

Promoting mental Health in the workplace

Question:

Is protecting mental health given the same priority as physical/chemical hazards?

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For many a sticking plaster approach – “We provide mindfulness training, stress management session, pilates at lunch time...what more do you expect?”

A proactive approach is preferable

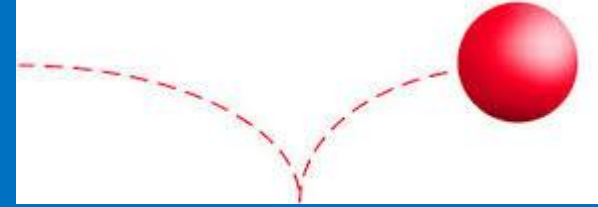
- ✓ Employee engagement
- ✓ Effective managers
- ✓ Risk assessments
- ✓ Working hours and shift patterns
- ✓ Policies and procedures well written and applied consistently
- ✓ Training
 - ✓ Competent employees
 - ✓ Competent managers
 - ✓ Mentoring and/or coaching
 - ✓ Health promotion strategies – one small component – resilience

Resilience

We will cover:

- Defining resilience
- What makes people tick
- Emotions influencing behaviours
- Relating to individuals with differing drivers
- The impact of low resilience
- Identifying and accessing personal resilience

Resilience



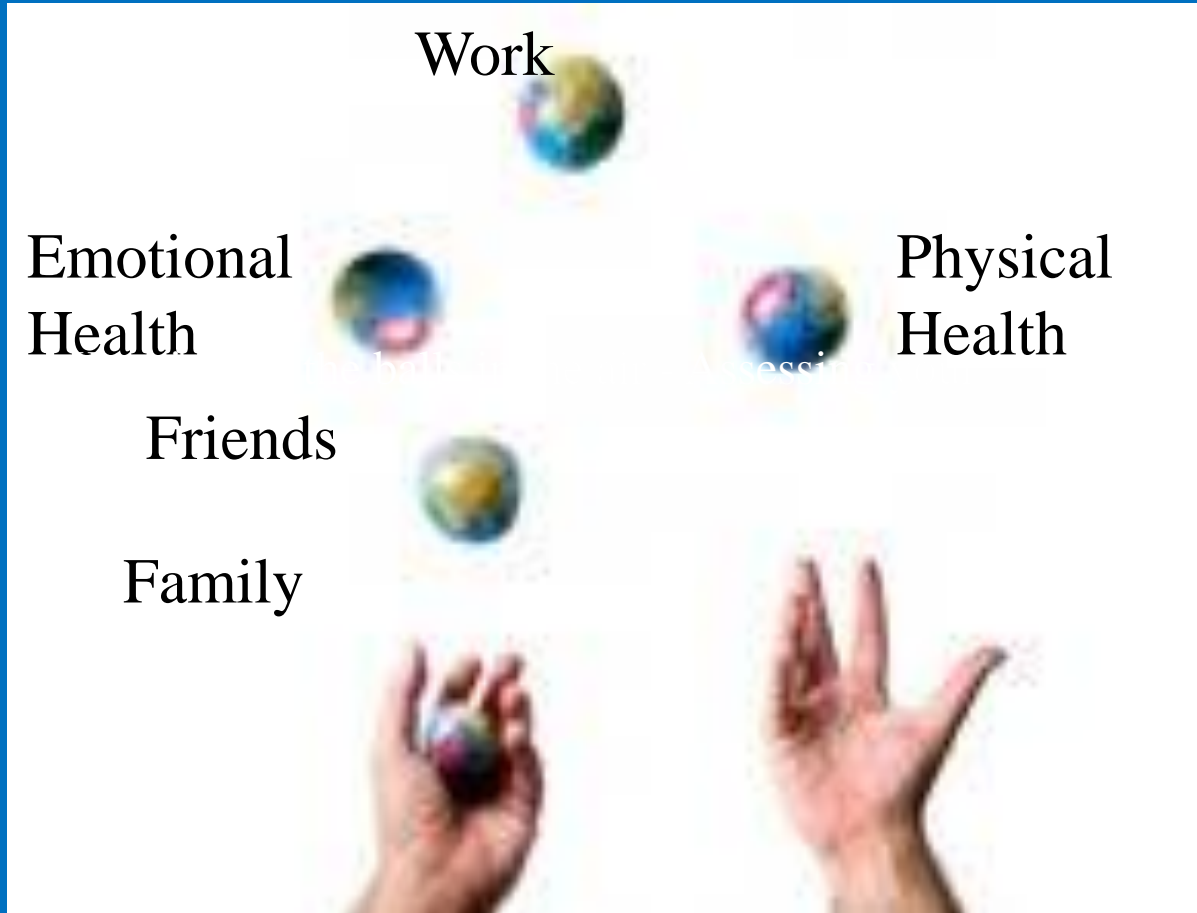
What is resilience?

Understanding how our emotions drive us.....

The impact of low resilience...

