

‘Stronger minds’ - A manager’s guide

Managing mental health and improving wellbeing in the workplace.



What we'll cover today

01

**Understand pressure
and stress**

02

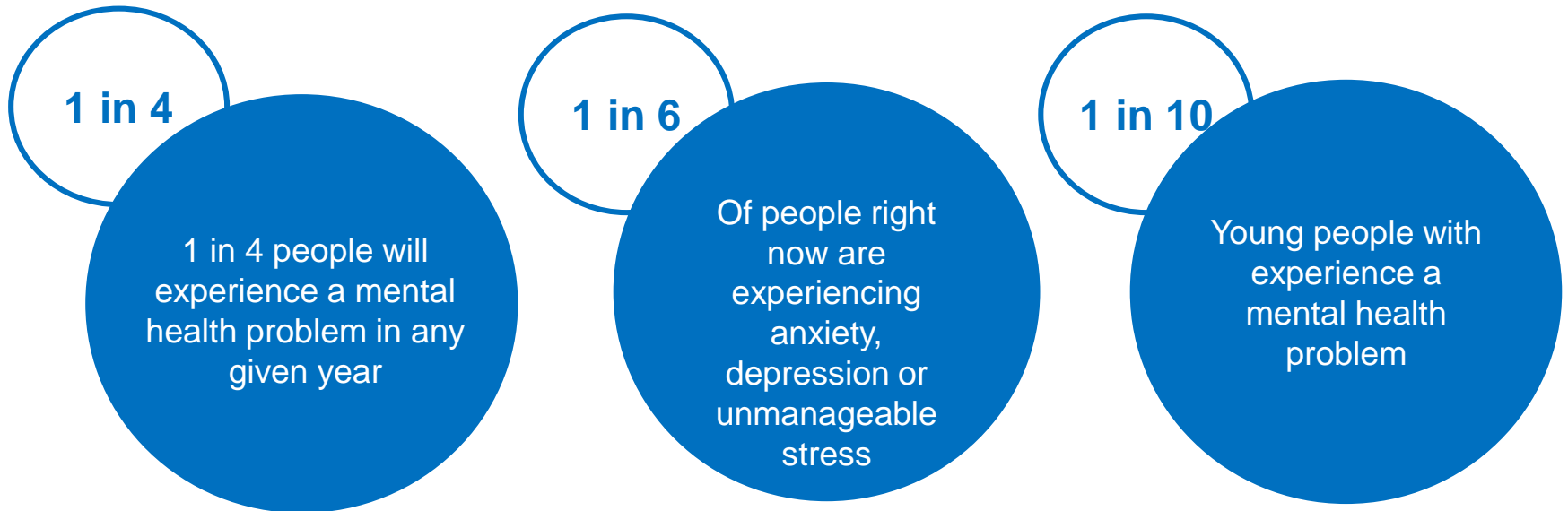
**Identify your triggers
and learn practical
steps to lessen the
impact**

03

**Discover ways to
build resilience for
the future**

The truth about mental health

Mental health issues are more common than you might think...



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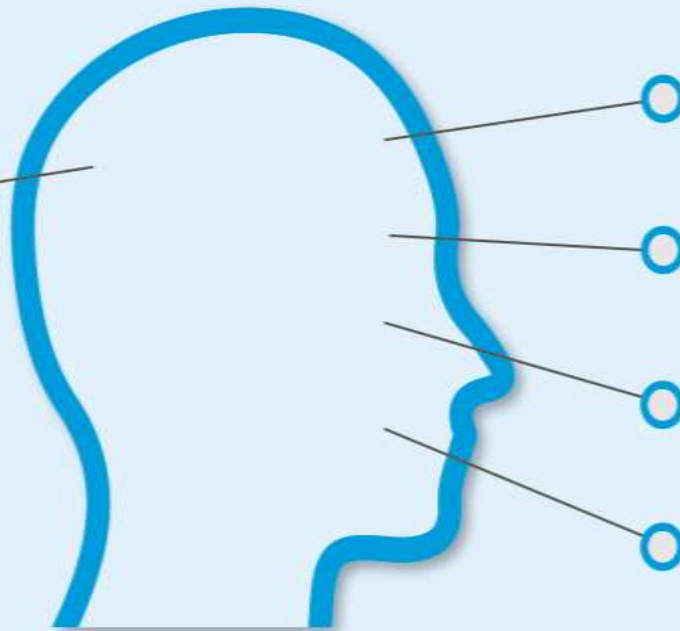


The statistics

Mental health in the UK

22%

have been diagnosed with a **mental health condition**



Of those who have been diagnosed with a mental health condition:

