

WEBINAR

Starting out on your workplace mental health journey



THE GLOBAL BUSINESS COLLABORATION
for Better Workplace Mental Health

Working with



30th
June

10:00 BST
11:00 CET
14:30 IST

The case is clear.

13%

Rise in reported mental health conditions in the last decade to 2017.*

48%

OF GEN Z

&

Say they feel stressed all or most of the time.***

12

BILLION DAYS

Of lost productivity every year to anxiety and depression.**

44%

OF MILLENIALS

*https://www.who.int/health-topics/mental-health#tab=tab_2

**Dan Chisholm, Kim Sweeny, Peter Sheehan, Bruce Rasmussen, Filip Smit, Pim Cuijpers, et al., "Scaling-up treatment of depression and anxiety: a global return on investment analysis," TheLancet, 12 April 2016.

***<https://www2.deloitte.com/content/dam/Deloitte/global/Documents/About-Deloitte/gx-millennial-survey-mental-health-whitepaper.pdf>

About us.

A business-led collaboration whose mission is to advocate for - and accelerate - positive change for mental health in the workplace on a global basis.

CLIFFORD
CHANGE



“Our vision is a world where all workplace leaders recognise, have the right tools, and commit to take tangible and evidence-based action on mental health and wellbeing in the workplace, enabling their workforce to thrive.”

Deloitte.



BHP

Our ambition.

01

Create a platform for collaboration

By connecting leaders of the world's largest businesses and experts to address poor mental health and stigma in the workplace across the globe.

02

Raise awareness of the importance of workplace mental health

By increasing the recognition of the benefits of a mentally healthy organisation.

03

Facilitate the adoption of good practice

For mentally healthy organisations, through the creation of a road-map for change and by sharing knowledge and tools.

The pledge.

My organisation will:

01

Develop and deliver an **action plan** to support good mental health in our organisation.

02

Promote an open culture around mental health, working towards **eliminating stigma**.

03

Take proactive steps to **develop our culture and ways of working** towards creating positive mental health and reducing mental ill-health.

04

Empower all our people to manage and prioritise their own mental health, and to support one another.

05

Signpost our people to mental health tools and support they need.

06

Regularly measure the impact of our efforts, being open about our progress, to influence and inspire change in our organisation and beyond.



Coping with tough times

Runa Uddin – Training and Consultancy
Manager - Mind

Choose one or more weather conditions to describe how you are feeling today and put on chat



Cold



Warm



Sunny



Hot



Partly cloudy



Cloudy



Foggy



Raining



Rainbow



Windy



Stormy



Thunder



Lightning



Tornado



Hail



Sleet



Snowing



Tsunami

Our purpose

We're here to
fight for mental
health.

For support.

For respect.

For you.



Because stigma makes talking about mental health hard

- **88%** of people who responded said they experienced discrimination
- **60%** said that stigma and discrimination are as damaging or more damaging than the symptoms of their mental health problem
- **27%** said stigma had made them want to give up on life



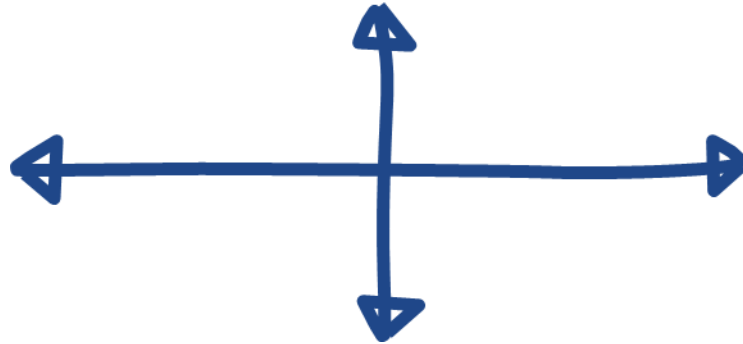
Mental Health and Wellbeing

Example: Someone experiencing high levels of wellbeing while living with mental health problems.

Positive mental wellbeing

Example: Someone experiencing positive wellbeing who does not have any mental health problems.

