



Mental Health Champion



Friendly Reminders

While waiting for others to join us...

- ✓ Mics on mute to minimise distractions
- ✓ Ask questions/comment throughout.
- ✓ Enjoy!

Mental Health Champion

About Me



Sue Landsberg

Senior Training Associate

Mental Health

Mental Health Champion –

A crucial role

Steps to get started

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.



Diminished Mental Health v Mental Illness

Diminished mental health and mental illness are not the same thing.

A person can experience poor mental health and not be diagnosed with a mental illness.

Likewise, a person diagnosed with a mental illness can experience periods of good physical, mental and social well-being.



Causes Of Diminished Mental Health

Always push for more culture

Unrealistic societal images of success

Perfectionism/Comparison

Guilt taking leave - what will I come back to

Nobody else to step in/inadequate support

Job security/Fear of saying no/May not get promotion

People pleasing

Isolation/Highly social

Surviving on adrenaline

Ignoring signs/symptoms

Don't have skills to manage stress

Position mismatch

Lack support



Not sustainable and these are making us ill

Causes Of Diminished Mental Health

Lack work/life balance

Finances

Health

Life changes

Unrealistic expectations/workload

Lack healthy boundaries

Relationships/Family challenges

Social/Global issues



Organisational Impact

63% likely to take sick days

Low team morale/motivation

Lower engagement/productivity

Missed deadlines

Mistakes

Resignations/unable to fill positions

Bottom line affected

Organisation's reputation/brand at stake



There is no health Without mental health

32% have a formal health & wellbeing strategy

84% reported an employee assistance programme

45% have mental health support

44% have onsite wellbeing initiatives

Healthy Ireland



Estimated 12 billion workdays lost annually to depression and anxiety
costing global economy almost US\$1 trillion

Yet 2% of health budgets globally spent on mental health

1 billion suffered with mental disorder in 2019

COVID 19 triggered 25% increase in general anxiety and depression

15% of working age population have mental disorder



“A healthy workplace is one in which workers and managers collaborate to use a continual improvement process to protect and promote the health, safety and wellbeing of all workers and the sustainability of the workplace. ”

WHO



Positive emotion – hope, joy, gratitude, optimism

Engagement – flow, using strengths, enjoying activity/work

Relationships – supporting, loving, compassion, valued

Meaning – purpose in what you do/relationships

Accomplishments – Intrinsically motivated – growth, connection.

Extrinsically motivated – goals, recognition

Dr. Martin Seligman



Benefits



Let's Aim For What We Wish To Achieve

To bring best self to work

And

To bring best self home again



Mental Health Champion



An interest and understanding of mental health and wellbeing

Willingness and enthusiasm to support others

Open, approachable and non-judgmental – a voice for all

Raises awareness of mental health challenges

Works to break down stigma

Supports HR in creating a positive mental health workplace culture

Understands needs of colleagues

Identifies ways/resources to support colleagues

A vital link between management and other employees

Your Role As Mental Health Champion

Receives up to date training

Voluntary or paid role

Has a duty of care to others

Is not a councillor or therapist

Does not diagnose illness

Ensures wellbeing is not just a box ticking exercise



Why Is It So Important?

Our VUCA and BANI world is challenging

We thrive when we feel connected and supported

Make a difference to create environment and culture that promotes wellbeing enables us to thrive

Mental Health impacts every aspect of our lives and affects everyone

Prevention is better than cure

Your organisation needs you



I'm fine thanks!



