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Member Event

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Member Webinar

Mental Health Champion

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DCM Trainer

About Me

Passionate about supporting individuals become more effective, fulfilled, happier and healthier in their personal and professional life.

Webinar Session

Outline

Defining mental health

Causes & signs of diminished mental health

Personal & professional impact

The role of mental health champion

11.00 – 11.10   BREAK

Reducing stigma

Supporting colleagues in difficulty

Creating a culture of wellbeing

Developing your own wellbeing strategies

What does mental health mean to you?

Mental Health

01 Good & diminished mental health

02 Common challenges impacting mental health

03 Signs & symptoms of diminished mental health

04 Awareness of common mental health illnesses

05 Personal & organisational Impact

What Is Mental Health?

It is our emotional, psychological and social well-being.

It is how we think, feel and act.

It helps determine how we handle stress, relate to others and make healthy choices.

Just like our physical health, it is important to individuals at all ages.

(WHO)

Examples of Good Mental Health

Positive Self-Esteem

Emotional Resilience

Balanced Mood

Effective Coping Strategies

Strong Social Connections

Productive Functioning

Healthy Lifestyle Habits

Ability to Seek Help

Good Mental Health in the Workplace

Enthusiasm and motivation in work tasks

Open communication and collaboration

Effective stress management

Positive relationships

Feelings of empowerment

Culture of creativity and innovation

Resilience in facing challenges

Examples of Diminished Mental Health

Persistent Sadness or Hopelessness

Extreme Mood Swings

Overwhelming Anxiety or Fear

Difficulty Coping with Stress

Social Withdrawal and Isolation

Impaired Functioning

Physical Symptoms

Thoughts of Self-Harm or Suicide

Reasons For Work-Related Stress

High Workload

Unclear Expectations

Inadequate Resources

Tight Deadlines

Poor Work-Life Balance

Organisational Changes

Lack of Control

Job Insecurity

Workplace Culture

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Reasons for Personal Stress

Media/Social media

Health

Relationships/ family challenges

Can't switch off

Family/social obligations

Lack of healthy boundaries

Financial pressure

Social/Global issues

Poor Mental Health in the Workplace

Demonstrating signs of chronic stress

Strained relationships

Difficulties with concentrating or making decisions

Lack of support

Negative workplace culture

Unhealthy coping mechanisms

Reluctance to seek help

Signs & Symptoms

Physical Symptoms

- Fatigue
- Headaches
- Muscle tension
- Digestive problems
- Changes in appetite
- Sleep Disturbances

Emotional and Mental Symptoms

- Nervousness, constant worrying
- Irritability
- Feeling overwhelmed
- Difficulty concentration
- Feelings of sadness or depression
- Increased sensitivity to criticism

Behavioural Symptoms

- Withdrawal from social activities
- Procrastination
- Difficulty making decisions
- Changes in work performance
- Increased absenteeism
- Increased use of alcohol or substance coping mechanisms

Interpersonal Symptoms

- Strained relationships with colleagues
- Conflict in the workplace
- Decreased empathy
- Difficulty communicating effectively

What is Burnout?

Emotional Exhaustion

Depersonalisation or Cynicism

Reduced Sense of Accomplishment

Physical Symptoms

Cognitive Impairments

Interpersonal Challenges

Types Of Mental Health Illness

Depression

Anxiety Disorders

Bipolar Disorder

Post Traumatic Stress Disorder (PTSD)

