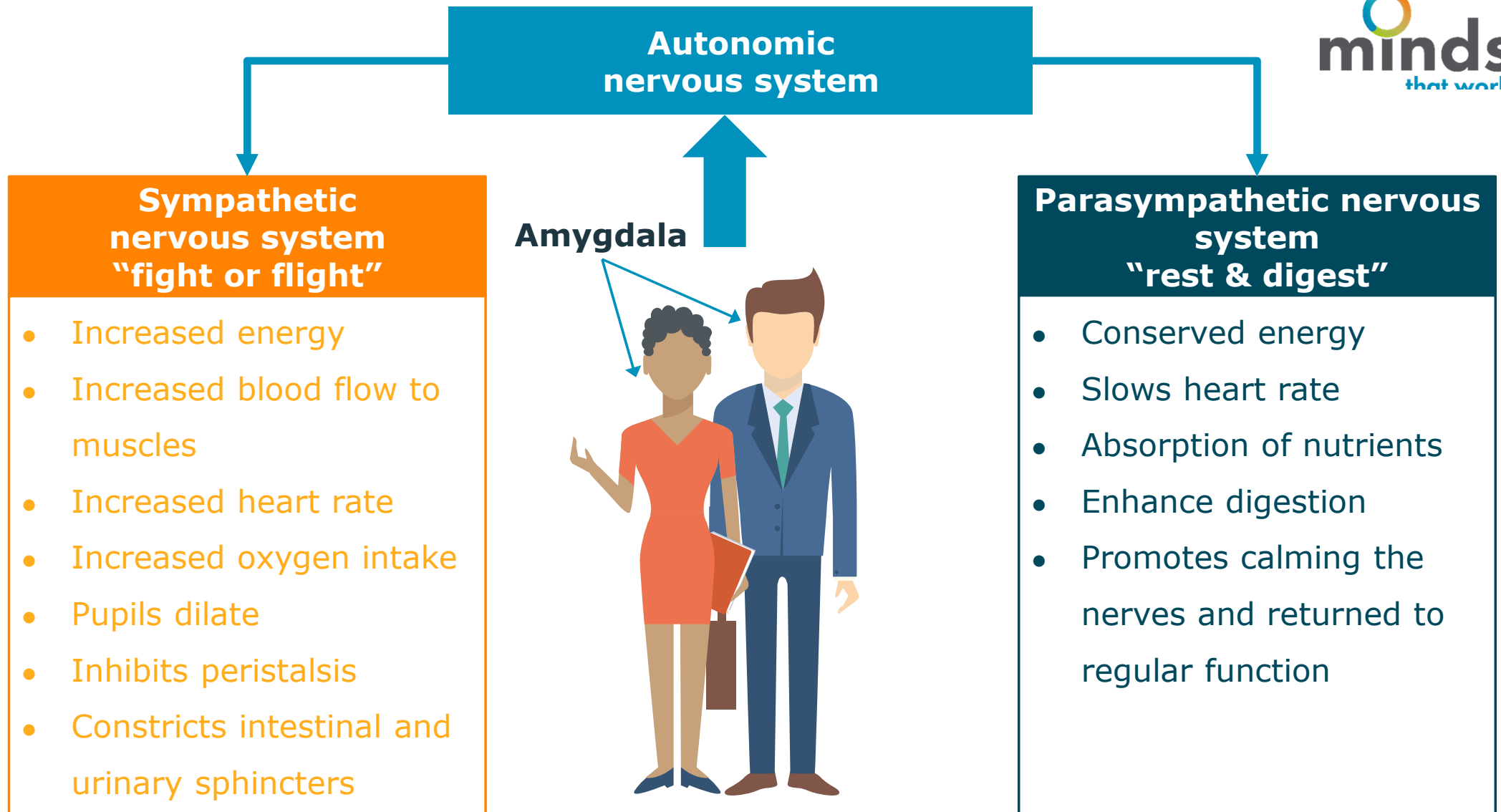
A: THE SITUATION



B: OUR INTERPRETATION OF THE SCENE

C: OUR REACTIONS (emotional & physical)





Workplace distress

BODY



- Headaches
- Frequent infections
- Musculoskeletal diseases
- Fatigue
- Breathlessness
- Weight gain
- IBS