Mental health problems




No mental health problems

Example: Someone experiencing lower levels of wellbeing who also has mental health problems.

Negative mental wellbeing

Example: Someone experiencing lower levels of wellbeing, but who does not have a mental health problem.

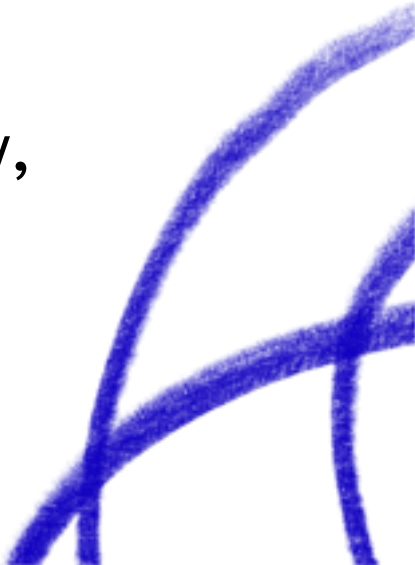
Today's session

- Reflecting on the impact of the pandemic on our wellbeing
 - Useful tools and techniques for managing stress
 - Useful tools and techniques to support your wellbeing
 - Q&A
- 

Reflecting on the pandemic



The impact of COVID-19 on us all

- **Outbreak cuts across all areas of wellbeing** – physical, mental, social and financial
 - **Impact on individuals** – different for everyone (most likely in multiple ways and at different times)
 - **Impact on mental health** – health anxiety, uncertainty, isolation, limiting our access to the things that keep us well, bereavement, trauma
- 

Other key considerations in 2020

Impact on mental health of children and young people – home schooling, school results

Impact on health services globally – not being able to access treatment / lack of services

Murder of George Floyd and the increased prominence of the Black Lives Matter movement

Fear, loneliness, sadness and anxiety are common as people are afraid of infection, dying, losing family

News consumption – “doom scrolling”

Impact of concerns around climate change

Implications for GBC Colleagues

Returning to work –
practicalities /
anxieties

Managing a wide range of
experiences between
colleagues working globally and
within the different sectors /
industries

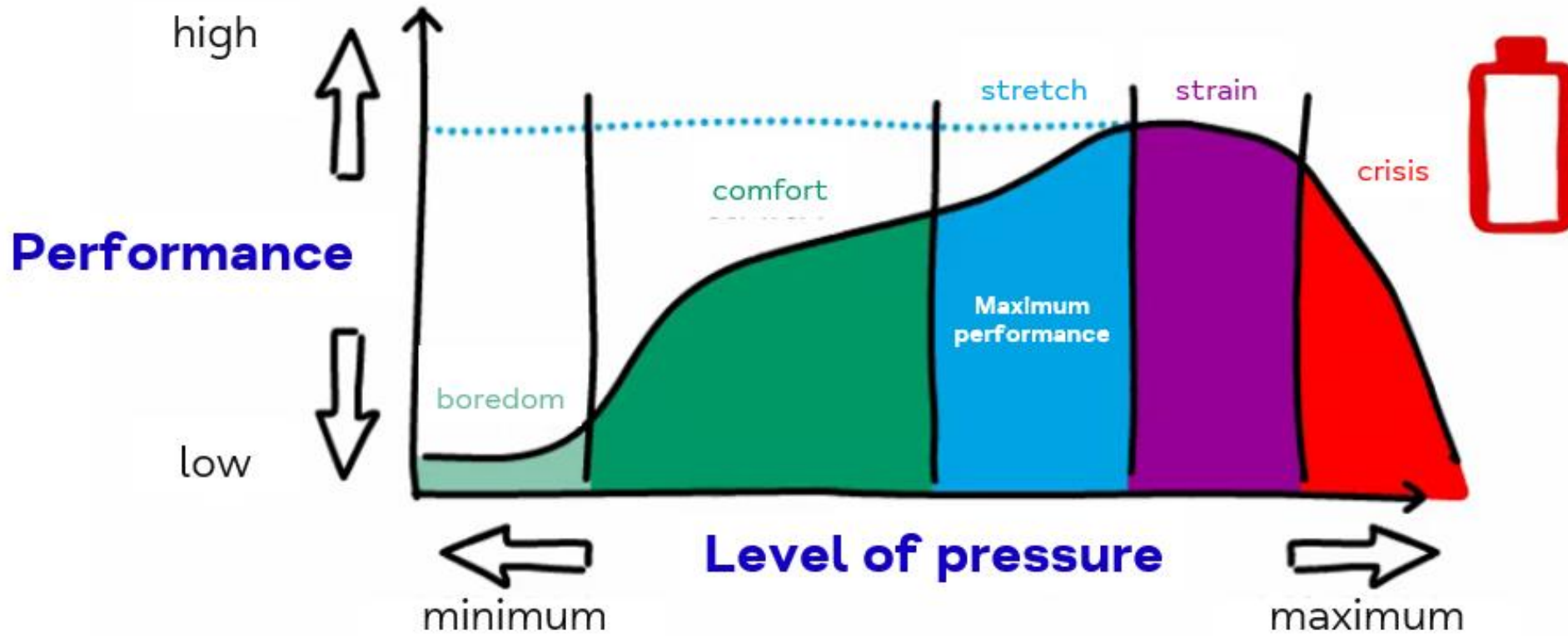
Same storm, different
boat – working parents,
people in the shielded
group etc

