Mental Health in the Workplace: Should I be Worried?

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Learning objectives

Understand the role and responsibilities of the employer

Recognise the signs of mental health problems

★Learn some simple ways that you can improve your own mental wellbeing

Understand what is 'mental health'



What Is Mental Health?

Myths

 \star Mental health is only a problem for some people Mental health isn't real \star The only solution is medication ★ Mental illness is permanent \star I can't do anything to help Just think positive!



Facts

 \star 1 in 4 people affected \star 1 in 8 days taken off sick ★ Medication is a last resort ★Mental health – like physical health – changes over time \star There's a lot that you can do \star What is 'positive'?



★Mental health changes...

Ups and Downs

- Stress
- Anxiety
- Family
- Finances
- Relationships
- ★And all of this affects you, too



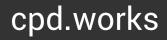


From mental illness to mental health This isn't just renaming the problem

★ This is a focus on prevention rather than cure

Prevention is generally cheaper, faster and more reliable





Is it just the latest thing?

Mental health is getting more media coverage

You wouldn't question the need for physical healthcare

★You are more than a body

Many physical conditions are caused or made worse by stress

We are beginning to understand this better – hence the coverage



What is healthy?

We have a standardised model of the human body

We don't have such a model for the human mind

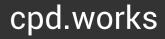
Normal = typical
Healthy = able to function
Achieve your goals, free from conflict



The role of the employer

To provide a safe working The environment duty of care **★**Psychologically safe ★Google research Project Aristotle





Help for employers

★Health and Safety

- Both physical and psychological

★ ACAS

- Make sure the working environment is safe
- Protect staff from discrimination

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- Carry out risk assessments



Genius

Stress



Multiple causes of stress at home and in the workplace

Stress is a main cause of depression

Depression impacts on relationships, quality of life, productivity

★We must act to prevent medication

Stress in the Workplace ★ Many people spend more time with their colleagues than with their families

The workplace may not always be the cause of stress

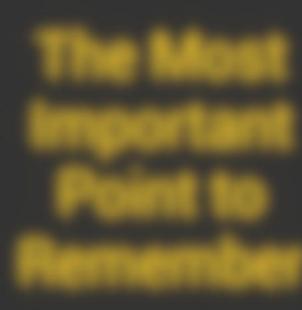
There is an opportunity to support

★And a duty of care





What can I do?







The most important point to remember People suffering from mental health issues don't know it

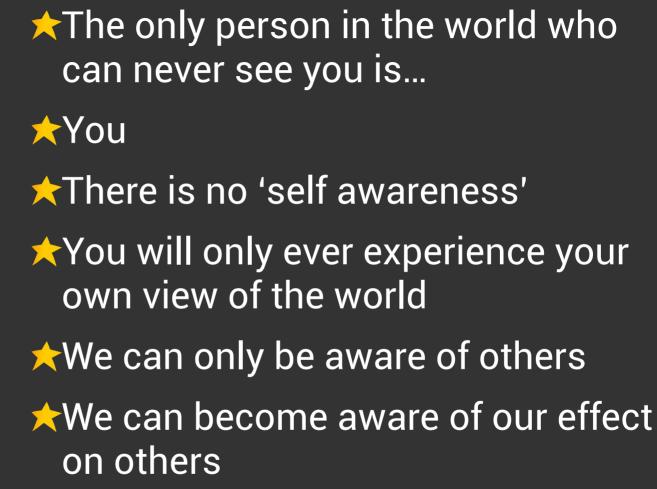
It's like a filter has been put over the world

They won't know, unless they become aware of external signs

The outside world has become more threatening, more irritating

Genius

The simple reason





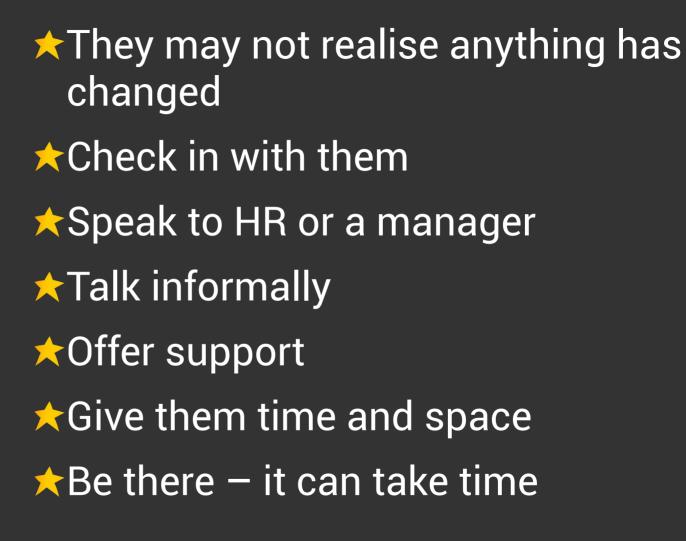
What can I do?

★Look out for...

- Changes in behaviour, mood
- Changes in communication
- Changes in their standard of work
- Changes in their focus on tasks
- Seeming tired, anxious or withdrawn
- Changes in eating and drinking
- Increase in absence or lateness



What can I do?





Anxiety

 \star We all worry \star It's a function of our goal setting ability \star We don't know that we're worrying \star We think we're predicting the future

Anxiety is endless, looped worry





 \bigstar When you worry, you think you're predicting the future \bigstar You 'know' what's going to happen \bigstar You 'know' how a conversation is going to end You 'know' how someone will react \bigstar You are trying to protect yourself \bigstar Worry and anxiety are self defeating \bigstar Both prevent you from finding out



Imagine something that hasn't happened

Act as if it is happening **now**





Imagine something that hasn't happened

Imagine it being BAD Act as if it is happening **now**

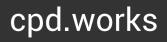




Imagine something that hasn't happened

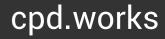
Imagine it being GOOD Act as if it is happening **now**





Ending Worry \star What are you worrying about? \star You've got nothing to worry about! ★Don't worry! \star It will be fine! \star You'll be OK!







Ending Worry







t?

Ending Worry ★What do you imagine is going to happen?

★Is that what you want to happen?

★What do you want to happen?★Well, imagine that then!





In their shoes

★We get used to how people behave

When this changes, we say that they are "not themselves"

Their behaviour might not make sense

★Ask yourself, "What must they be seeing and hearing for their behaviour to make sense?"

In their shoes

★If a colleague snaps at you

★You might think "Well that was rude, I was only trying to help!"

"What must they be seeing and hearing for their behaviour to make sense?"

Did they interpret your offer of help as an attack?

★Were they trying to push you away?

Remember

★Ask yourself...

"What must they be seeing and hearing for their behaviour to make sense?"

★How must the world look to them ?
★If the world looked that way to you, what would you do?

★What support would you need?



What can we all do?

What can we all do?

Access to information

- Make it easy for people to get help
- Confidential conversations
- Lead by example
- cpd.works
- MIND
- ACAS





Take care of yourself too

Ask someone you trust to tell you about...

- Changes in behaviour, mood
- Changes in communication
- Changes in their standard of work
- Changes in their focus on tasks
- Seeming tired, anxious or withdrawn
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What can we all do?

- Social isolation is a major factor in depression
- We need constant social interaction
- Not everyone has that at home
- Particularly difficult for remote workers

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- Check in regularly



Benefits of good mental health at work ★Better working culture

- Google research
- Psychological safety
- Employer branding
- http://www.secondecommons.com/second-productivity
 - Reduce sickness absence
 - Add £8bn to UK economy

★Reduced stress



Learning outcomes Understand the role and responsibilities of the employer

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