Creating mentally healthy workplaces

Melissa Williams, Workplace Engagement Manager, *beyondblue*

SUPPORT IS AVAILABLE

beyondblue Support Service

📞 1300 22 4636

✉ Email or 💬 chat online

www.beyondblue.org.au/getsupport

Heads ûp
Better mental health in the workplace

THE MENTALLY HEALTHY WORK PLACE ALLIANCE

beyondblue

THE WEBSITE

˝ A central point for businesses

˝ Simple, practical, <u>FREE</u>

˝ Resources for all individuals
(leaders, business owners, HR, OHS, managers, frontline staff)

˝ Case studies, videos, tools, fact sheets, brochures, booklets

˝ Key Tool - Heads Up Action Plan
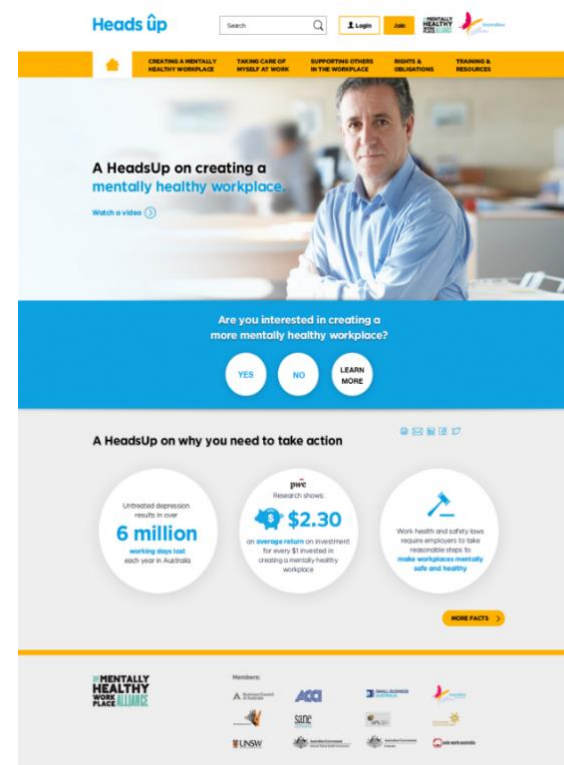
1. **Why workplace mental health is important**

2. What is a mentally healthy workplace?

3. Taking care of yourself and supporting others in the workplace

4. Creating a mentally healthy workplace and resources

5. Questions

Anxiety, depression and suicide

AROUND
2 MILLION PEOPLE IN AUSTRALIA LIVE WITH
ANXIETY

AROUND
1 MILLION PEOPLE IN AUSTRALIA LIVE WITH
DEPRESSION

NEARLY
8 AUSTRALIANS DIE BY SUICIDE EVERY DAY
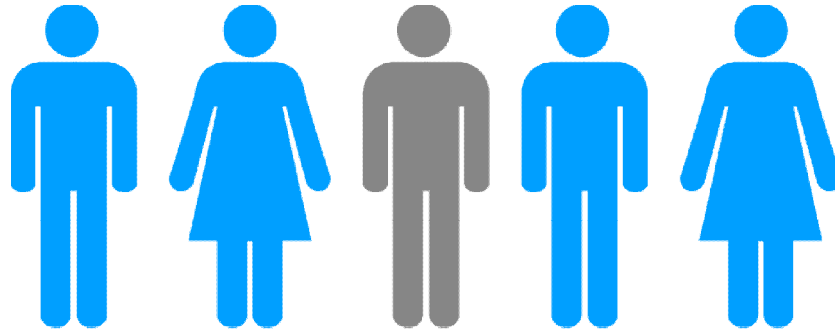6 OF WHOM ARE MEN

1 IN 3 WOMEN
&
1 IN 5 MEN
ARE LIKELY TO EXPERIENCE
ANXIETY IN THEIR LIFETIME

1 IN 6 WOMEN
&
1 IN 8 MEN
ARE LIKELY TO EXPERIENCE
DEPRESSION IN THEIR LIFETIME

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IGNORING MENTAL HEALTH IS A
MAJOR ISSUE FOR AUSTRALIAN BUSINESS

POOR MENTAL HEALTH IS LIKELY
TO AFFECT 1 IN 5 EMPLOYEES

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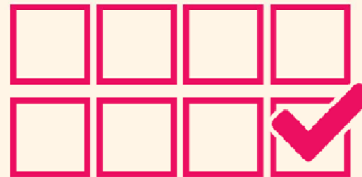beyondblue