Obsessive Compulsive Disorder (OCD)
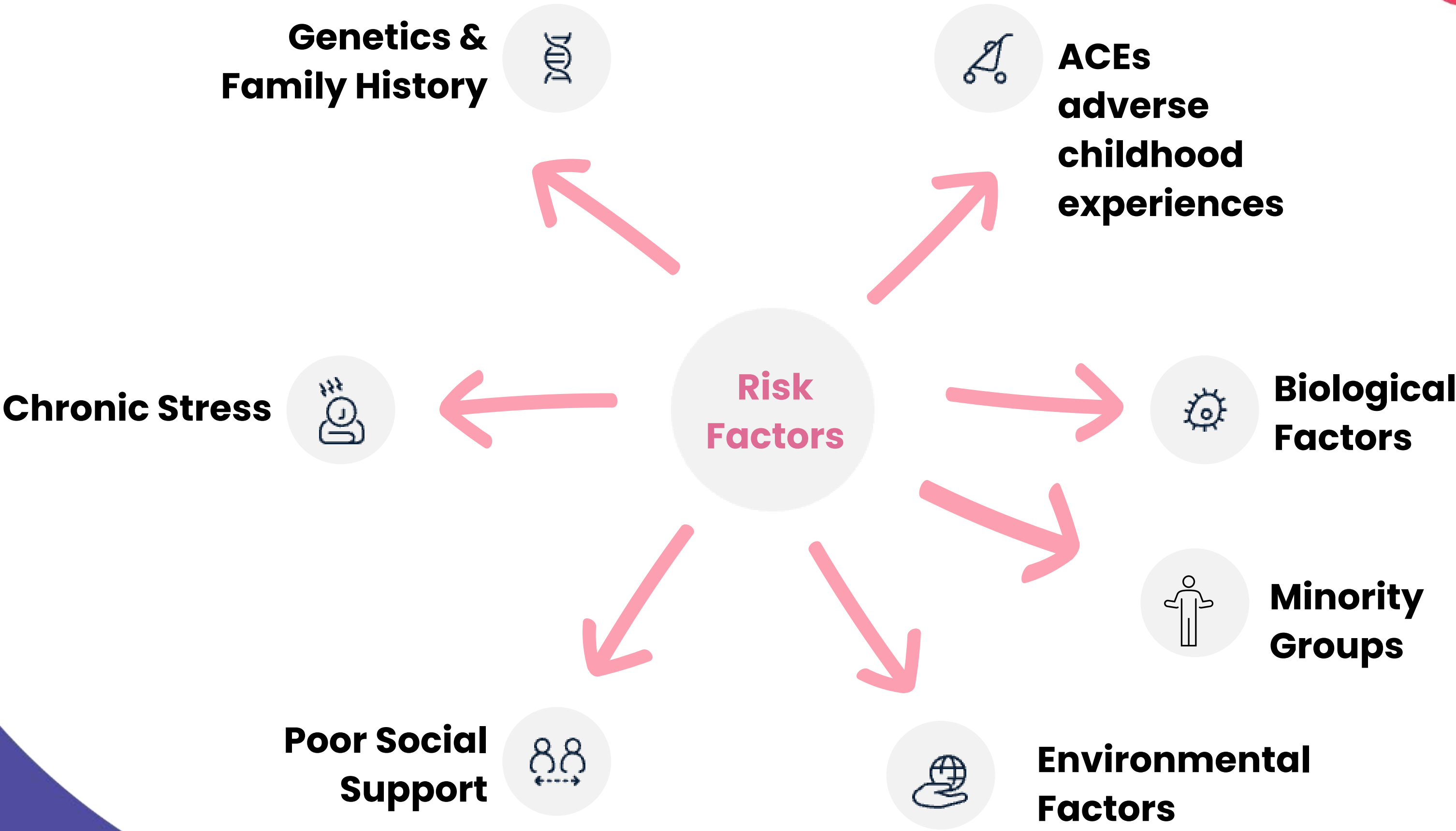