Breaking Down Stigmas

Stereotyping

Assigning common attributes to anyone with any kind of mental illness

Prejudice

Biased attitudes and opinions based on stereotyping

Discrimination

Treating people with mental health challenges less favourably



Unhelpful Beliefs

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

Self care is selfish

Working longer hours shows more commitment

Seeking help is a sign of weakness



Compassionate Conversations

Empathy

Ability to understand others and put yourself in another person's shoes whilst maintaining objectivity

A vital skill to connect with others and build positive relationships

Develops trust and feeling of inclusion



Signs and Symptoms

Physical Signs

Exhausted

Headaches/Aching body

Sudden weight changes

Slower than usual recovery from illness

Cardiovascular – racing heart

Gastric upset

High Blood Pressure

Missing deadlines/making mistakes

Excessive alcohol/substance intake



23% more likely to end up in A&E

Mental Signs

Cannot think clearly

Disengaged

Intense worry/fear

Indecisiveness

Negative thoughts

Sleep disturbance

Overwhelmed



Emotional Signs

Cynicism - paranoid -pessimistic -lack hope and optimism

Excessive prolonged worry

Decreased motivation - low mood

Detachment - withdrawal, world closing in, feel numb,
cut off from reality

Changes in behaviour/mood- Reactive, irritable, angry,
confrontational, avoidant, withdrawn

Feeling ineffective - Cannot meet unrealistic demands

“I’m not good enough”

More vulnerable to Lower psychological well being -

Anxiety/Depression/Dissatisfaction

Confidence in capability drops 3x more likely to leave job

Relationships strained

Depleted/Overwhelmed/Apathetic



How This May Look

Arriving late to work/missing meetings

Absenteeism

Lack goals aspirations or commitment

Relationship difficulties - conflict

Making careless mistakes

Missing deadlines

Overspending

Destructive behaviours

Self Medicating

Excessive Alcohol use/Other substance use

Gambling



What's The First Step?



1. Needs Analysis/Research

Assess/Analyse needs, motivations

Industry Type

Demographics - age/location

Absenteeism Data - reasons

How many employees

Ask - questionnaire/survey - Topics of interest/

Anonymous general health survey

Resources available - space / location / local support

expertise / networks

Budget/Costings - subsidies/grants/

sponsorship availability



2. Create A Team

All divisions represented

Interested, committed, enthusiastic

Champion creating a wellbeing culture

Allocate Time



3. Clarify Objectives

To reduce absenteeism

To increase morale and motivation

To increase staff retention



4. Create A Goal And Framework



5. Communicate

Create a launch

Get buy in from everyone

How will we let people know?