Increasing personal resilience

Keeping your eye on the ball and all the balls in the air



- Juggling the balls of life
- Impact on health if one or dropped
- In OH – clients may have dropped one or several balls – impacting on work – OH referral

Resilience

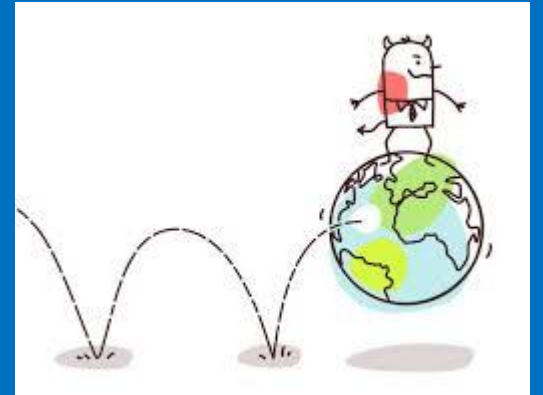


The capacity to recover quickly from difficulties; toughness.

The ability of a substance or object to spring back into shape; elasticity.

Resilience

“An individuals capacity to bounce back, to cope with adversity, to handle what life throws at them”
Kobasa 1979



How resilient are you?
Please complete the Nicholson McBride Resilience
questionnaire to find out.



Scoring the Nicholson McBride resilience questionnaire

0-37	38-43	44-48	49-60
A developing level of resilience. Your score indicates that, although you may not always feel at the mercy of events, you would benefit significantly from developing aspects of your behaviour and reactions to events	An established level of resilience. Your score indicates that you may occasionally have tough days when you can't quite make things go your way, but you rarely feel ready to give up.	A strong level of resilience. Your above average score indicates that you are pretty good at "rolling with the punches" and you have an impressive track record of turning setbacks into opportunities	An exceptional level of resilience. Your score indicates that you are very resilient most of the time and rarely fail to bounce back – whatever life throws at you. You believe in making your own luck.



The Seligman (2011) ABCDE Model of Resilience

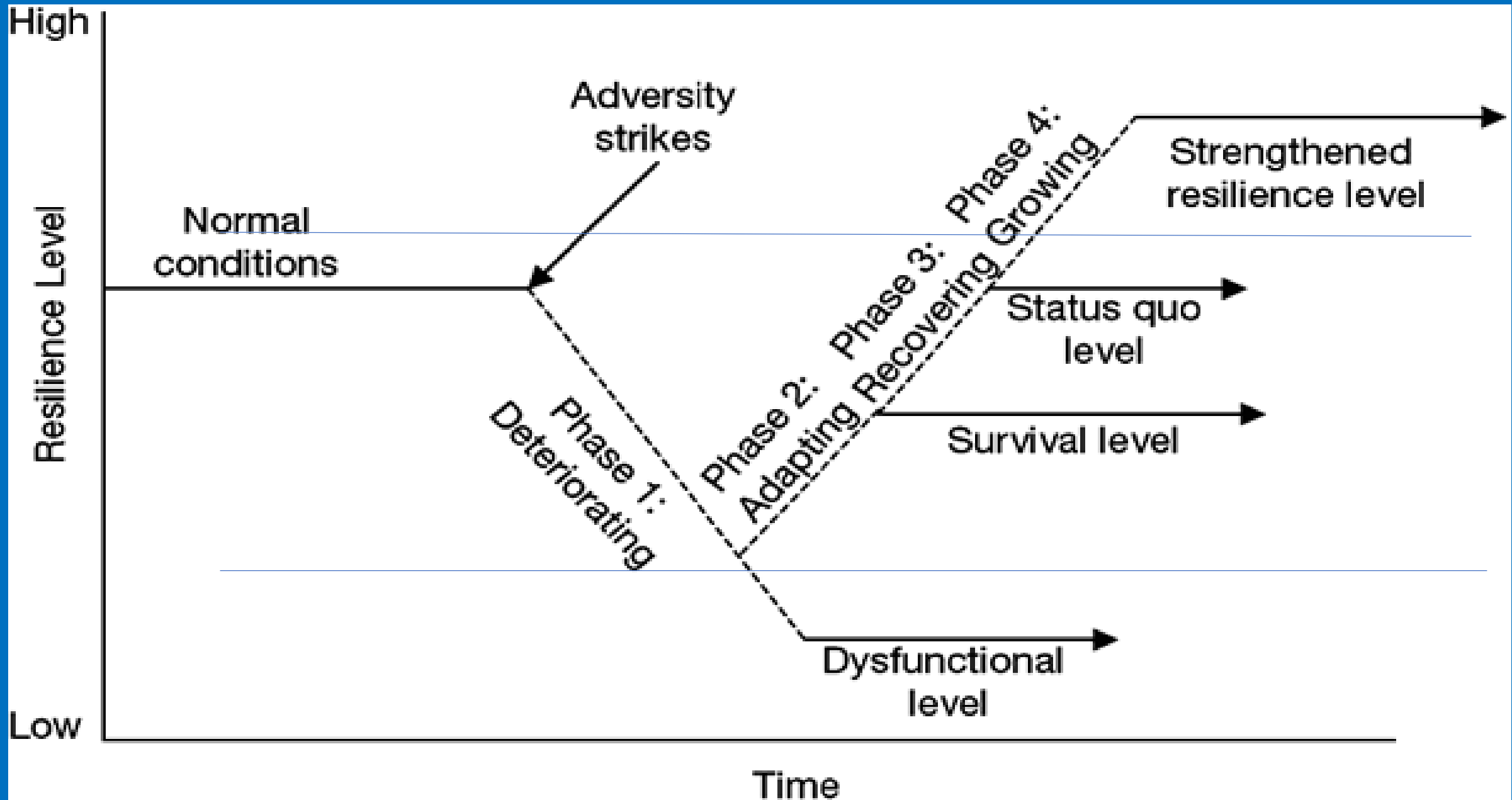
When things go rather pear shaped.....