Schizophrenia
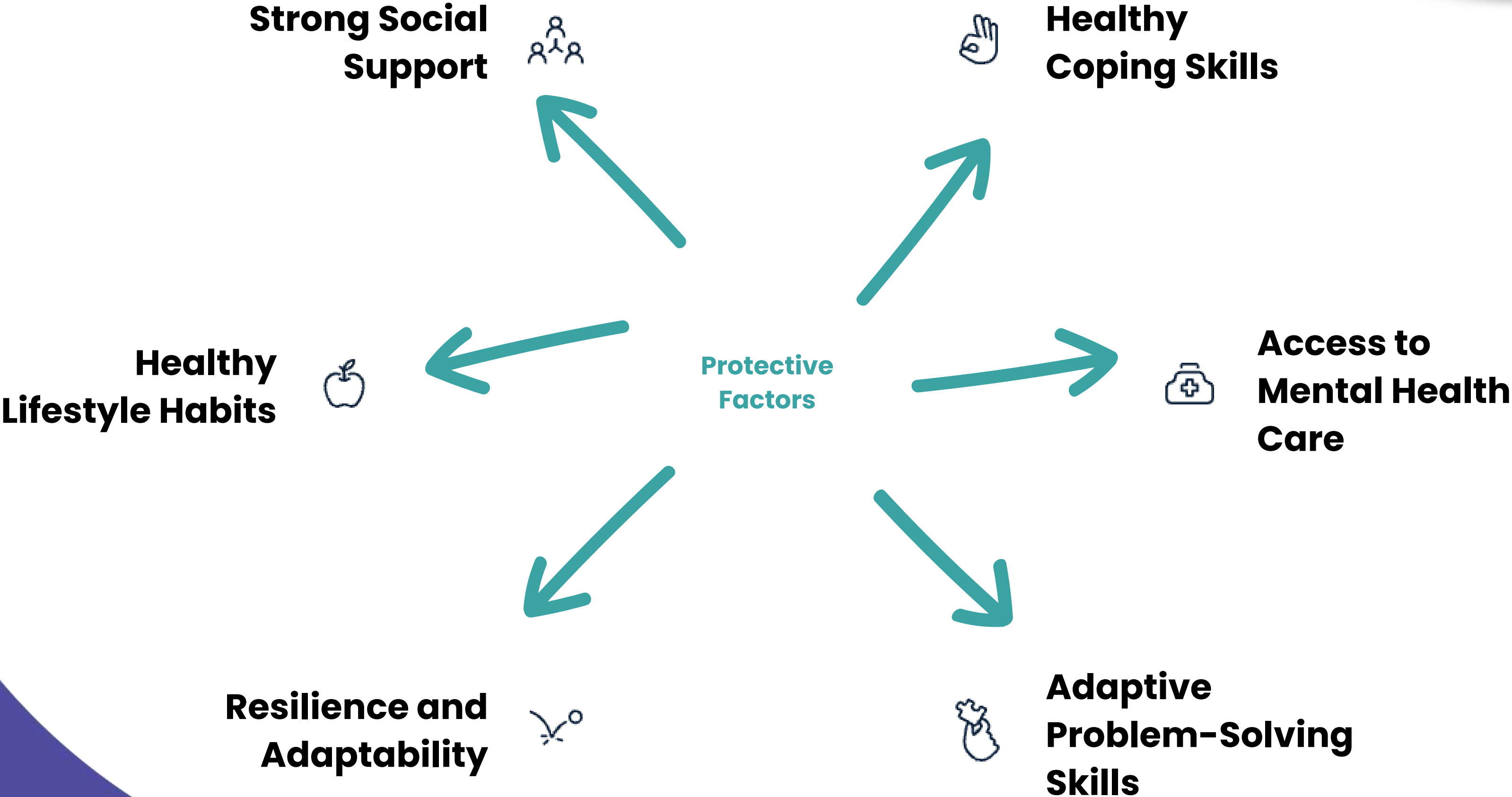
Eating Disorders