Anxieties around
variants of Covid 19 –
Global implications of
this on colleagues

- Feeling demotivated
- Fast-paced, intense working days
- Long hours
- Work /life balance

Unknowns about the
future – what happens
next?

Stress versus Pressure



Stress Bucket





Useful tools for managing stress

Take one minute for you – tense and relax

- Inhale and tense one muscle group for five seconds – like your feet, or shoulder muscles
- Exhale and release the tension that's there, imagining stress leaving your body
- Relax for 10 seconds, and move on to the next muscle group, until you've worked through your whole body
- When releasing the tension, focus on the changes you feel when the muscle is relaxed
- Finally, tense your entire body and then relax. Take a deep breath and focus on the feeling of ease

Breathing window

A diagram of a square breathing window with a dotted border. The word "IN" is in a circle at the top center, with an arrow pointing right. The word "OUT" is in a circle at the bottom center, with an arrow pointing left. The word "OUT" is in a circle on the left side, with an arrow pointing up. The word "OUT" is in a circle on the right side, with an arrow pointing down. The text "Breathing window" is in the top left, "Take 90 seconds for you" is in the center, and "Breathing window" is in the bottom left. Five numbered instructions are arranged around the central text.

Breathing window

IN

1 Find a square shape in the room.

2 Trace each line clockwise with your eyes.

Take 90 seconds for you

OUT

3 Take a deep breath in and out as you follow each line.

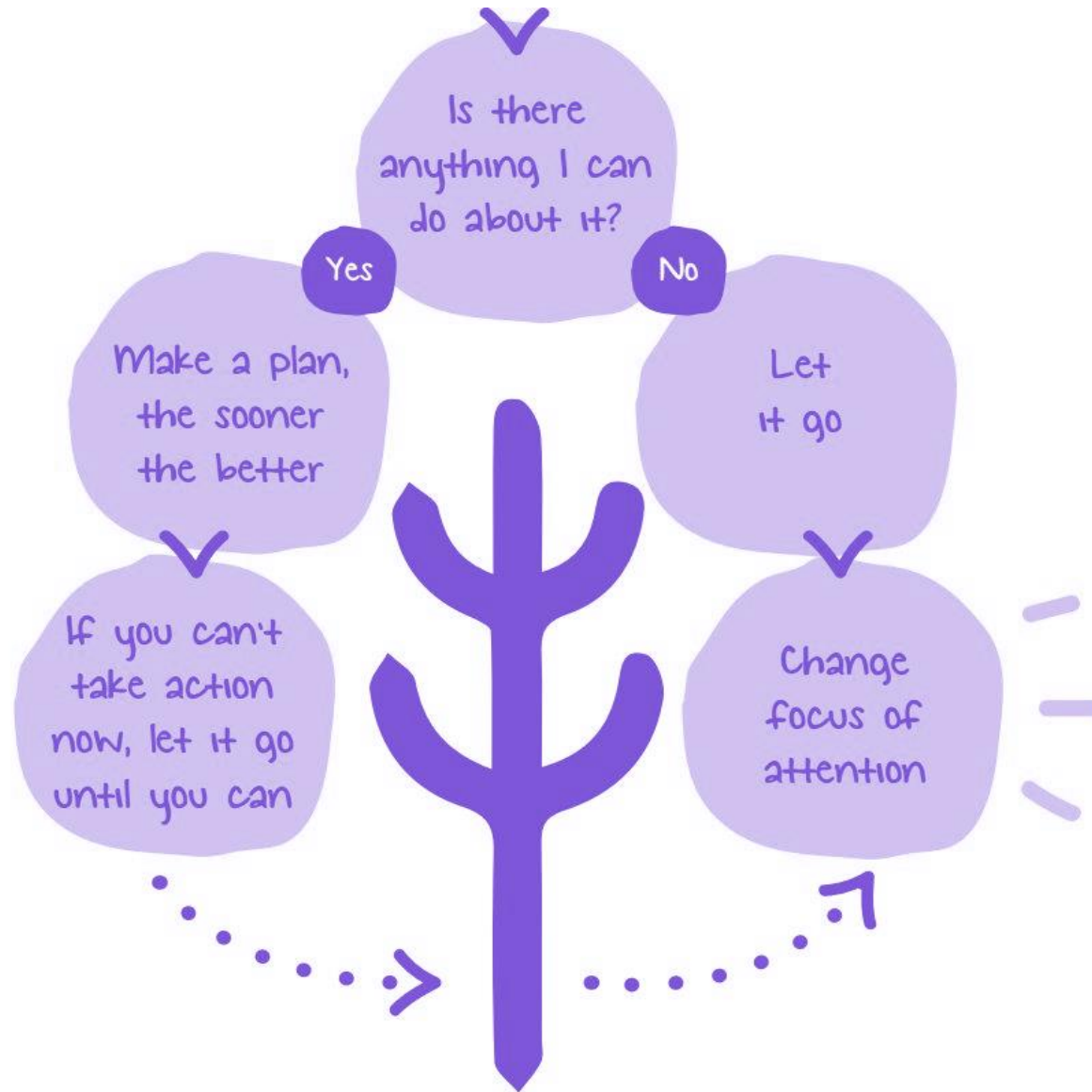
4 Keep your breathing slow and steady.

5 This improves oxygen flow and will adjust your focus.

OUT

IN

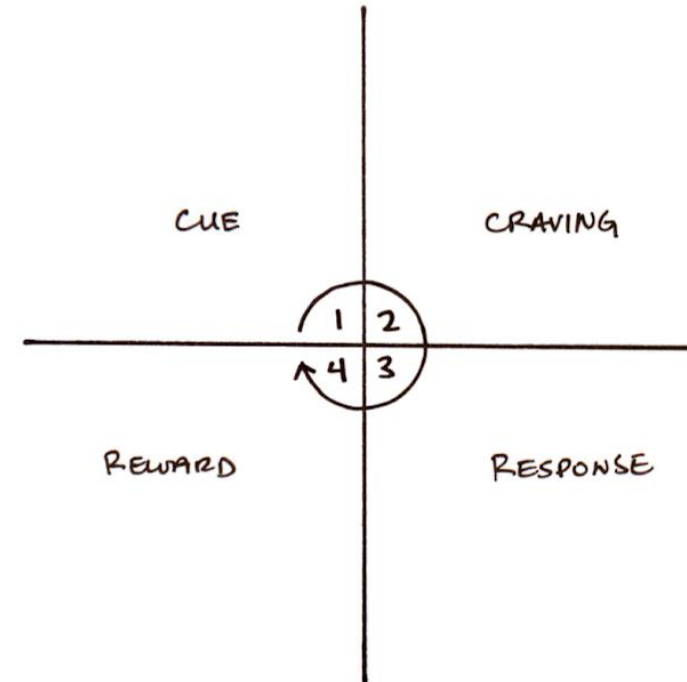
If you're struggling to switch off



Adopting healthy habits

To create a new good habit:

- Cue: Make it obvious
- Craving: Make it attractive
- Response: Make it easy
- Reward: Make it satisfying



Techniques for creating habits

Making it obvious:

- **Implementation Intention** – I will <behaviour> at <time> in <location> e.g. I will meditate for 5 minutes every evening at 9pm in bed.
- **Habit Stacking** – after <current habit> I will <new habit> e.g. After I get dressed in the morning I will meditate for 5 minutes

Making it attractive:

- **Temptation Bundling** – after <current habit> I will <habit I need> then after <habit I need> I will <habit I want> e.g. when I pull out my phone I will do 5 push ups, after I do 5 push ups I can check Instagram

Techniques for creating habits ctd

Making it easy:

- **Law of least effort** – reduce the number of steps between you and your good habits e.g. attending gym on your existing route home
- **2 minute rule** – a habit must be established before it can be improved. Start with a small 2 minute habit to build on. Begin with repetition not perfection

Making it satisfying:

- **Reward yourself** – what is rewarded is repeated



Wellness Action Plans

Tailored action plan

What keeps you well at work

Triggers and early warning signs

Impact of mental health problems on performance

Steps you and your line manager could take when you are experiencing poor mental health

Steps you can take yourself when you are experiencing poor mental health

A large, hand-drawn blue smiley face is positioned in the upper right quadrant of the image. The lines are thick and slightly irregular, giving it a sketchy, friendly appearance. The background is a solid, light blue color.

How to cope as a team

Things to consider

Wellbeing – needs to be the priority, need to understand people's individual circumstances

Clarity – priorities, policies, processes, focus on simplification

Community – regular updates, two-way dialogue, social connection

Reflective – take stock, 'test and learn', seek feedback

Spot the signs

Changes in your colleagues behaviour face to face and virtually

Losing concentration or focus, avoiding more challenging work / tasks

Appearing tired anxious or withdrawn – struggling to sleep

Appearing to be irritated or getting into conflicts with others (especially if unusual)

Not engaging with others as they might normally do

Struggling to make decisions

Supportive Conversations

Questions to ask

- How are you doing at the moment?
- You seem to be a bit down/upset/ frustrated. Is everything OK?
- Is there anything I can do to help?
- What would you like to happen?
- How?
- Have you spoken to anyone for help?

What not to say

- You're clearly struggling.
- What's going on?
- Why can't you just get your act together?
- What do you expect me to do about it?
- Everyone else is in the same boat and they're OK. Why aren't you?

Top tips for Managers

- Lead by example – Role model
- Encourage colleagues to create Wellness Action Plans
- Check in regularly with colleagues / teams – agree frequency, channel etc such as temp checks
- Stop, Start and Continue – Review ways of working
- Encourage work/life balance and routine
- Promote employee support tools available
- Create moments for social connection

A hand-drawn smiley face is visible in the background, rendered in a light blue, chalk-like texture. The face is positioned in the upper right quadrant of the image, with its eyes and mouth clearly defined by the thick, slightly irregular lines of the drawing. The overall background is a solid, medium blue color.

Taking care of yourself

Looking after your wellbeing

Make the most of natural light

Plan ahead to manage your energy levels

Look at the basics – sleep, diet, exercise

Focus on your work/life balance

Reach out to your support networks

Adapt your routine as needed

Top tips

Reflect on what has been working well and what you have been struggling with.

How can you overcome any barriers?