Newsletter, video, posters, social media, local media

Create incentives - team goals, charity



6. Run it

Implement diverse approaches

Trial varied events and activities



7. Evaluate

Review, Assess, Revise, Adjust

Check data

Ask/Survey

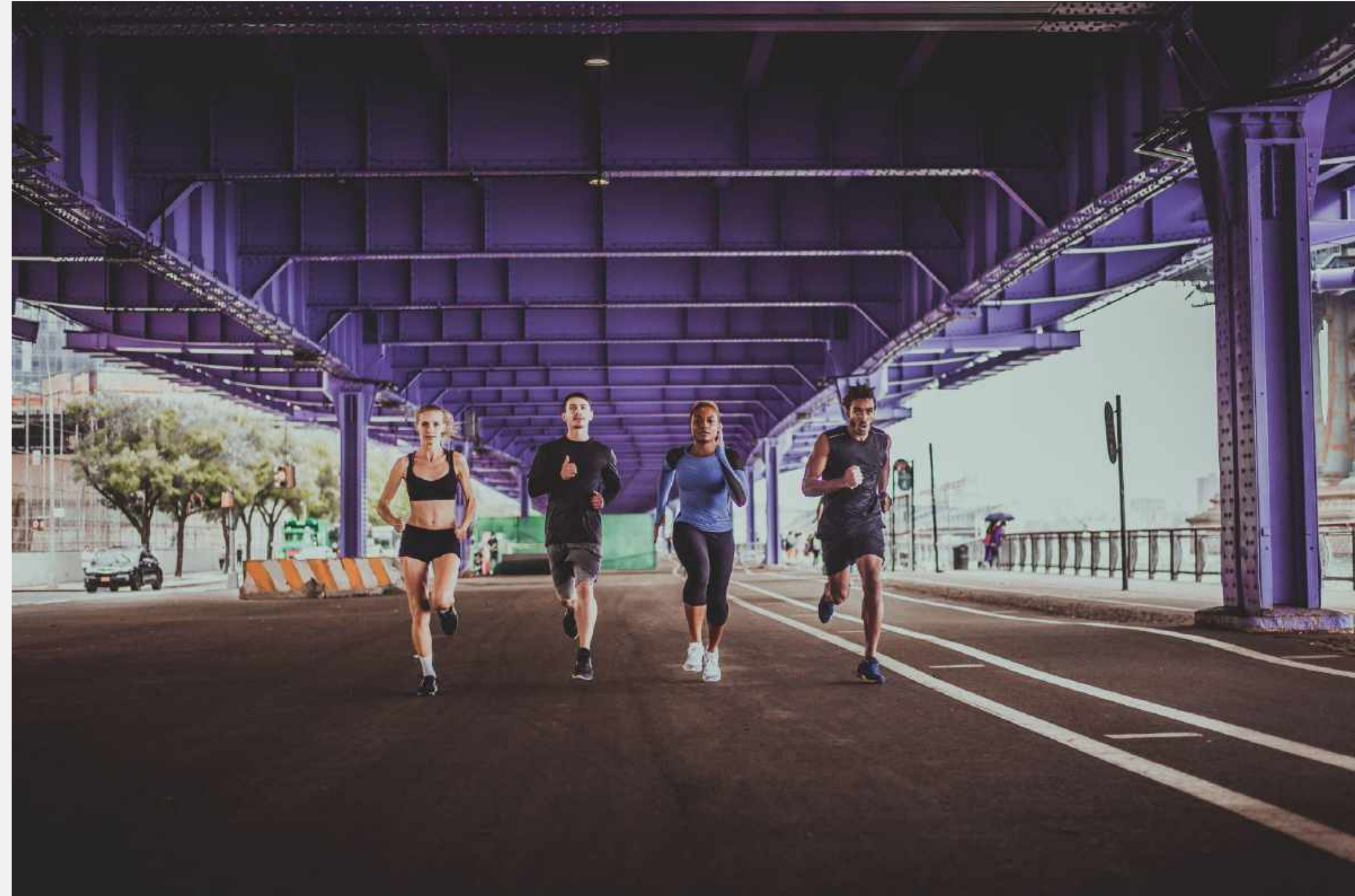
Drive for continual improvement

Ensure sustainability



Obstacles To Success

- Inadequate needs analysis conducted
- Unclear SMART goals/ unclear objectives
- Lack of Team collaboration
- Loss of momentum
- Overdoing it
- Not reviewing
- Lack of senior management engagement
- Not aligned with organisation vision and strategy
- Lack of employee interest
- Inadequate resources/training
- No supporting policies/procedures
- Perception of box ticking exercise



It's not a sprint, It's a marathon!

Elements Of A Successful Programme

Buy in of all leaders and management

Dedicated team

Encourage employee involvement

Well developed strategy and plan

Clear goals and vision

Evaluation strategy

Diverse/Multi focused programmes

Ease of Access - convenient

Policy to support programme



Good Health Initiatives

Employee Assistance Programme

Goal Setting

Ongoing Training/Workshops (cpd hours)

Relax Zone

Introduction to Yoga/Meditation

Social Events

Walk and Talk

Workshops - finance - menopause - mental health

Local Resources - Health collaborators

Leave Days

Recognition and Reward

Team Challenges

Couch to 5k

Team Charity Drive

Culture Club

Book Club

Cooking Club

Random Acts of Kindness

Hiking





My first step is to

I will do that by

Reflection & Questions

Thank you for joining me today!

I hope you enjoyed our session today.

Email ruth@dcmlearning.ie

if you would like to become

a DCM Learning member!