Substance Use Disorders

Borderline Personality Disorder (BPD)

Risk Factors, Protective Factors
&
Cultural Beliefs

Genetics & Family History

ACEs adverse childhood experiences

Chronic Stress

Risk Factors

Biological Factors

Minority Groups

Poor Social Support

Environmental Factors

Strong Social Support

Healthy Coping Skills

Healthy Lifestyle Habits

Protective Factors

Access to Mental Health Care

Resilience and Adaptability

Adaptive Problem-Solving Skills

Irish Workforce Statistics

A 2024 survey by *Aware* revealed that over half of Irish

adults reported experiencing depression,

and 4 in 10 experienced anxiety.

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Up to **60%** of employees in medium-to-large companies in Ireland reported feeling depressed or down.

Additionally, **30%** of employees indicated that work had a negative impact on their mental health in the previous six months.

Silvercloud

Absenteeism Due to Mental Health

Mental health concerns accounted for **22%** of worker absenteeism in 2023, up from **17%** in 2022.

The primary contributing factors were workload (55%) and a perceived lack of management support (47%).

Chartered Institute of Personnel and Development (CIPD)

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Addiction and Mental Health

16% of employees are addicted to or have an unhealthy relationship with illicit

substances.

Furthermore, 29% reported nicotine addiction,

and 21% had issues with alcohol.

The survey also noted that one in two Irish workers live with an underlying health condition

or mental well-being issue, with anxiety and depression being the most common diagnoses.

Laya Healthcare's Workplace Wellbeing Index

Employer Investment in Mental Health

80% of employers in Ireland are not investing in workplace mental

health initiatives. Despite acknowledging their responsibility, only one in five

firms have a dedicated budget for mental health, and more than half

reported an increase in mental health-related absenteeism

over the past year.

A study from University College Cork
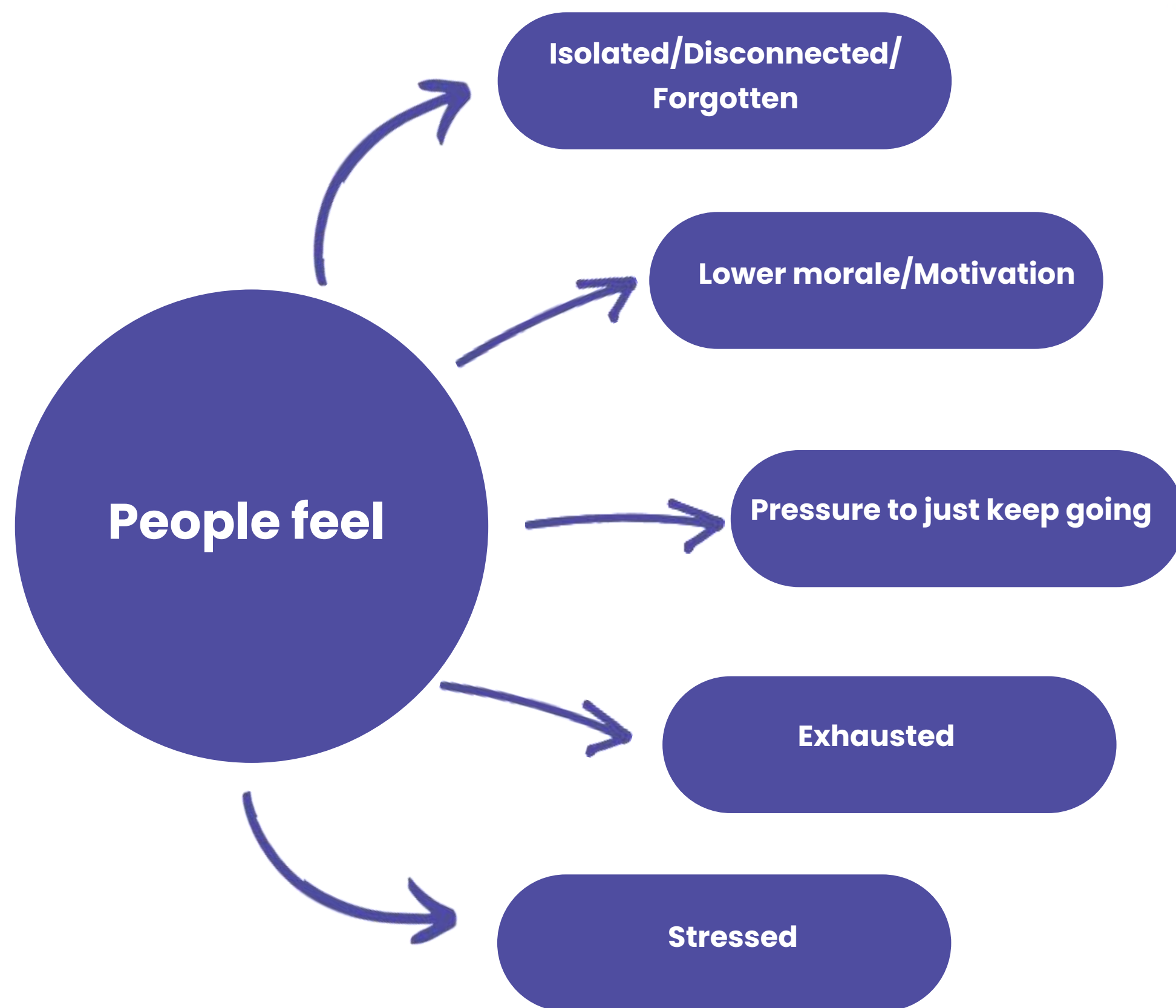
What is the personal impact?