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headsup.org.au

POOR MENTAL HEALTH COSTS **AUSTRALIAN BUSINESSES** **$10.9 BILLION** **EVERY YEAR** IN LOST PRODUCTIVITY, ABSENTEEISM AND COMPENSATION CLAIMS

MENTALLY HEALTHY WORKPLACES ARE MORE **PRODUCTIVE** & **PROFITABLE**

MENTALLY HEALTHY WORKPLACES ARE **EMPLOYERS OF CHOICE**

POOR MENTAL HEALTH IS LIKELY TO AFFECT **1 IN 5 EMPLOYEES**

BUSINESSES ACHIEVE AN AVERAGE **$2.30** **RETURN ON INVESTMENT** FOR EVERY **$1** INVESTED IN **EFFECTIVE MENTAL HEALTH INITIATIVES**

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1. Why workplace mental health is important
2. **What is a mentally healthy workplace?**
3. Taking care of yourself and supporting others in the workplace
4. Creating a mentally healthy workplace and resources
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A 'mentally healthy' workplace...

✓ Has a positive workplace culture

✓ Minimises workplace risks related to mental health

✓ Supports people with mental health conditions appropriately

✓ Reduces stigma and discrimination.

The Mental Health Continuum

Positive, healthy
functioning

Severe impact on
everyday functioning

HEALTHY WORKPLACES UNDERSTAND SIGNS AND SYMPTOMS

Physical

- Disturbed sleep
- Appetite changes
- Sick and run down
- Fatigue

Feeling

- Overwhelmed
- Indecisive
- Lacking confidence
- Irritable

Thinking

- Negative thinking patterns
- Hopeless, helpless and worthless
- Suicidal thoughts

Behavioural

- Poor concentration
- Reduced Productivity
- Alcohol and other drug use
- Social withdrawal

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
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| CREATING A MENTALLY HEALTHY WORKPLACE | TAKING CARE OF YOURSELF AT WORK | SUPPORTING OTHERS IN THE WORKPLACE | RIGHTS AND RESPONSIBILITIES | TRAINING AND RESOURCES |

Home > Taking care of yourself at work > Talking about a mental health condition at work

Talking about a mental health condition at work

Should I tell my employer?

Choosing whether to tell your employer or colleagues about your mental health condition is a personal decision that's different for everyone. You don't have to let your employer know, but it can be useful if you need some support at work or changes to your role.

FIND OUT MORE

WEIGH UP THE PROS AND CONS

Weighing up the pros and cons

If you're considering telling others at work, we can help you weigh up the pros and cons. It can sometimes be hard to know what to do, especially if it already seems like there's too much going on. This three-step tool is designed to help you weigh up all the issues.

CHECK OUT THE TOOL

How to talk about it

Planning what you're going to say with someone you trust can be really useful. How much detail you share with your employer is up to you – they only need enough information to be able to support you.

FIND OUT MORE

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Taking care of your mental health in the workplace
A guide for employees

www.headsup.org.au

Managing emotional risks

- ✓ Seek / offer to discuss concerns

- ✓ Provide / undertake training on managing difficult situations

- ✓ Seek / offer debriefing on a regular basis

- ✓ Seek / ensure clear processes and procedures around managing stressful situations

| | CREATING A MENTALLY HEALTHY WORKPLACE | TAKING CARE OF YOURSELF AT WORK | SUPPORTING OTHERS IN THE WORKPLACE | RIGHTS AND RESPONSIBILITIES | TRAINING AND RESOURCES |

Supporting others in the workplace

Are they OK?

