



Mental Health Champion

Friendly Reminders

While waiting for others to join us...

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

About Me



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**What is a
Mental Health Champion?**

Why is it important?

Taking positive action?

Mental Health Champion

- An interest and understanding of mental health and wellbeing
- Willingness and enthusiasm to support others
- Open and approachable – a voice for all
- Raises awareness of mental health challenges
- Works to break down stigma
- Identifies ways/resources to support colleagues
- Supports HR in creating a positive mental health workplace culture
- Understands needs of colleagues
- Creates incentives to suit
- A vital link between management and other employees

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
- Supports HR in creating a positive mental health workplace culture
- Understands needs of colleagues
- Creates incentives to suit
- A vital link between management and other employees

Why is it important?

Life can be busy and challenging

We thrive when we feel connected and supported

An environment that promotes whole system wellbeing enables us to thrive

Mental Health impacts every aspect of our lives and affects everyone

Prevention is better than cure



Signs and Symptoms

Anxiety

Stressed

Mood

Changes in behaviour

Withdrawn

More agitated

Staying late

Leaving early

Avoidance

Confrontational

Tiredness

Missing deadlines

Making more mistakes



The Five Elements of Wellbeing



CORPORATE WELLNESS PROGRAMS: TIME FOR A CHECKUP?

At companies with 1,000 or more employees, engaged employees are 28% more likely than average employees to participate in a wellness program offered by their organization.



THE BOTTOM LINE: **ONLY 24% OF EMPLOYEES AT COMPANIES THAT OFFER A WELLNESS PROGRAM PARTICIPATE IN IT.**

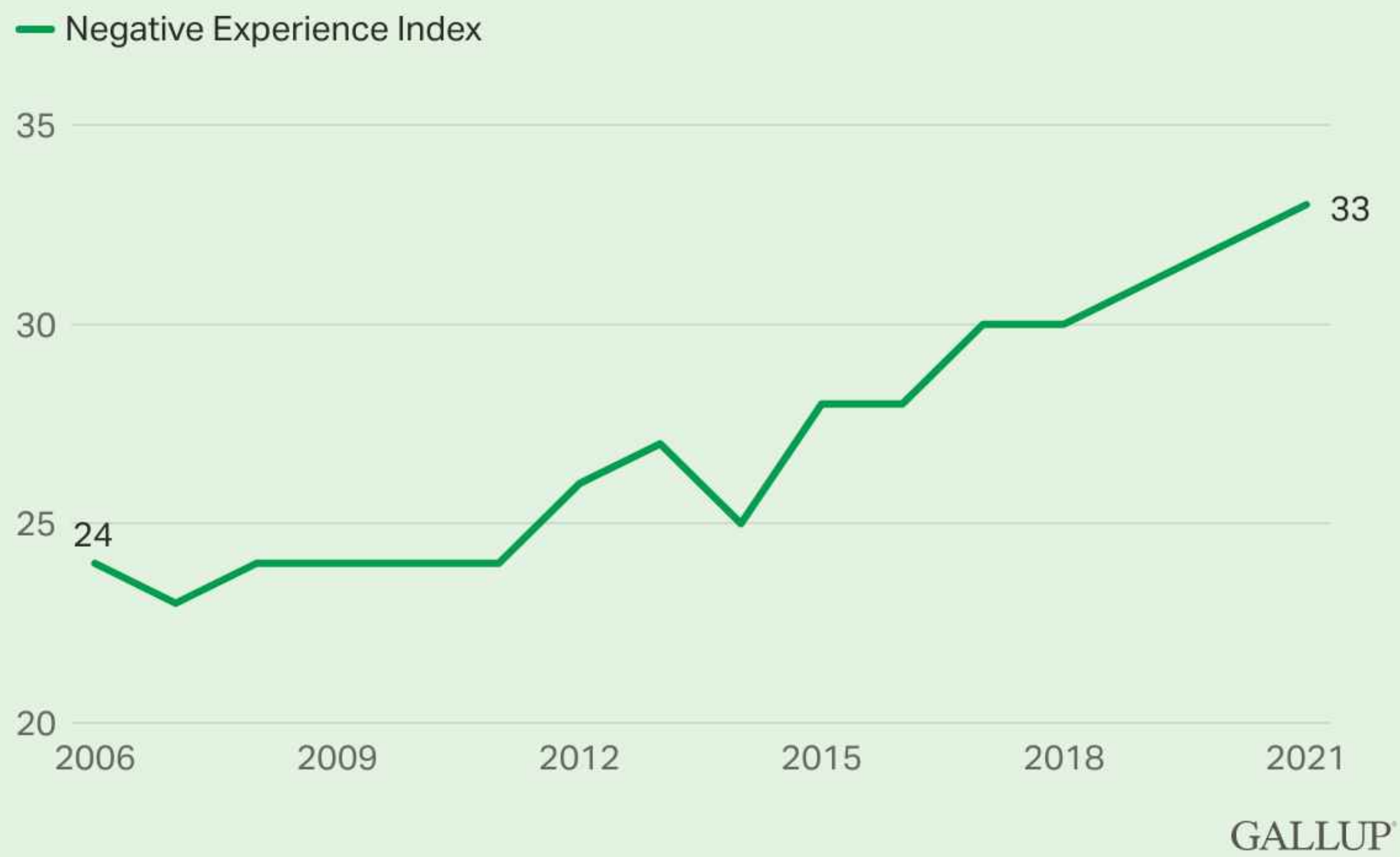
*Source: RAND Health: Workplace Wellness Programs Study 2012