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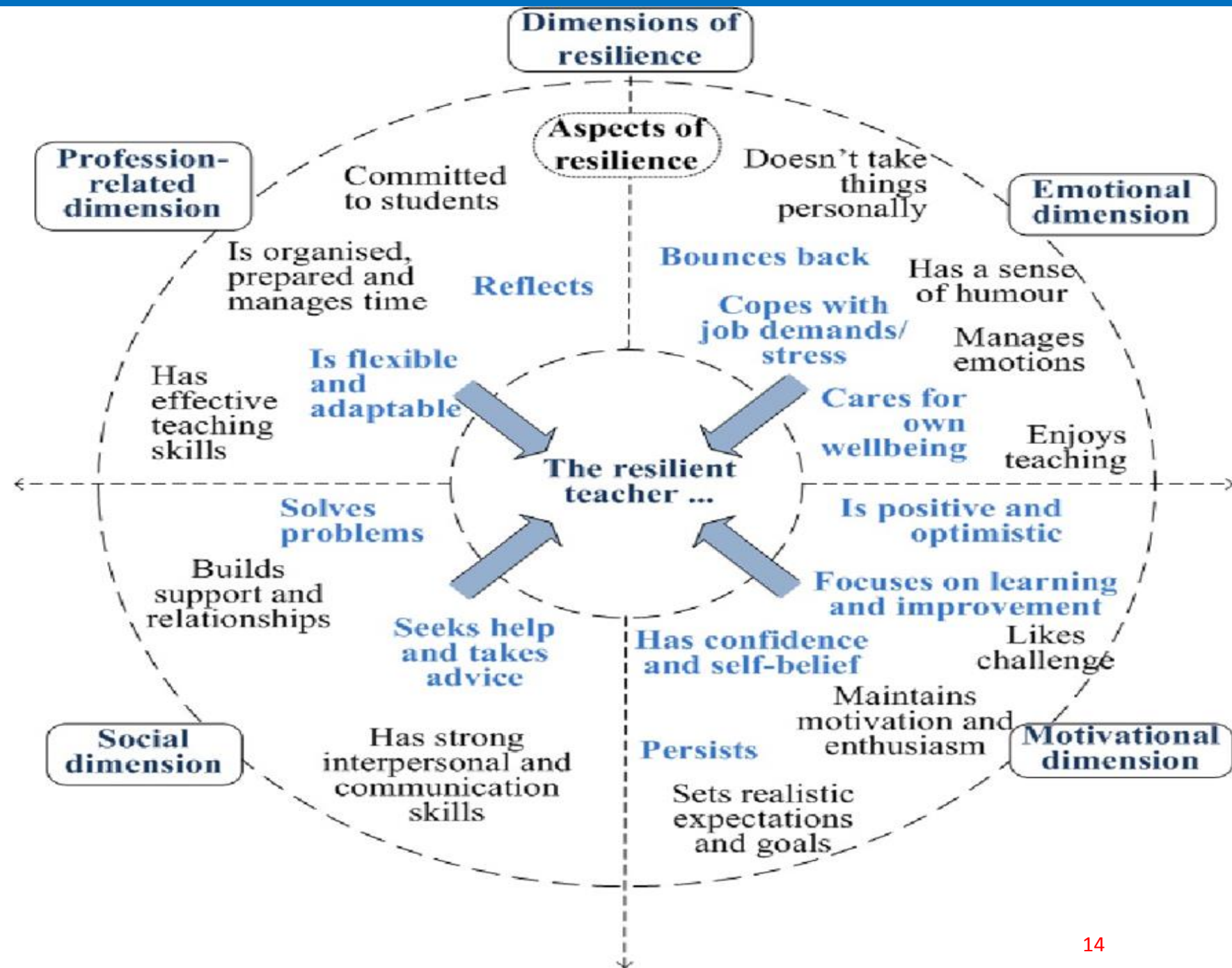