MIND



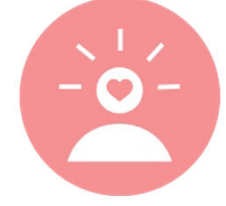
- Worries
- Muddled thinking
- Impaired judgement
- Negativity
- Hasty decisions
- Indecisiveness
- Distorted thinking

BEHAVIOUR



- Insomnia
- Accident prone
- Loss/increase of appetite
- Increased use of addictive substances
- Relationship issues

EMOTIONS



- Irritability/anger
- Loss of confidence
- Depression
- Apathy
- Apprehension
- Anxiety
- Low mood

Burnout

Burn-out is a syndrome conceptualized as resulting from chronic workplace stress that has not been successfully managed. It is characterized by three dimensions:

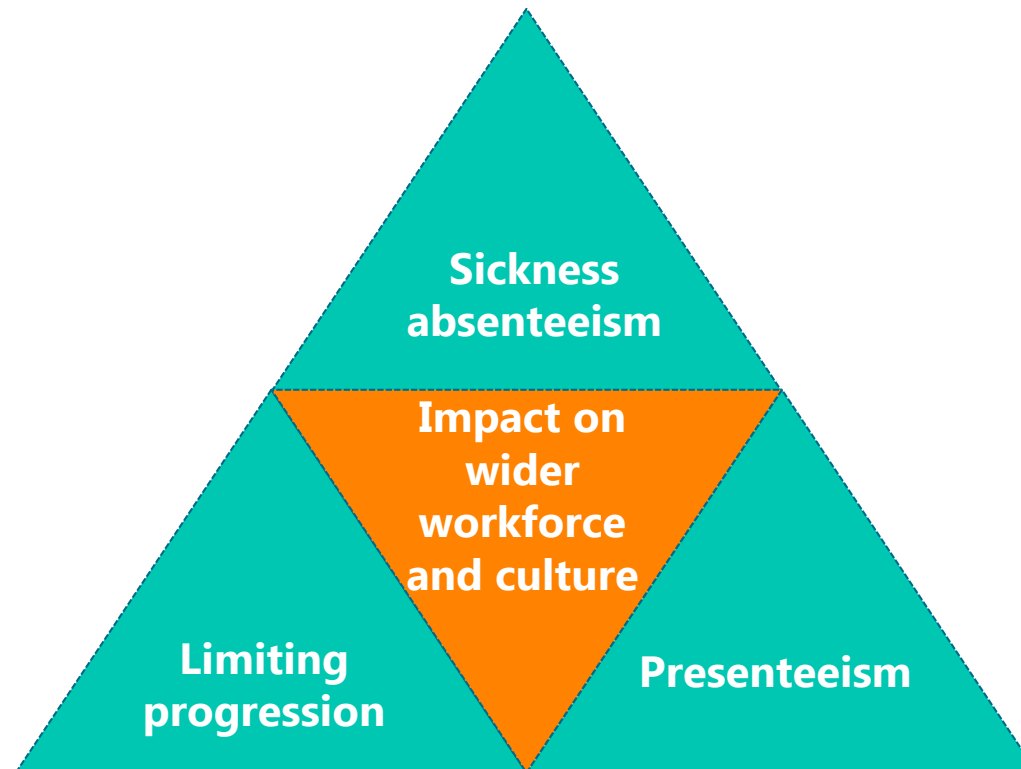
- Feelings of energy depletion or exhaustion;
- Increased mental distance from one's job, or feelings of negativism or cynicism related to one's job; and
- Reduced professional efficacy.