Organisational Impact

More likely to take days off

Lower team morale/motivation

Lower engagement/productivity

Impact on innovation/creativity

Lost opportunities for growth & development

Missed deadlines/increased mistakes

Increased staff turnover/unable to fill positions

Bottom line affected & higher healthcare costs

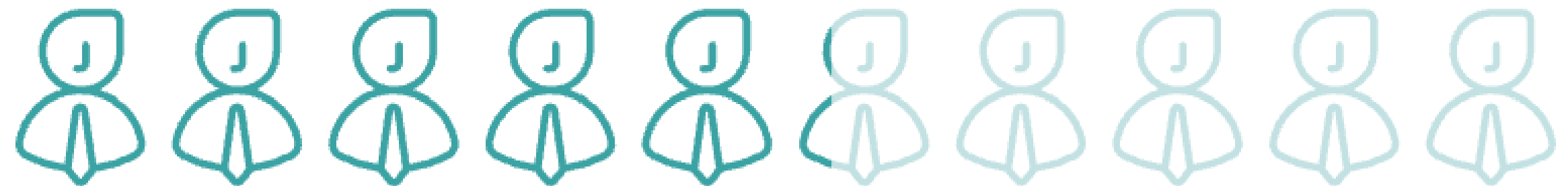Legal & compliance risks
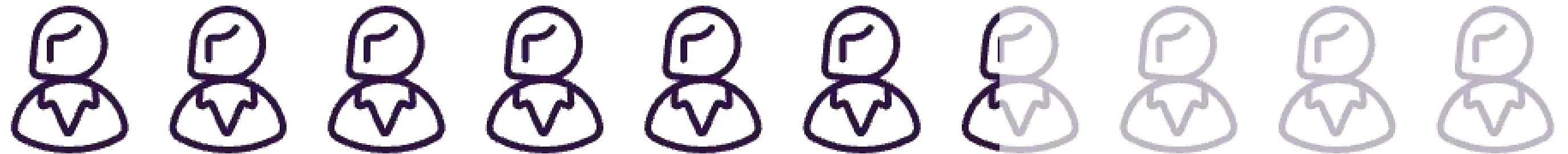
Organisation's reputation/brand at stake

18%

of firms experience employee absenteeism due to mental health reasons

53%

of these employers report that mental health absenteeism is increasing

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64%

of employers report that absenteeism adversely impacts business performance

Common Beliefs

It's just the way it is these days, it's normal

Just get on with it

Self care is selfish and I don't have time for that

Working longer hours shows more commitment

Seeking help is a sign of weakness

Share Your Thoughts

"How comfortable do you feel discussing mental health at work?"