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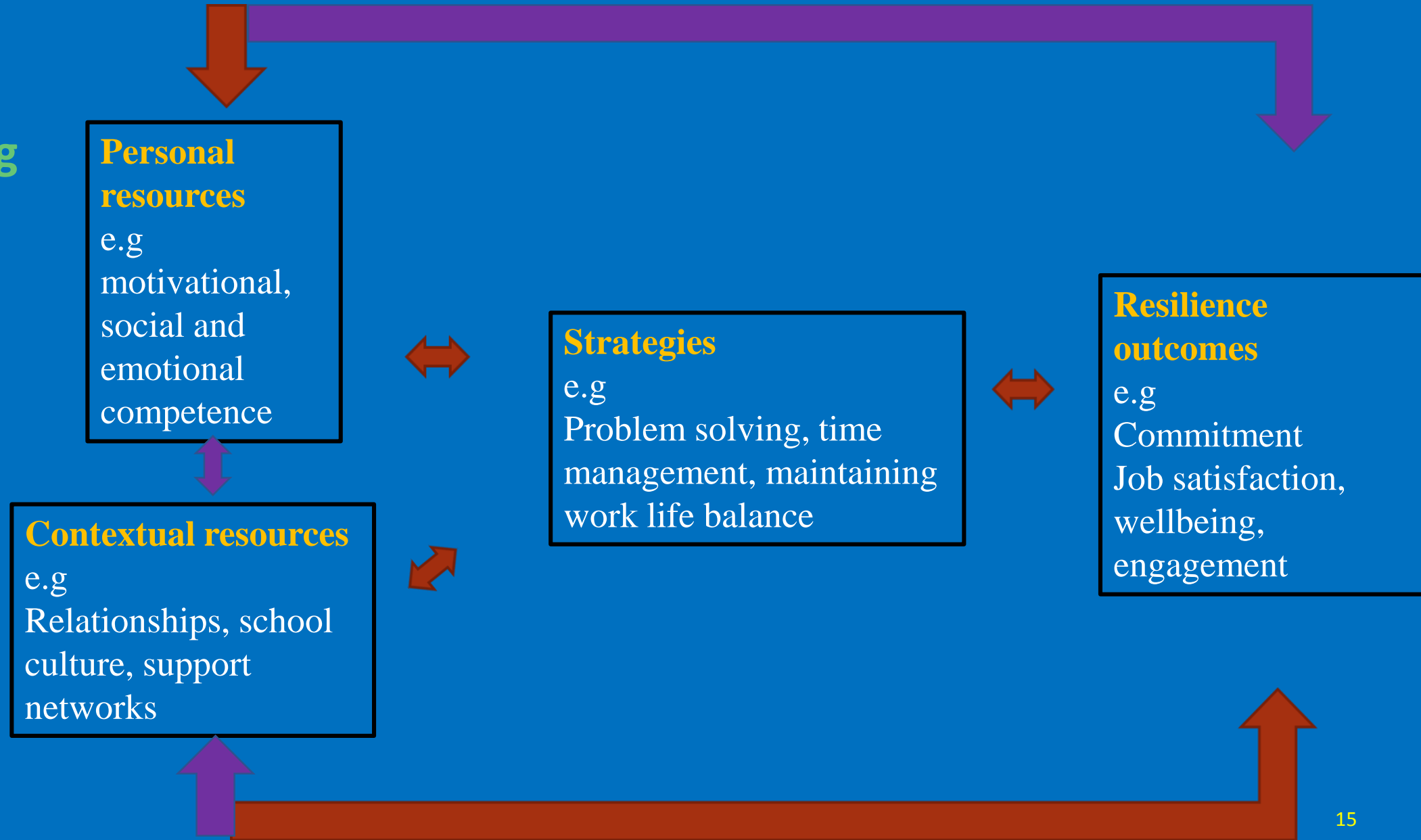
The resilient teacher.

Australian model (2016)



Resilience Process

Smith
(2011)
Observing
student
teachers



Understanding emotions and how they impact on resilience – Riley's story

Riley's life changes when her family move to San Francisco.

Riley is guided by her emotions - Joy, Fear, Anger, Disgust and Sadness.

Her emotions live in Headquarters, the control centre of her mind, where they guide her through everyday life

<https://youtu.be/3wk8UyVFE74>

Clip 1 0-0.58 and 3 2.00-3.45

Riley at breakfast

- As Riley and her emotions struggle to adjust to her new life in San Fran, turmoil ensues in Headquarters.
- Joy, Riley's main and most important emotion, tries to keep things positive, her other emotions conflict – then whoosh blast off.

<https://www.youtube.com/watch?v=CtiO3aF79cU&feature=youtu.be>

Where are each of your resilience areas?