If you're concerned about a colleague, learning more about the signs and symptoms of depression and anxiety is a good place to start. It's not your role to provide a diagnosis or counselling – that's what health professionals are for – but you can encourage them to seek support and let them know you're there to help.

FIND OUT MORE >

Having a conversation

"How do I go about asking 'Are you OK?'" "What if I say the wrong thing?"

For some people, uncertainty about how the conversation might pan out or fear of causing offence can prevent them talking to someone they're concerned about.

Checking in with someone often gives them the confidence they need to seek support.

What if I
say
the **wrong thing?**

FIND OUT MORE >

Supporting a colleague

We spend almost every day with our colleagues, so we're in a good position to spot changes in their mood or behaviour. Maybe they're struggling with deadlines or coming to work late most days when you know they're usually a stickler for punctuality. Or perhaps they're turning down invitations to lunch or after-work drinks when they normally enjoy socialising. There are a number of things you can do to if you're concerned about a colleague.

FIND OUT MORE >

Supporting a direct report

If someone in your team is experiencing depression and/or anxiety, the way you respond and the level of support you're able to offer is crucial. From the first conversation through to developing a collaborative plan to help them stay at or return to work, managers have a central role to play.

FIND OUT MORE >

HAVING A CONVERSATION

˝ Plan what to say

˝ Have a conversation

˝ Listen carefully

˝ Offer support

˝ Maintain privacy

Support is available

- ✓ *beyondblue* website

- ✓ Heads Up website

- ✓ *beyondblue* Support Service

- ✓ GP . Medicare mental health care plans

- ✓ Employee Assistance Programs (EAP)

Call
1300 22 4636
24 hours a day,
7 davs a week

Chat online
3pm to 12am
(AEST)
7 days a week

Email us
Get a response in
24 hours

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- ✓ Ensure leadership commitment
- ✓ Communication & collaboration
- ✓ Assess the current situation- recognise gaps (use supporting data) and acknowledge your challenges and opportunities
- ✓ Develop an action plan addressing key areas of focus:
  1. Raise awareness & reduce stigma
  2. Support people with mental health conditions
  3. Manage mental health risks in the workplace
- ✓ Monitor and evaluate

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
1. Raise awareness and reduce stigma

2. Support people with mental health conditions

3. Minimise risks associated with mental health

1. Raise awareness and reduce stigma

3 x 5-minute toolbox talk sessions (one for each topic) on:

1. About anxiety and depression

2. The relationship between the workplace and mental health

3. Taking action to support someone at work

The training uses videos, case studies and individual and group activities to guide learning.

2. Support people with mental health conditions

Consider strategies best suited to your organisation

˝   Training

˝   Create an environment where people feel comfortable disclosing if they are struggling

˝   Make reasonable adjustments for staff with mental health conditions to enable them to stay at or return to work

˝   Ensure that a range of support services are available and promoted (eg EAP, *beyondblue* support service)

3. Minimise risks related to mental health

″ Identify risk factors:

WORK DEMANDS	JOB CONTROL	SUPPORT
MANAGING CHANGE	MANAGING RELATIONSHIPS	RECOGNITION & REWARD
ORGANISATIONAL JUSTICE	ROLE CLARITY	

″ Identify strategies to address risks and consider a holistic approach- use the Heads Up action plan tool to assist.

″ Monitor and evaluate the effectiveness of your strategies- continuous improvement

Action Plan Tool

1. IDENTIFY AND EVALUATE PRIORITY AREAS

2. IMPLEMENT ACTIONS

3. REVIEW AND SHARE

EDUCATIONAL RESOURCES

Training programs

Check out the range of training programs available and find something to suit your business. Many of these courses can be tailored to your specific requirements - contact the provider directly to find out more about what's on offer, costs and how to book.

FIND A TRAINING PROGRAM ❯

Online programs

Developed by *beyondblue*, these free online resources are designed to increase understanding of mental health in the workplace and provide practical strategies to support individuals. Each resource takes up to 20 minutes to complete and can be used on desktop computers, laptops, tablets and smartphones. Work through the modules at your own pace, or choose a couple and get together as a team to complete them.

FIND OUT MORE ❯

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Depression. Anxiety.