I'm fine thanks!

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Mental Health Champion

01   The Role

02   Reducing Stigma

03   Supporting a culture of wellbeing

Mental Health Champion

Advocating for mental health awareness and destigmatisation within the workplace.

Supporting colleagues and promoting positive mental health practices.

Encouraging open conversations about mental health.

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Mental Health Champion

Importance of the Role

Fosters a supportive work environment.

Helps in early identification of mental health issues.

Bridges the gap between employees and management regarding mental health concerns.

Mental Health Champion

Limitations

Not a replacement for professional mental health services

Champions should not take on the role of therapists.

Must maintain boundaries and confidentiality.

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Why It Is So Important

01 Mental health affects everyone.

02 Opportunity to make a difference-reduce stigma

03 Prevention/early intevervention & support

04 Build a resilient workforce

05 To comply with legal & ethical responsibilities

Reducing Stigma

Promote open discussions about mental health.

Challenge misconceptions and stereotypes.

Assisting In A Crisis

Recognise
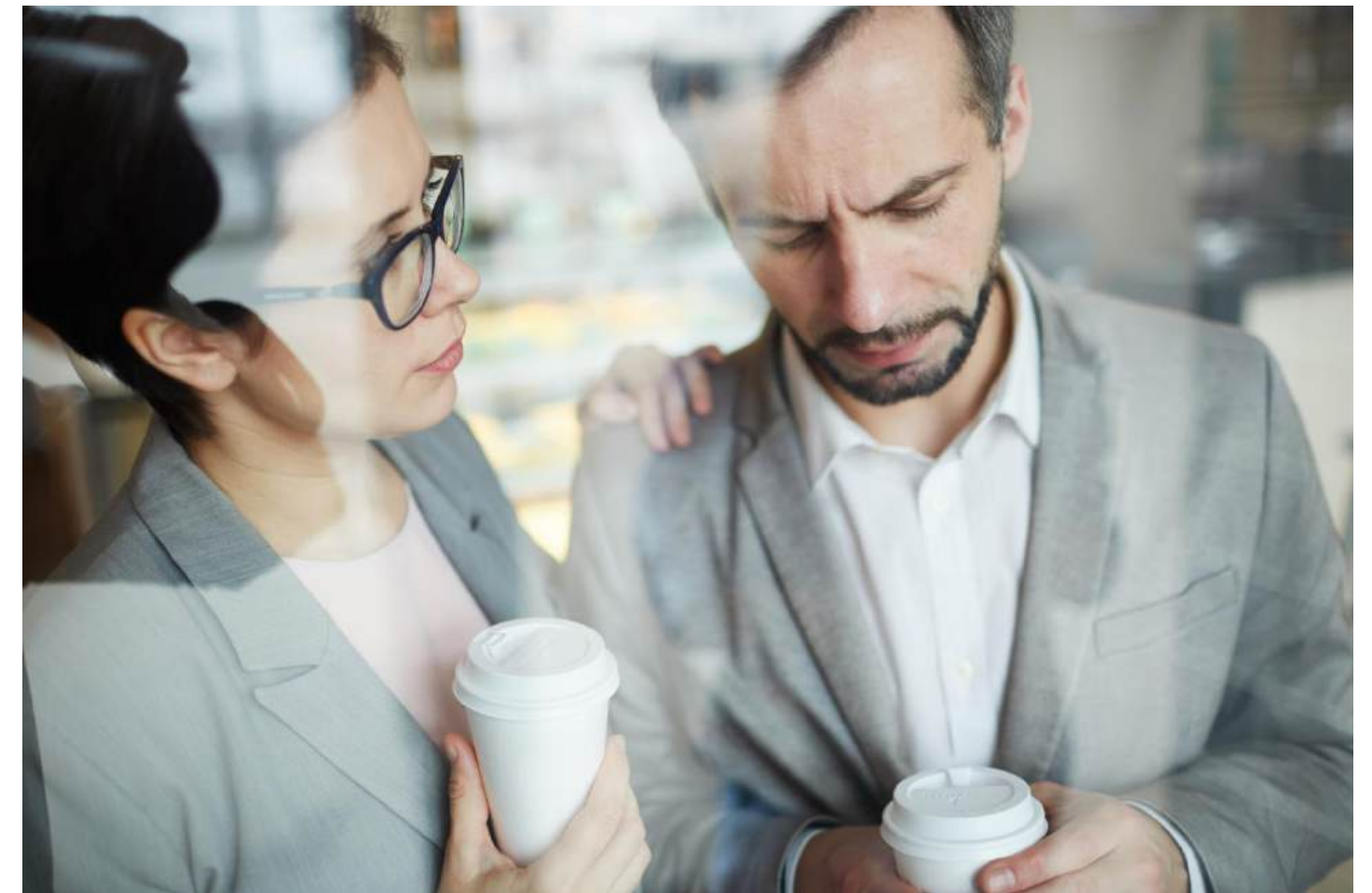
Identify signs of a mental health crisis.