Physical

Fitness
Stamina
Nutrition
for
energy
Rest and
recovery

Spiritual

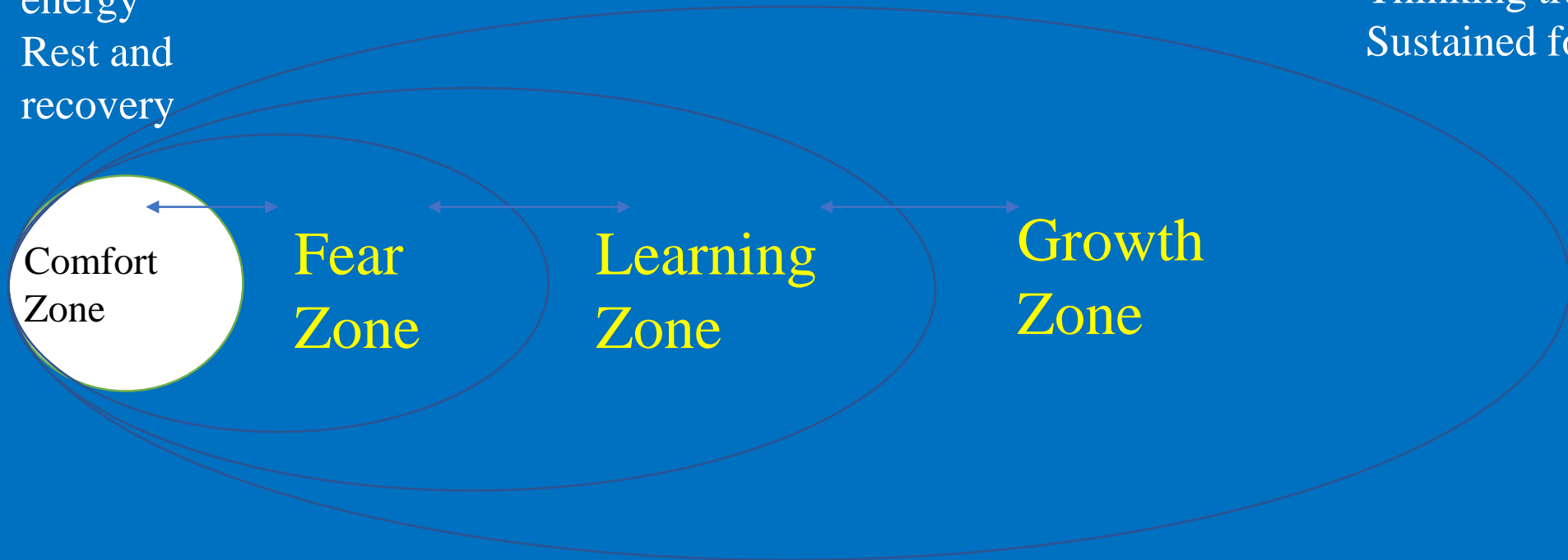
Values and beliefs
Empathy
Reaching out

Emotional

Calming
Impulsive control
Emotional regulation
Realistic optimism

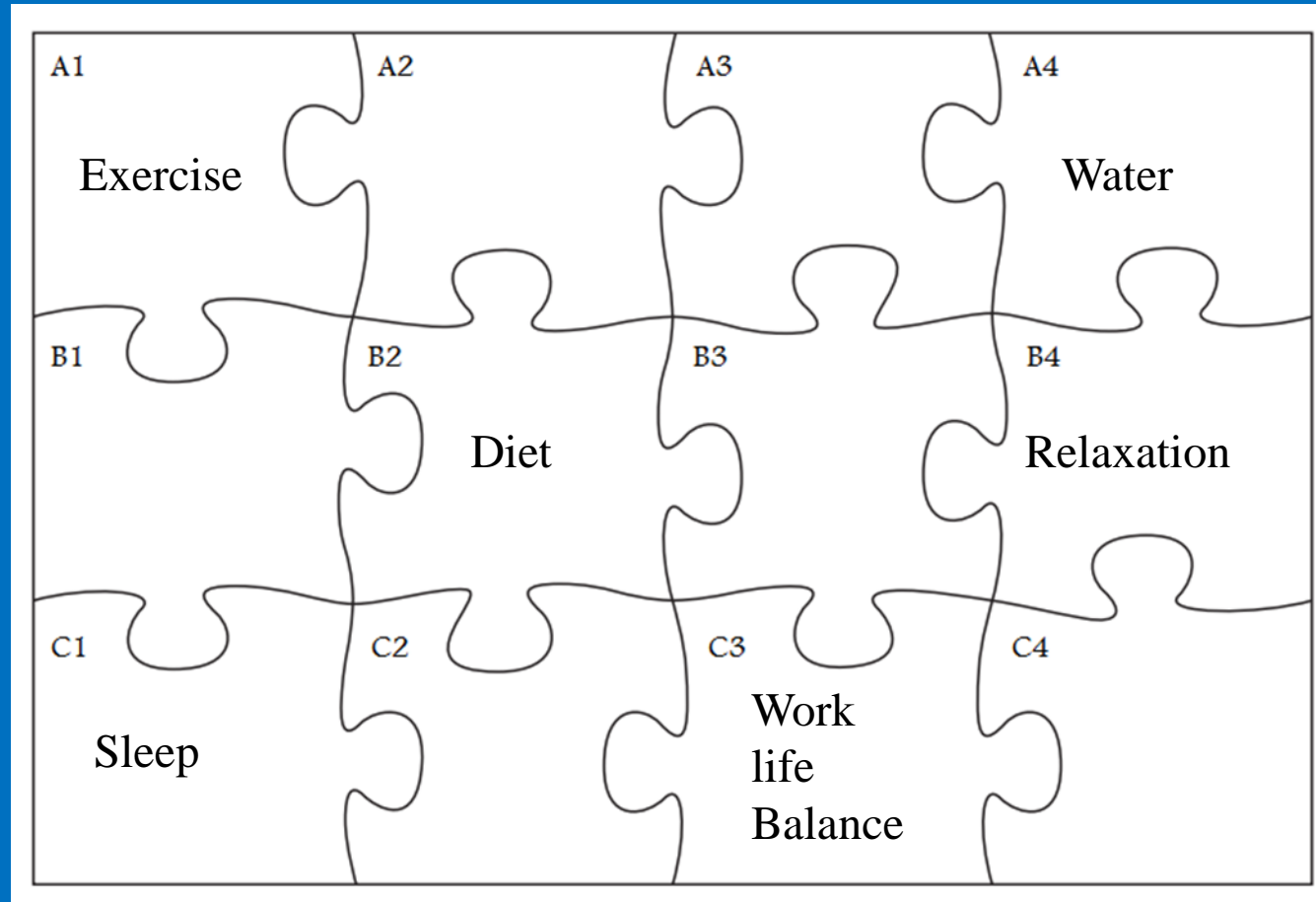