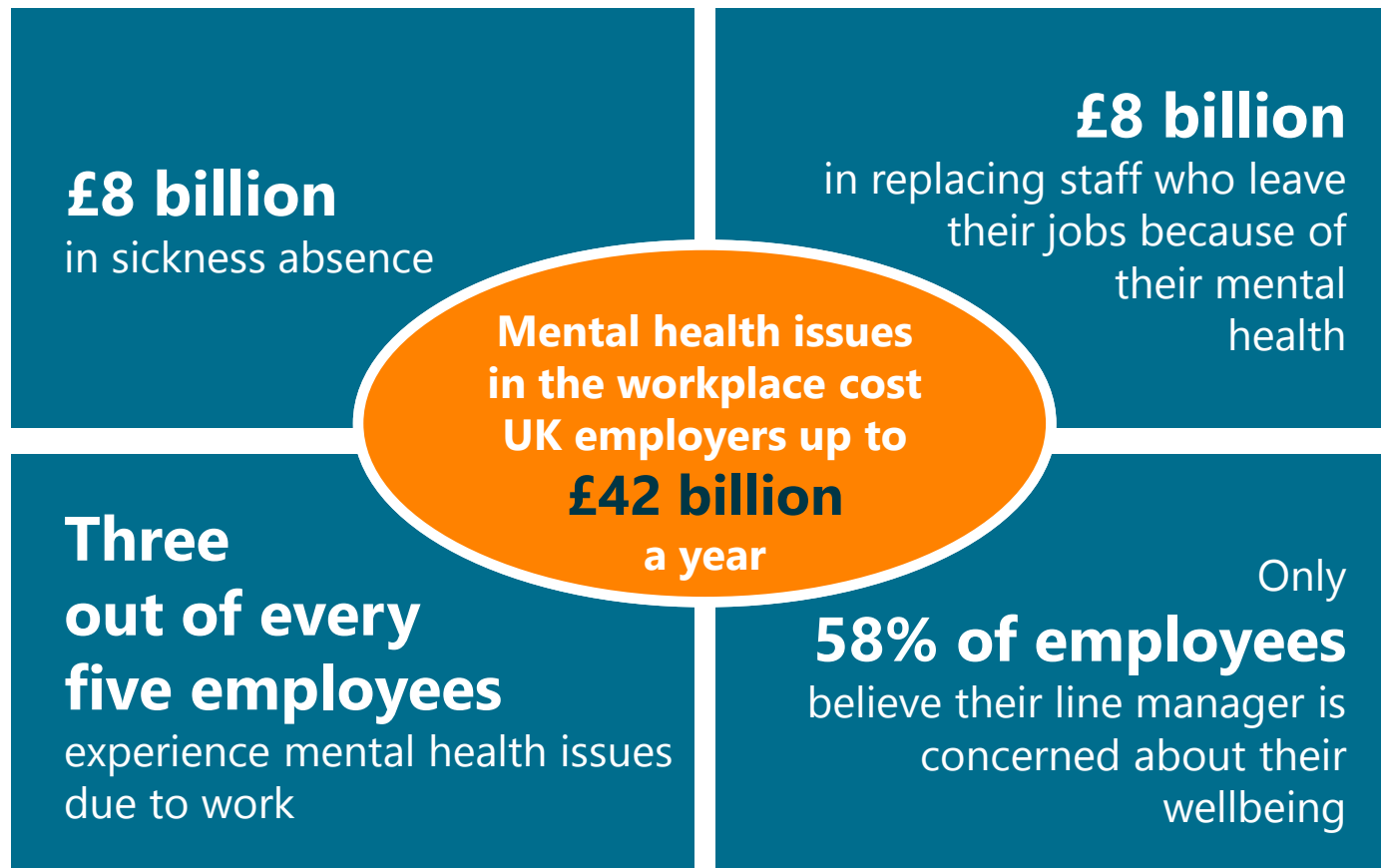
**World Health
Organization**

Burn-out refers specifically to phenomena in the occupational context and should not be applied to describe experiences in other areas of life.

How poor mental health can display itself



Costs to business



Source: Public Health England 2017 & Stevenson Farmer Review



organisational responsibility

Mental health in the workplace



1 in 4 people
in UK

1 in 6 people
at work

9 out of 10
people
experience
stigma

People with
mental health
issues work
in all
industries

DIVERSITY AND INCLUSION

Urgent change is needed



61%

of employees
have experienced
a mental health issue due
to work or where work was
a contributing factor

Just

16%

of employees felt
able to disclose a
mental health issue
to their manager

30%

of managers report not
having any workplace
facilities or services that
could help wellbeing and
mental health

Source: Business in the Community, Mental Health at Work 2018 Summary Report – Seizing the Momentum

Call to action for employers (BITC)

TALK



Break the culture of silence that surrounds mental health by signing the **Time to Change Employer's Pledge**

TRAIN



Invest in basic mental health literacy for all employees and **first aid training** in mental health to **support line manager capability**

TAKE ACTION



The Prince's Responsible Business Network

Implement practical actions from the **BITC Mental Health Toolkit for Employers**

What should organisations be doing?