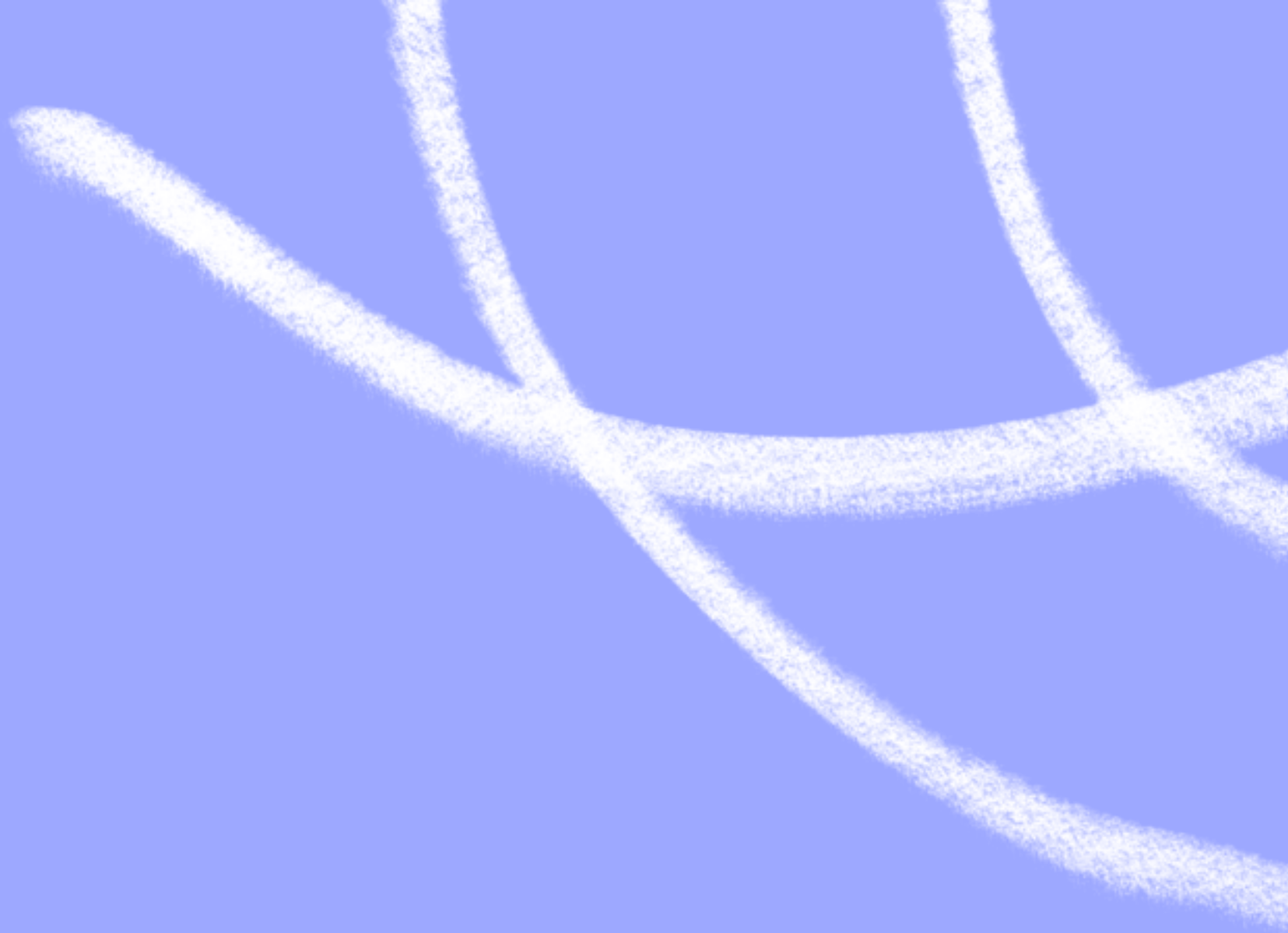
Regularly check-in with yourself and decide how best to support your wellbeing