**Source: Gallup U.S. Panel Members

GALLUP

The Global Rise of Unhappiness

Anger, stress, sadness, physical pain and worry reach a new global high.
Index scores range from zero to 100.



“Unhappiness has been rising worldwide for a decade, but almost every world leader missed it.

Why?

Because they were focused on measures like GDP and unemployment.

Almost none of them were paying attention to how people were feeling.”

Gallop

Quiet Quitting

*People are redefining
the meaning of success*

Lack personal/professional life balance

Unreasonable expectations

Unclear boundaries

Prospects and development

Recognition

Perception of unfairness

Unseen

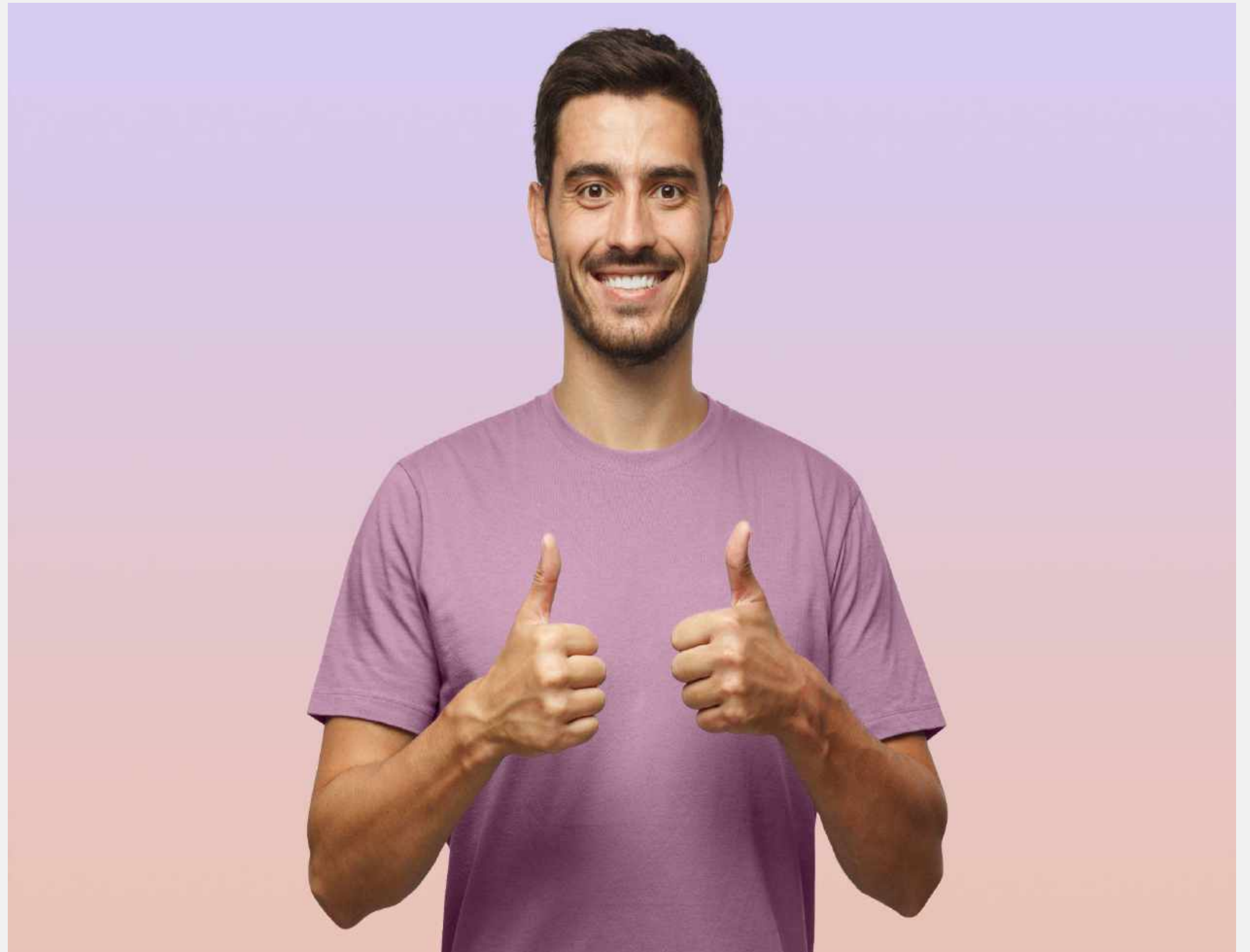
Lack recognition

Conflict

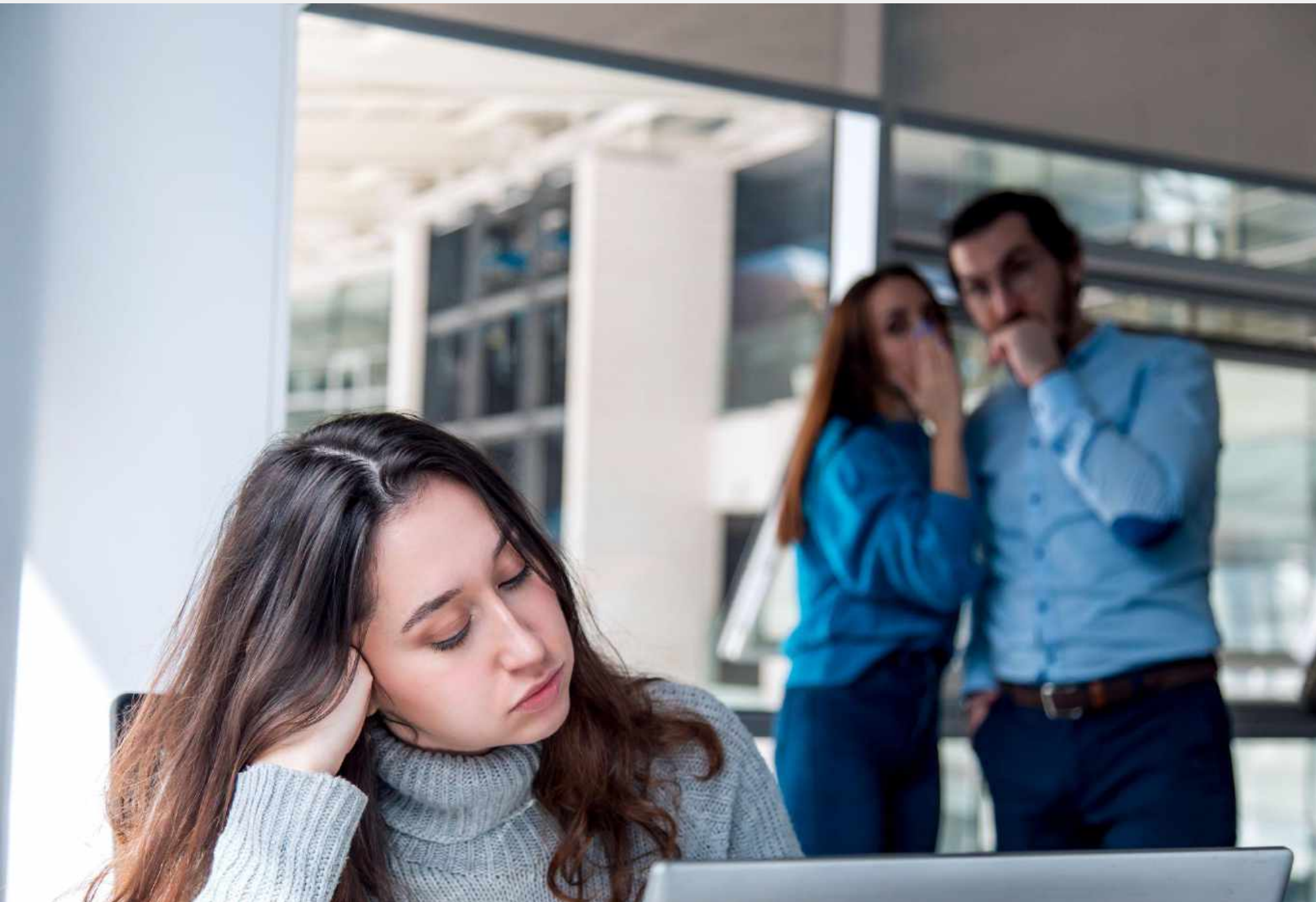
Lack support

Finances

Relationships



Stigma



Stereotyping

Assign 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

How?

Access to jobs and promotion opportunities, to welfare, to social connection

If your colleague was experiencing these symptoms
what would you say to them?