*Parliament on 17th January 2019 concluded "The Health and Safety Act 1974 made it a legal necessity for workplaces to train someone in medical first aid and calls on the Government to change this law via secondary legislation to provide clarity that an employer's first aid responsibilities cover both **physical and mental health**"*



Health and Safety at Work Act 1974

**Anyone entering these premises
must comply with regulations
covered by the above act.**

PHYSICAL & MENTAL HEALTH PARITY

What should managers & leaders be doing?



"If line managers are to be effective in promoting positive mental health in the workplace, it is vital they understand how to manage fluctuations in workers' mental health, what the causes of ill-health can be, how to recognise when employees may be unwell, and how to advise on where to access further support"



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Proactive not reactive



At all levels: in the boardroom



- Time to Change Employer Pledge
- Send a clear message
- Appoint a mental health champion
- Lead by example
- Embed wellbeing at the heart of your organisational culture
- Make employee wellbeing a core objective

At all levels: empower line managers

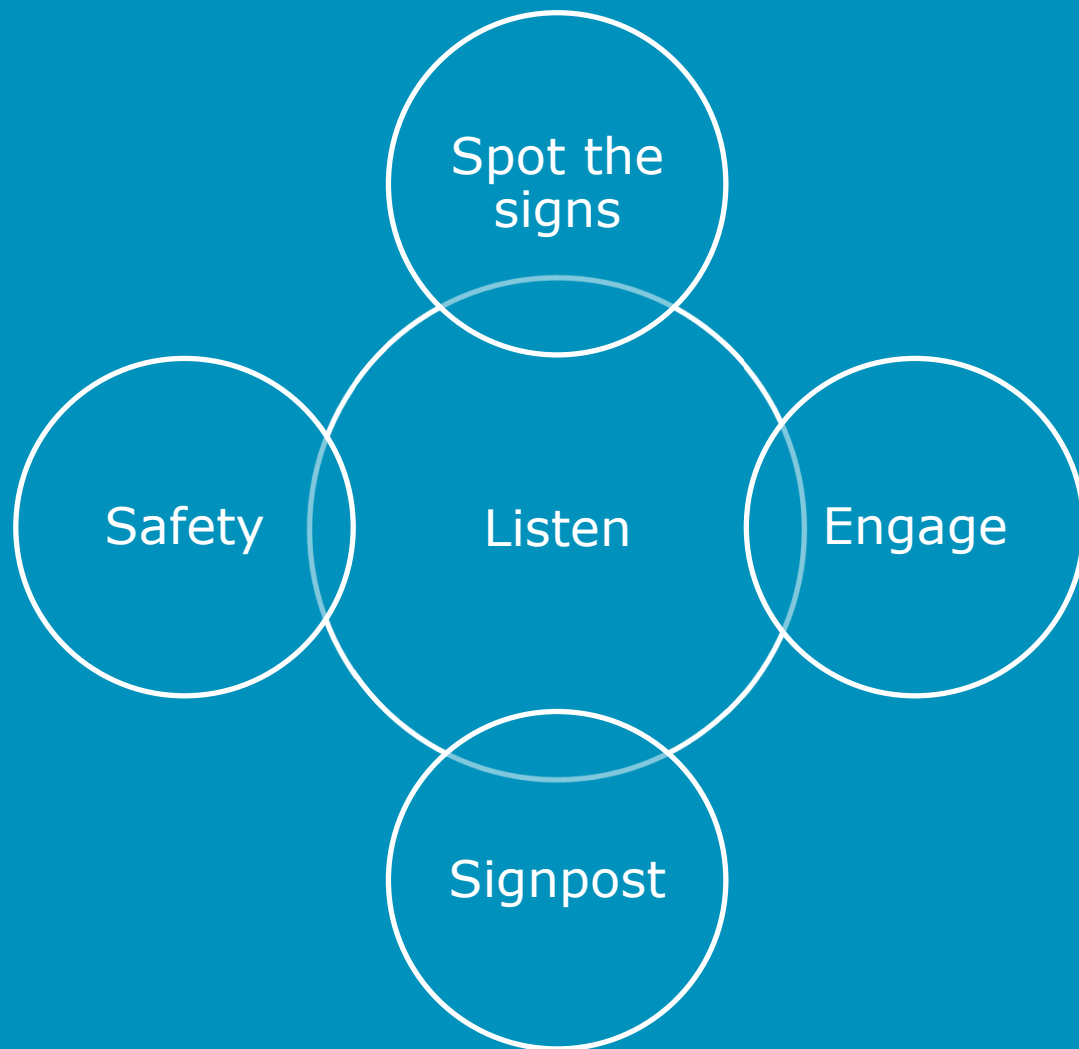


- Give managers the support they need to manage their own wellbeing
- Regularly promote to line managers
- Improve the confidence and capability of managers
- Train as many line managers as possible
- Introduce training about performance and mental health
- Encourage line managers to seek support

At all levels: on the ground



- Signpost external guidance and support
- Everyone has a state of mental health