Mental

Self belief
Outlook and
perspective
Thinking traps
Sustained focus



Where are your missing links?



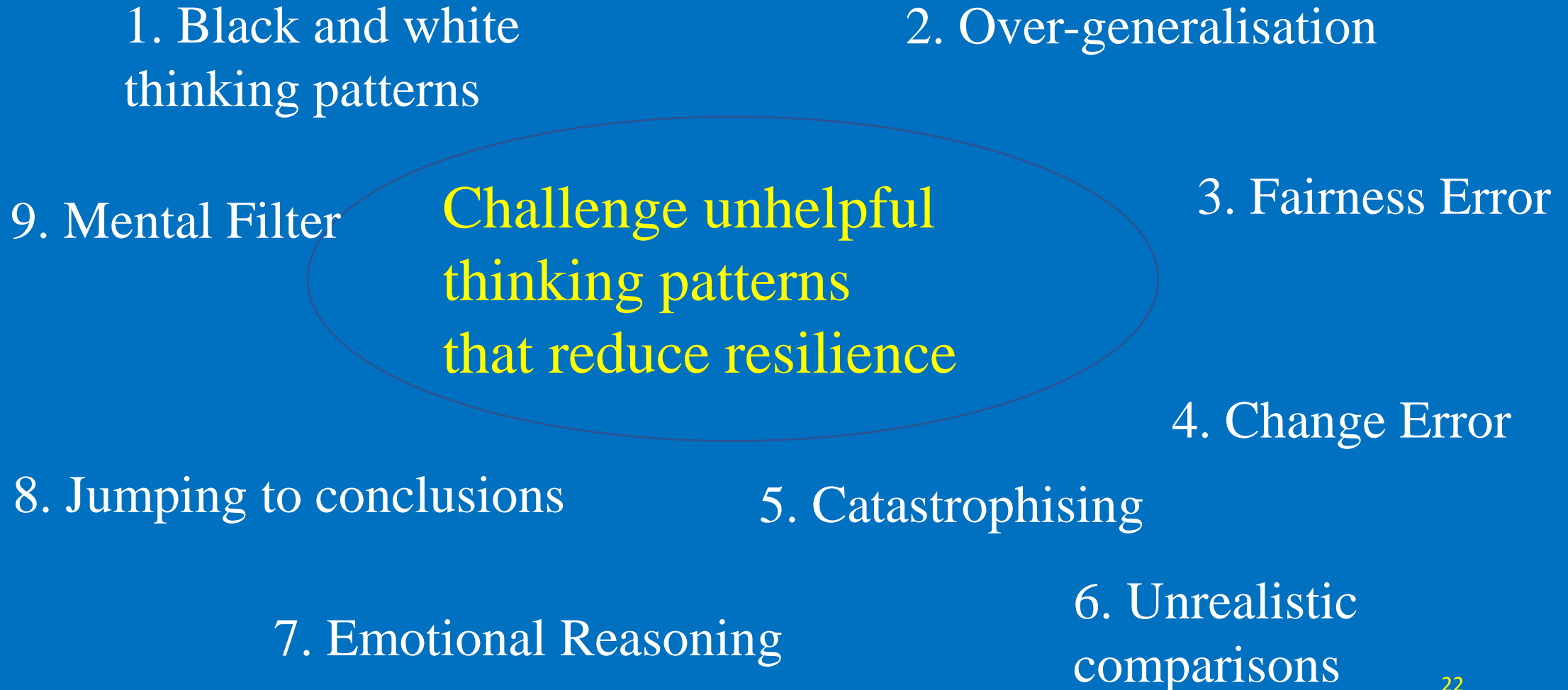


Basil, a sales rep, is having a bad day – when stressed he has anger management issues.

