



Mental Health Awareness in the Workplace

Presenter Name: Kerri Lorimer

Date: 05/10/2017



Mental health problems are common...



They can affect **ANYONE**

One in four people will experience a mental health problem in any year

Many people with mental health problems are able to control their conditions with medication or other therapeutic interventions

This stigma greatly adds to the distress and isolation felt by those affected, and can also stop them from asking for help

The issues surrounding mental illness are often deeply taboo and surrounded by fear, ignorance and misconceptions



This session is **NOT** designed to make you an expert or give detailed information about all mental health conditions.



It **IS** designed to:

Bring awareness, through understanding:

- ✓ the importance of good mental health/emotional wellbeing
- ✓ symptoms which might suggest stress or mental health problems
- ✓ actions you should take

Encourage you to question yourself on how you and your employees think about mental health

Know where to go for help, support and further information



Mental Health Problems

Examples of the most prevalent mental health problems affecting people of working age include:

- Anxiety – e.g. constant and unrealistic worry and fear about aspects of daily life; often accompanied by physical symptoms such as insomnia, sweating, a racing heart or palpitations.
- Depression – e.g. feeling low or irritable, a loss of interest and enjoyment in life and feelings of worthlessness. Depression can range from reactive depression triggered by an external event such as a bereavement or divorce, to severe clinical depression with no obvious external cause.

Other mental health problems include:

- Post-traumatic stress disorder
- Post-natal depression
- Bi-polar affective disorder (previously referred to as manic depression)
- Schizophrenia
- Obsessive Compulsive Disorders (OCD)
- Anorexia nervosa, bulimia nervosa and other eating disorders

Ruby Wax

“People think depression is sadness. People think depression is crying. People think depression is dressing in black. But people are wrong. Depression is the constant feeling of being numb. Being numb to emotions, being numb to life. You wake up in the morning just to go back to bed again. Days aren't really days, they are just annoying obstacles that need to be faced. When you're depressed, you grasp on to anything that can get you through the day. Even in a strange way you fall in love with your depression because you think it's all you have. It's not being able to see a way out, to see something good, to feel normal. That's what depression is, not sadness or tears, it's the overwhelming sense of numbness and the desire for anything that can help you make it from one day to the next. Please don't suffer in silence and alone.”

[Ted Talks clip:](http://video.ted.com/talk/podcast/2012G/None/RubyWax_2012G-480p.mp4)

http://video.ted.com/talk/podcast/2012G/None/RubyWax_2012G-480p.mp4



Employee Assistance Programme (EAP)



What we do

Telephone Counselling

Face to Face Counselling

Legal and Financial
Information

Health and Wellbeing
Advice

Health Risk Assessment

Managerial Consultation
and Support

- Wellbeing podcasts
- Telephone counselling
- Health risk assessment
- Face to face counselling
- Available 24 hours a day
- Management consultancy service
- Fully Qualified Accredited Counsellors

Quality accreditations



http://w3-01.ibm.com/hr/web/uk/health/health_promotion/employee_assistance_programme_eap.html

EAP: management consultancy service

Why use this element of the EAP?

- It's a valuable and proactive management tool
- It provides a quick, convenient and confidential source of expert consultation
- It provides support, information and guidance for a wide range of sensitive issues
- It allows you to be more productive by helping you to focus your other job responsibilities
- It can aid you in solving problems
- It provides encouragement and support during difficult situations
- It can generate a more motivated and more productive workforce

Substance Abuse

"I had an employee who was often coming into work late, smelling of alcohol and people were beginning to talk about him in the office. I had no idea how to handle the situation so I called the managerial support line. They outlined how I should handle the situation in an appropriate way, giving me helpful tips for talking to the employee tactfully about the problem"

Poor Performance

"A team member who is usually a high performer started to miss deadlines and was producing work way below her usual standards. She became withdrawn and was short and snappy with colleagues. I contacted the managerial support team who recommended that I talk to the employee about how the EAP could help her and suggested that I refer to the service for personal support. The ideas I was offered enabled me to confidently approach the situation without feeling out of depth or worried about saying the wrong things"

Support for managers and employees

The Occupational Health Portal
Psychological Wellbeing pages;

One Stop Shop for Managing Stress - for
instructions on recognising, addressing,
documenting and reviewing reported stress
(risk assessment)

Managing Stress at Work' Community -
guidance, strategies and techniques for
managing stress in the workplace

Employee Assistance Programme for
support and counselling



http://w3-01.ibm.com/hr/web/uk/health/stress_management.html

<https://w3-connections.ibm.com/communities/service/html/communityoverview?communityUuid=e53273e3-2cfb-43db-a90c-4a30c5b6298f>

https://w3-connections.ibm.com/wikis/home?lang=en-us#%21/wiki/Wf8fefc83a315_4469_9c76_dac5aeb4f0e7/page/Mental%20Health%20Awareness%20in%20the%20Workplace,%20Training%20for%20Employees%20&%20Managers

http://w3-01.ibm.com/hr/web/uk/health/health_promotion/employee_assistance_programme_eap.html

Everyone can help to break the stigma, use social, Twitter and the like to share useful links and advice with your wider community

“Mental illness is nothing to be ashamed of but stigma and bias shame us all”



Thank you

I was recently at a funeral for someone who committed suicide. There was lots of discussion about signs people saw but didn't act on because they didn't want to "get involved". People talked about what they could have or should have done to help the individual. Several commented they felt guilty coming to his funeral when they should have come to his aid.

A counsellor talked to the group and shared that suicide is a "permanent solution to a temporary problem". He likened the act to when you are on the verge of sneezing - - and can't help yourself - - with the only relief being that big sneeze - - the one you force yourself to do as you can't get past it any other way. Mental health is a real issue. There's no disgrace to having it. Just as there's no disgrace to having a physical illness like diabetes or some other chronic condition. The problem is too many people don't talk about mental illness because there remains some stigma about it. I'm writing this blog with the hope that if it helps even one person that's suffering, then it was worth the effort.

We must educate ourselves on mental health. Listen to those who are suffering from it. Spend time with them so they know they're not alone. Seek help for yourself or others who are suffering.

Bob Hoey,
GM

**The Hoey
Weekly**

https://w3-connections.ibm.com/blogs/1d8da9ca-4aba-4380-b9db-0eed66ebe842/entry/Mental_Health?lang=en