- Empower front line workers to take responsibility of their wellbeing and spot signs in colleagues
- First aid training for mental health
- Create a network of mental health champions



FIRST RESPONSE TRAINING

Key message

- Anti-stigma campaign
- Parity with physical health
- Empowering managers
- Seniors on board
- Robust strategy
- Self-care
- Evidence based training; prevention and crisis management
- Legal considerations

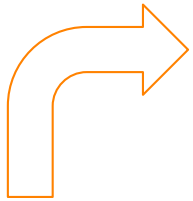


mindfulness

Workplace mindfulness benefits

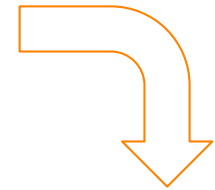
MINDFULNESS

*pays attention to thoughts, feelings and actions
creating time & space to respond wisely with
emotional intelligence*



BETTER WELLBEING

*overall improvement to
general wellbeing with better
sleep, decreased low mood,
increased happiness and calm*



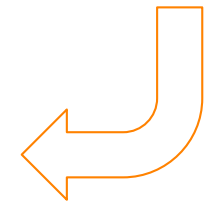
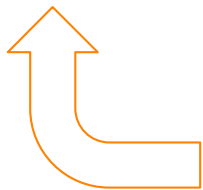
COGNITIVE FLEXIBILITY

*improve concentration, focus,
communication skills, creativity,
decision making and
leadership capability*

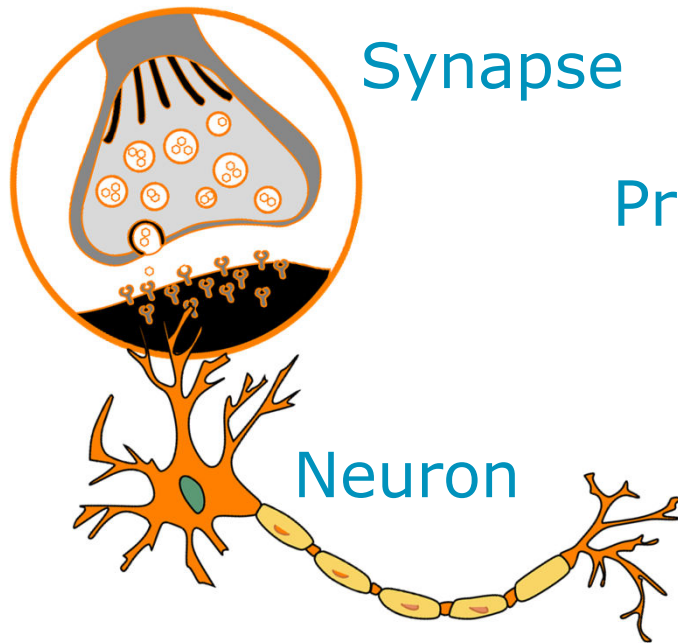


STRESS MANAGEMENT

*stress prevention tool, increase resilience
avoiding burnout, decrease feelings of overwhelm*



Neuroplasticity



Practice or repetition



**YOU CAN TEACH AN OLD DOG
NEW TRICKS!**



Mindfulness of breath



Implementing training

1 1-day workshop
for managers & leaders



Managing and promoting positive
mental health & wellbeing

2 1-day workshop
for non-managers



Understanding positive mental health
& wellbeing in the workplace

3 1-day Champions



2-day Mental Health First Aid

4 Workplace mindfulness &
mindful leadership

WorkplaceMT





Thank you and questions

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