https://www.youtube.com/watch?v=78b67l_yxUc

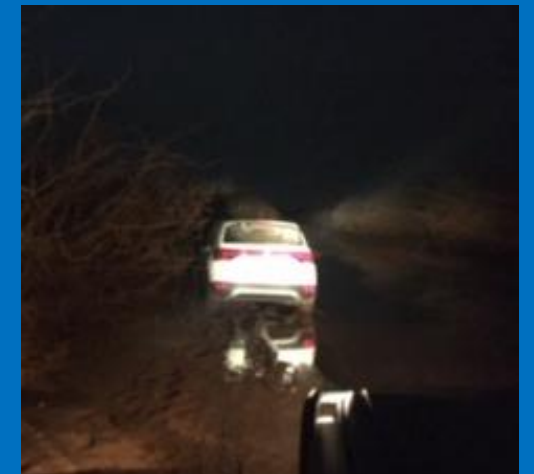
How might he increase his resilience?

Increasing resilience – being aware of:



Scenario: You are visiting Africa to undertake a health project in a very rural area

- Driving from Johannesburg to rural Limpopo
- Final 50Km of the journey is in v remote area – driving on unlit and unmetalled roads and after dark
- Bad weather – raining+++ - road flooded in parts delaying you by 2 hours
- Hit a rock in the road – takes out the oil sump
- 5 cell phones – no signal
- What do you do?
- What would you do next time?



Increasing resilience - Diet



Consider a nutritious,
balanced diet.

Maintaining good nutrition boosts the immune system, helps weight management, maintains concentration and stabilises mood.

Increasing resilience – sleep hygiene



Maintaining good sleep hygiene behaviours crucial factor to healthy sleep pattern

Sleep hygiene techniques:

- restricting screen time pre bed
- reduce caffeine and alcohol intake
- exposing yourself to more bright light in the mornings
- maintain regular bedtime schedule

Exercise and resilience.



- Exercise assists by keeping the mind clear
- relieving perceived stress levels assisting sleep patterns.

How much exercise is taken?

- Changes that could be made:
 - park a bit further away in the car-park to walk more
 - Get on/off public transport one stop later/earlier
 - Use the stairs instead of the lift,
 - take a walk at lunchtime

Hydration



Hydration is the most simple and most effective way of feeling better.

Water makes up between 60-75% of all body weight.
Aim for a water intake of around 2.5 litres a day and eating foods with a high water content.

Activities that increase resilience



Being part of a social group or community group:

Engage in volunteering

Activities undertaken in a group increases social support networks

Undertaking charity work to give a sense of worth and purpose.

Other approaches

Apps such as Headspace or CALM

Mindfulness



- Breathing techniques
- Meditation
- Alternative therapies – some people find these approaches helpful:
 - Bach Flower remedies
 - reiki,
 - reflexology,
 - acupuncture,
 - Yoga
 - Tai Chi
 - CBT



Increasing resilience

If an employee is struggling at work encourage them to have a conversation with their manager.

Encourage support from:

- family & friends,
- counselling services,
- Health in Mind.
- CBT,

- www.getselfhelp.co.uk

- www.moodgym.com

Increasing resilience



Work life balance.

Put some boundaries in place and make sure you stick to them!

Tips to gaining an increased resilience

- Assess the situation objectively- how bad is it?
- Has it been judged it correctly? Has the experience evoked painful memories then defaulting to a previous unhelpful behaviour?
- Ask the Q: “What is the worst thing that can happen?”
- Challenge thoughts – can the worry be parked giving time to make a plan? Avoid acting in the event of an overwhelming emotional response

- Focus on the positive outcomes of the situation even if it doesn't go the way you planned- you have still learnt something
- Focus on your efforts and what can be controlled –rather than focusing on what can't be controlled
- Construct a plan that is realistic and achievable and don't be afraid of moving the goal posts or asking for these to be moved for you.

- What has helped in the past? Keep a journal so you have evidence to remind yourself of how you coped last time
- Know your strengths and be grateful for them
- Its ok not completing everything perfectly. Be kind to yourself and relieve some of the pressure
- Think about how to replenish yourself to maintain your resilience- diet, sleep, water, exercise, mindfulness and revisit them

Resilience - questions to ask yourself

- What are my thoughts about the event?
- What stressful thinking errors could I be making?
- Are my thoughts on the event accurate?
- What objective evidence / facts are there to support my view?
- What alternative views are there of the event?
- Am I understanding my ability to cope with the event?
- What is the worst that can happen if my view of the event is correct?
- How can I influence the event?
- What is the worst thing that could happen to me or my family and how does this event compare to that?