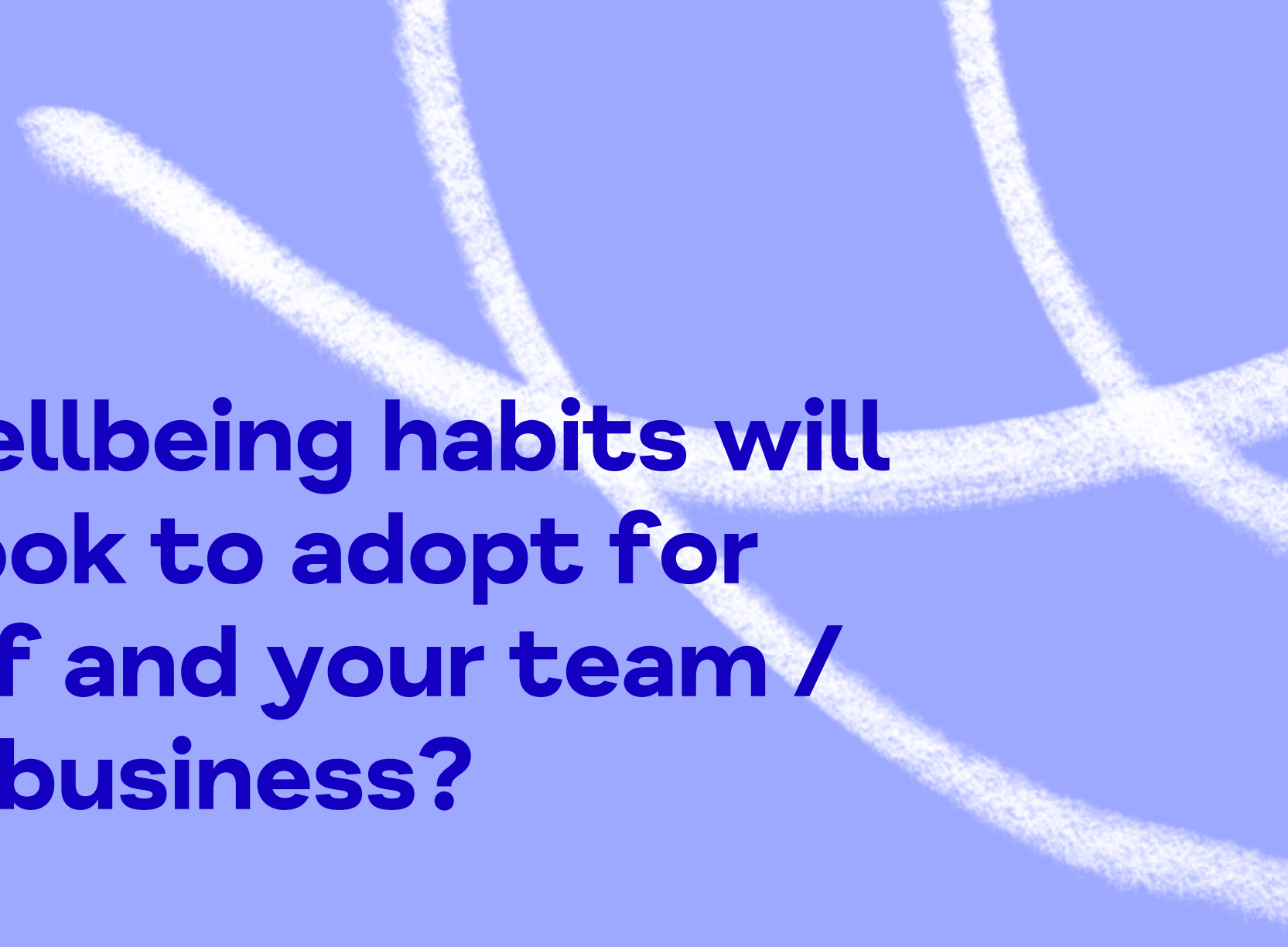
Focus on self-care and supporting your wellbeing through healthy habits

Finishing work checklist

1. Take a moment to think about today or write down your thoughts
2. Acknowledge three things that were difficult. Purposefully let them go
3. Consider three things that went well. Hold onto them
4. Choose an action that signals the end of your shift or working day
5. Now switch your attention to home
6. How will you rest and recharge?

Q&A





**What wellbeing habits will
you look to adopt for
yourself and your team /
business?**

**For further support or to
Find out more visit:
mind.org.uk/workplace**

Contact: work@mind.org.uk