Recognising and Managing Mental Health Issues in the Workplace.

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Workshop Aims

By the end of this workshop you will be able to:

- Describe the importance of Mental Health in the workplace
- Respond to mental health issues using WPD policy and standard technique
- Recognise mental health issues in the workplace
- Recognise the importance of maintaining your own mental health
Ice Breaker

- Tell the person next to you one thing about yourself that they do not know
The importance of Mental Health in the workplace
Video

Video: Recognising Distress
What signs of distress did the person in the video describe?

What other signs of distress might someone experience?
Context and Importance of Mental Health in the Workplace

- Cost to the individual and family
- 1 in 6 workers adversely affected by mental health issues
- Cost of 26 billion to UK business
- Acknowledgement of the links between mental and physical health eg. *No Health without Mental Health* (2011)
Context and Importance of Mental health in the Workplace

- The Chartered Institute of Personnel and Development (CIPD) research consistently identifies good-quality people management, particularly by line managers, as one of the core drivers of employee engagement, wellbeing and good mental health.
Context and Importance of Mental health in the Workplace

- A study by Mind found that fewer than half of employees told their bosses after being diagnosed with a mental health condition.

- Less than half of employees (41%) said they would feel able to talk openly with their line manager if they were experiencing stress.
Context and Importance of Mental health in the Workplace

The vision is to create a culture in every business that promotes positive mental health and helps prevent people from experiencing mental ill health or helps them better manage mental health problems.

*Emotional Resilience White Paper (2009)*
WPD Policy and Standard Technique
Common Mental health Issues
Difficult to define because it is:

- Historically and culturally determined
- Difficult to see and measure objectively
- The subject of myth and stigma
Mental Health - Common Myths and Stigma

People with mental health problems are:

- Weak
- More likely to be dangerous or violent
- Crazy
- Unreliable
- Untreatable
- Irrational

ALL FALSE
Continuum approach to defining Mental Health

- Everyone experiences challenges to mental health
- Can range from mild, temporary challenges to severe and long term problems
Common Mental Health Issues

- Anxiety disorders
- Depression
- Trauma
- Eating Distress
- Personality Disorders
Signs and Symptoms

- Behaviour
- Mood/Emotions
- Cognition (thoughts/beliefs/processing)
- Physical symptoms
- Environmental/Situational Factors
Cognitive Behavioural Model

THOUGHTS

EMOTIONS

BIOLOGY

BEHAVIOUR

ENVIRONMENT
Responding to mental health issues
Video

- Video: Supporting someone with Mental health Issues
Key points from the video:

It is important to remember to:

- Ask
- Listen
- Encourage
- Reassure
Case Studies

Case 1 - Matt

Matt has a 10 year history of recurrent depression which he has mentioned to you in previous meetings. You are aware that he has experienced several bereavements in recent years and is currently going through divorce proceedings. In the last month Matt has had 3 unrelated days off sick and has been late for work on several occasions. Colleagues have mentioned that he seems withdrawn and is less chatty than usual.

A) What issues does this scenario highlight for you?

B) How would you respond to Matt?
Case 2: Dave

Dave has recently started a new job role. He tells you that he is struggling to cope with the workload which he perceives as being excessive. He reports feeling under pressure from colleagues to complete work quickly and has had 3 episodes of absence as a result of minor sickness.

A) What issues does this scenario highlight for you?

B) How would you respond to Dave?
Feedback from case study exercise

Is the HSE indicator tool and standard technique relevant in the case scenarios?
Looking after your own mental health
Individual Level: 5 steps to good mental health:

1. Connect
2. Be active
3. Take notice
4. Keep learning
5. Give  
   (MHFA 2013)
Workshop Aims

In this workshop we have:

- Described the importance of Mental Health in the workplace
- Discussed recognising mental health issues in the workplace
- Introduced the WPD policy and standard technique in responding to mental health issues
- Discussed the importance of maintaining your own mental health
Any Questions?
Thank you

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Free Resources and handouts at: www.working-minds.org.uk