Respond

Approach the individual with empathy and without judgment.

Refer

Guide them to appropriate professional resources.

(Mental Health First Aider, EAP, HR)

Instances when confidentiality can be broken:

Risk of Harm to Self or Others

Legal Requirements

Informed Consent

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Let's Share
&
Support Each Other

What mental health resources does your workplace

currently offer?

Supporting Employee Wellbeing

Frequent check ins

Build community

Regular breaks and rest periods

Easy access to mental health support services

Awareness of mental health policies and ensure adherence.

Regular training and resources on mental health.

Wellbeing initiatives.

Encourage work-life balance and flexible working conditions

Good Health Initiatives

Goal Setting

Relax Zone

Introduction to various classes e.g. Yoga/Meditation

Social Events

Walk and Talk

Workshops - finance - menopause - mental h

Local Resources - Health collaborators

Leave Days

Recognition and Reward

Team Challenges/Charity drive

Couch to 5k

Culture/Book/Cooking clubs

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Organisational Support

01 Peer support networks

02 Employee Assistance Programme

03 Occupational health

04 Workplace wellness programme

06 Health insurance

07 Ongoing training

08 Ensure wellbeing isn't just a box ticking exercise.

09 Policies are in place and actioned

Examples Of Workplace Policies

Employment Policies

Code of Conduct/Ethics Policies

Anti-Discrimination and Harassment Policies

Health and Safety Policies