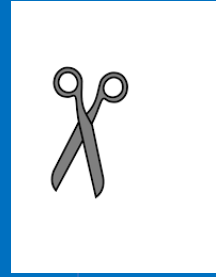
“It is not the strongest of the species that survives,
nor the most intelligent. It is the one that is most
adaptable to change”

Charles Darwin

“I am the master of my fate and the captain of my destiny”

Nelson Mandela





I Can't
Do it

“I am not what happened to me, I am what I chose to become”

Carl Gustav Jung



WEEKLY WELLBEING CHECK-UP

Try using this list each week to check in with your mental health

**#ADDRESS
YOUR STRESS**



Where's my mental health today?

How do I feel today?

Mentally?

Physically?



Looking after my wellbeing

Am I drinking enough water and eating a balanced diet?

How did I sleep last night?

Did I feel rested when I woke up?

Is there anything I can improve?



How's my thinking today?

How are my thoughts making me feel?

Am I having unhelpful thoughts?

For free resources on spotting and challenging unhelpful thoughts, visit getselfhelp.co.uk or the NHS Apps Library



My Stress Container

How full is my container?

Am I using helpful coping strategies?

Are they working?

Learn about your stress container here: mhfaengland.org/mhfa-centre/resources



MHFA England

There are simple steps you can take to **#AddressYourStress**. Check out our resources at mhfaengland.org

Top Tip -Resources

Seligman ABCDE model:

- <https://wishfulthinkingworks.com/what-2/the-quotabcdequot-method-for-changing-your-mind-for-the-better/>

Mental health in the workplace tool kits

- <https://www.mentalhealthatwork.org.uk/toolkit/>
- https://www.mentalhealthatwork.org.uk/resource/?resource_looking_for=0&resource_type=0&resource_medium=0&resource_location=0&resource_sector=0&resource_sector=&resource_workplace=0&resource_role=0&resource_size=0&order=DESC&orderby=meta_value_num&meta_key=rating

Mental Health and Work-toolkits and pod casts

https://www.mentalhealthatwork.org.uk/toolkit/four-podcasts-to-boost-your-knowledge/?fbclid=IwAR1xgm84DcVoxIfq1Mc6bqmv-D8SXUB84jgCc099QSpaD7-a_EgnmivZ3o

Tool Box Talk – construction

https://lighthouseclub968-my.sharepoint.com/:p/g/personal/bill_hill_lighthouseclub_org/EYcOzIL9n4BP6Uz8FO1g6OMB2a_jfGp1TRIV-d1bu2Dnlg?rttime=WfKfeDjQ10g

Public Health England info

<https://www.gov.uk/government/publications/health-matters-health-and-work/health-matters-health-and-work>

<https://campaignresources.phe.gov.uk/resources/campaigns/82-every-mind-matters/resources>

HSE resources

Lots of links:

<https://www.hse.gov.uk/search/search-results.htm?gsc.q=mental%20health#gsc.tab=0&gsc.q=mental%20health&gsc.page=1>

HSE & Stress

<https://www.hse.gov.uk/stress/>

Tackling workplace stress using the management standards - workbook

<https://www.hse.gov.uk/pubns/wbk01.pdf>

The business case for investing in stress prevention activities and evaluating their impact on sickness absence levels <https://www.hse.gov.uk/research/rrpdf/rr295.pdf>

WHO Mental health policies and programmes in the workplace

https://www.who.int/mental_health/policy/workplace_policy_programmes.pdf

Society of Occupational Medicine

- Guide for managers

https://www.som.org.uk/sites/som.org.uk/files/Mental_health_and_the_workplace_2019.pdf

- Mental health of doctors

https://www.som.org.uk/sites/som.org.uk/files/What_could_make_a_difference_to_the_mental_health_of_UK_doctors_LTF_SOM.pdf

Mental Health First Aid (England) – Free - Line manager's guide:

- <https://mhfastorage.blob.core.windows.net/mhfastoragecontainer/701a89376be3e811815970106fa92171/Line%20Managers'%20Resource.pdf?sv=2015-07-08&sr=b&sig=sXdn0%2BmYbHA8P4gDDM6z%2FTehiyJNK8WrU5RNmISFym0%3D&se=2020-01-03T13%3A21%3A32Z&sp=r>

- MHFA(England) free podcasts

- <https://mhfaengland.org/mhfa-centre/just-about-coping/>

Headspace mindfulness app

- <https://www.headspace.com/headspace-meditation-app>

Football Association – Prince Wiliam and Mens' mental Health

- <https://news.sky.com/video/prince-william-joins-football-stars-in-campaign-11900201>

CALM –resources

- <https://www.calm.com>