What would prevent you from getting support
at work?

Fear of judgement
Shame

Would knowing you are supported in a
confidential space enable you to ask for
assistance?

What else?



Taking Positive Action

Self

- **Mindfulness techniques**
- **Personal/Professional life balance**
- **Self care**
- **Manage emotions in daily life**
- **Set meaningful goals**
- **Create healthy daily habits**
- **Healthy boundaries**

Others

- **Open communication**
- **Empathy**
- **Connection**
- **Listen**
- **Model the culture you wish to see**

Environment

- **Mental health champion**
- **Confidential space**
- **EAP**
- **Online resources**
- **Visible reminders**
- **Wellbeing wednesday**
- **Ongoing training**
- **Wellbeing incentives**
- **Mindful culture**
- **Events**

As Leader/Manager

- Allocate time
- Safe space
- Actively empathetic listening
- Be a role model – walk your talk
- Create meaningful goals – include wellbeing goals
- Include commitment – accountability and reward for results
- Acknowledge value
- Show recognition
- Connect to your/their why
- Encourage and increase morale
- Care
- Create opportunities to grow/develop
- Ongoing training investment
- Monitor and re-assess needs/wants/wishes
- Regular feedback/feedforward

Benefits to the organisation

Benefits to employees

Reduced absenteeism	Reduced stress
Reduced health care costs	higher job satisfaction
Improved team morale	increased motivation and morale
Increased productivity/efficiency	Boosted health and wellbeing
Greater integrity and supportive image	Happier work environment
Higher staff retention/loyalty	Stronger resilience
More positive workplace culture/environment	Increased fulfillment/purpose
	Expand potential



Be the change

What supports are available to you?	What supports would you like to have available?



It begins with you

What's the most important thing for you to do today?

How will that benefit you?

What's your first step?

How will you make yourself accountable?

How will you reward yourself?



Questions!

**Thank you for
joining us
today.**

**I hope to see
you all next
month!**