Equal Employment Opportunity (EEO) Policies

Menopause Policies

Right to Disconnect Policies

Leave and Attendance Policies

Information Technology (IT) and Data Security Policies

Performance Management and Discipline Policies

Can you guess which of these policies Mental Health may fall under?
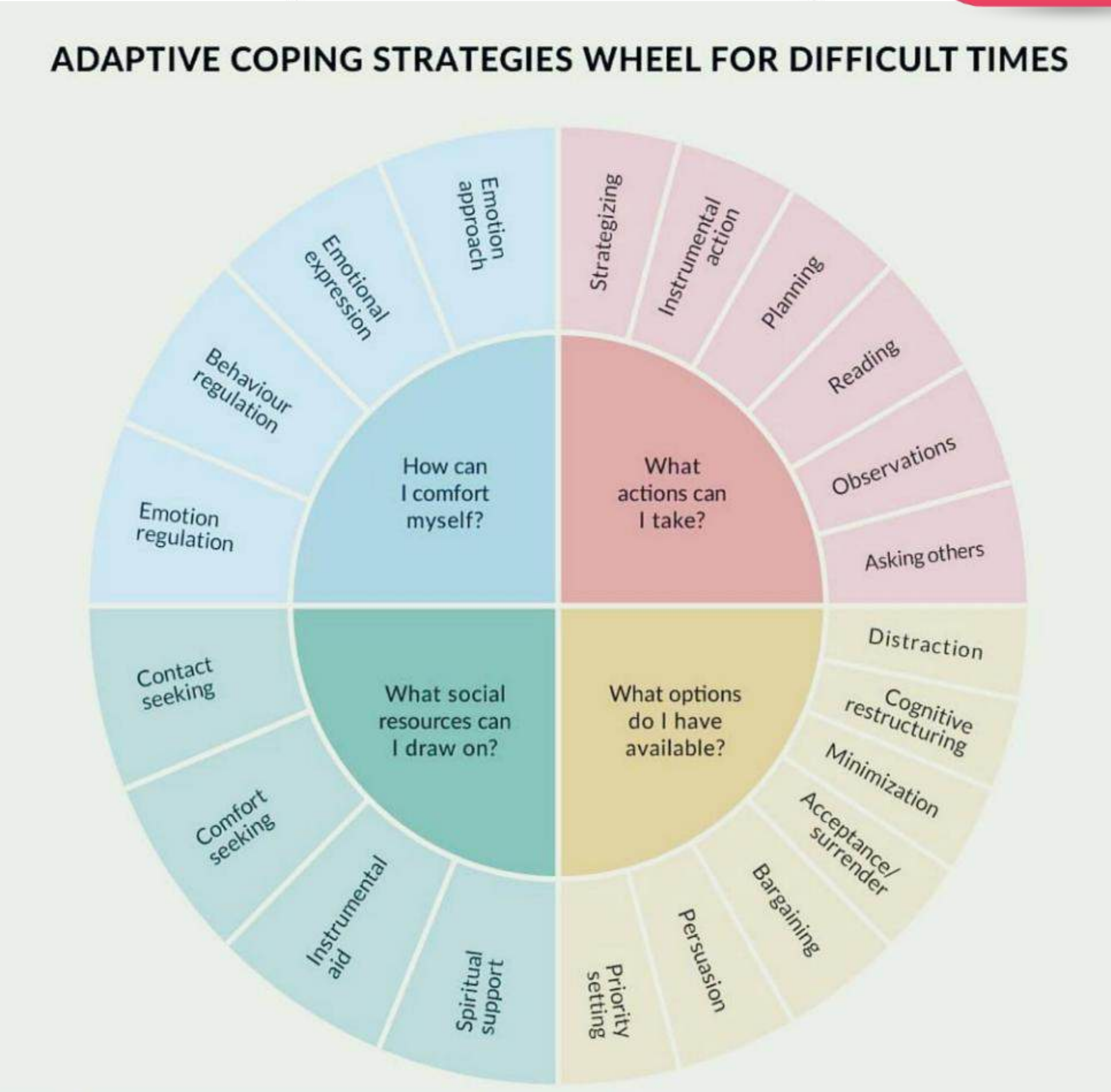
Compensation and Benefits Policies

Self-Care for Mental Health Champions

Prevents burnout and compassion fatigue.

Ensures you can effectively support others.

Handling Pressure Points

ADAPTIVE COPING STRATEGIES WHEEL FOR DIFFICULT TIMES

Self Care Strategies

Deep Breathing Exercises

Mindfulness Meditation

Yoga

Regular Physical Activity

Healthy Lifestyle Habits

Time Management and Prioritisation

Social Support and Connection

Limiting Exposure to Stressors

Seeking Professional Help

Self Care Strategies

Regularly debrief with a supervisor or peer.

Set clear boundaries between work and personal life.

Engage in activities that promote personal well-being.

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Sleep hygiene	
Nutrition	
Exercise	
Outdoors	
Fun/humour	
Connection to others	
Downtime	
Gratitude	
Grounding practices	
Recognise wins	
Limit technology	
Connect to your goals	
Challenge yourself	
Develop your strengths	

Maintaining Wellbeing

Create and adapt your own list to suit your abilities

On a scale 1-10, where are you today?

What will you focus on to boost your resilience?

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QUESTIONS & ANSWERS?

Ask Away!

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