73% don't feel comfortable speaking to people at work about it

46% feel they received **adequate support** from their employer

70% don't like people at work to know

69% worry that they will be **judged** because of it by people at work

Source: AXA PPP healthcare research

The statistics

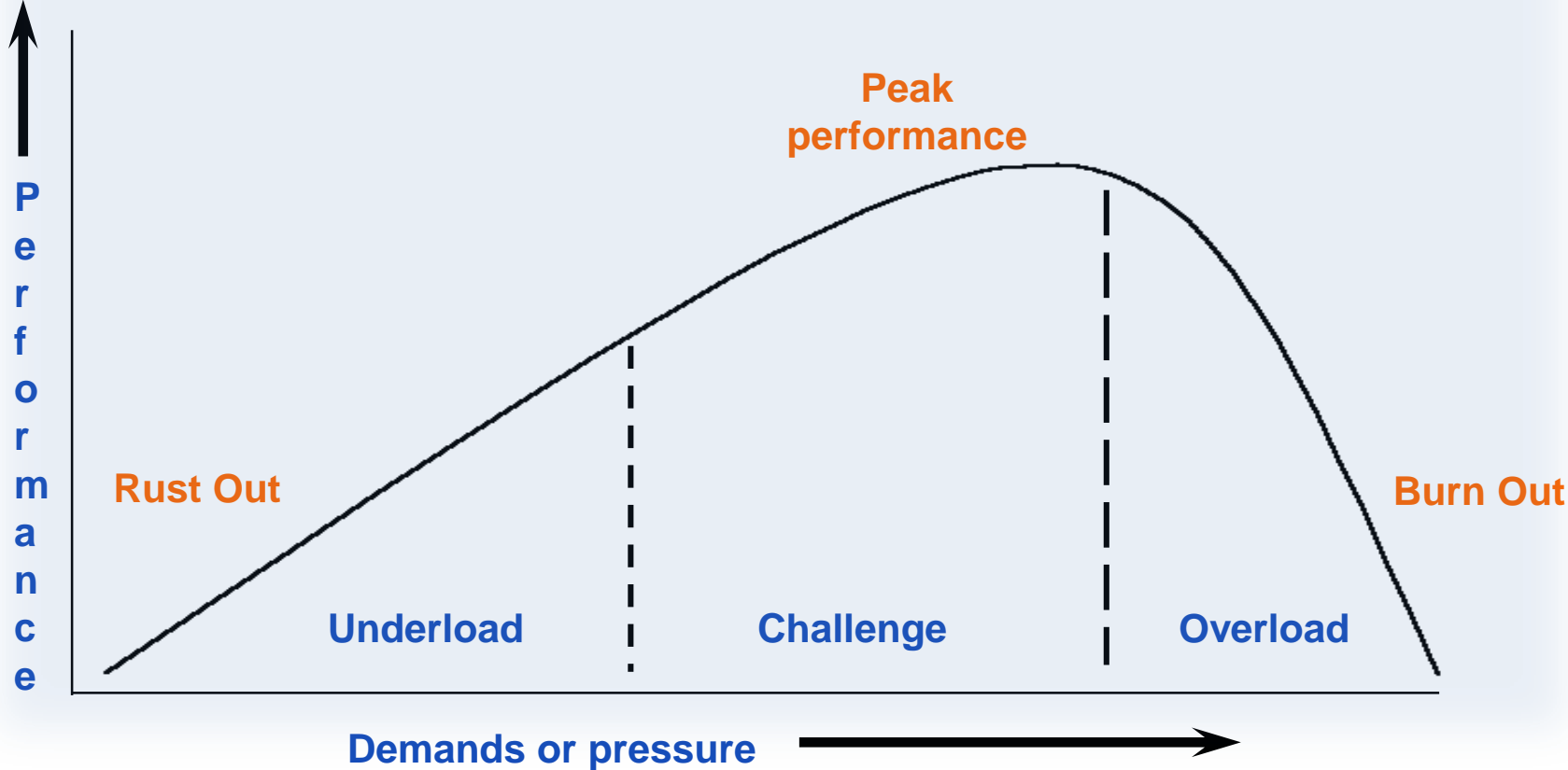
Depression	2.6%
Anxiety	4.7 %
Mixed anxiety and depression	9.7%
Phobias	2.6%
OCD	1.3 %
Panic disorder	1.2 %
Post traumatic stress disorder	3.0 %
Eating disorders	1.6 %

Pressure or stress?

‘Stress occurs when the perceived demands placed upon an individual exceed their perceived ability to cope.’



Pressure or stress?



Common factors that you might define as stressful

External influences:

- Pressure to meet tight deadlines
- Feeling harassed
- Challenging relationships
- Peer pressure
- Financial worries
- Your commute to work!
- Work life balance

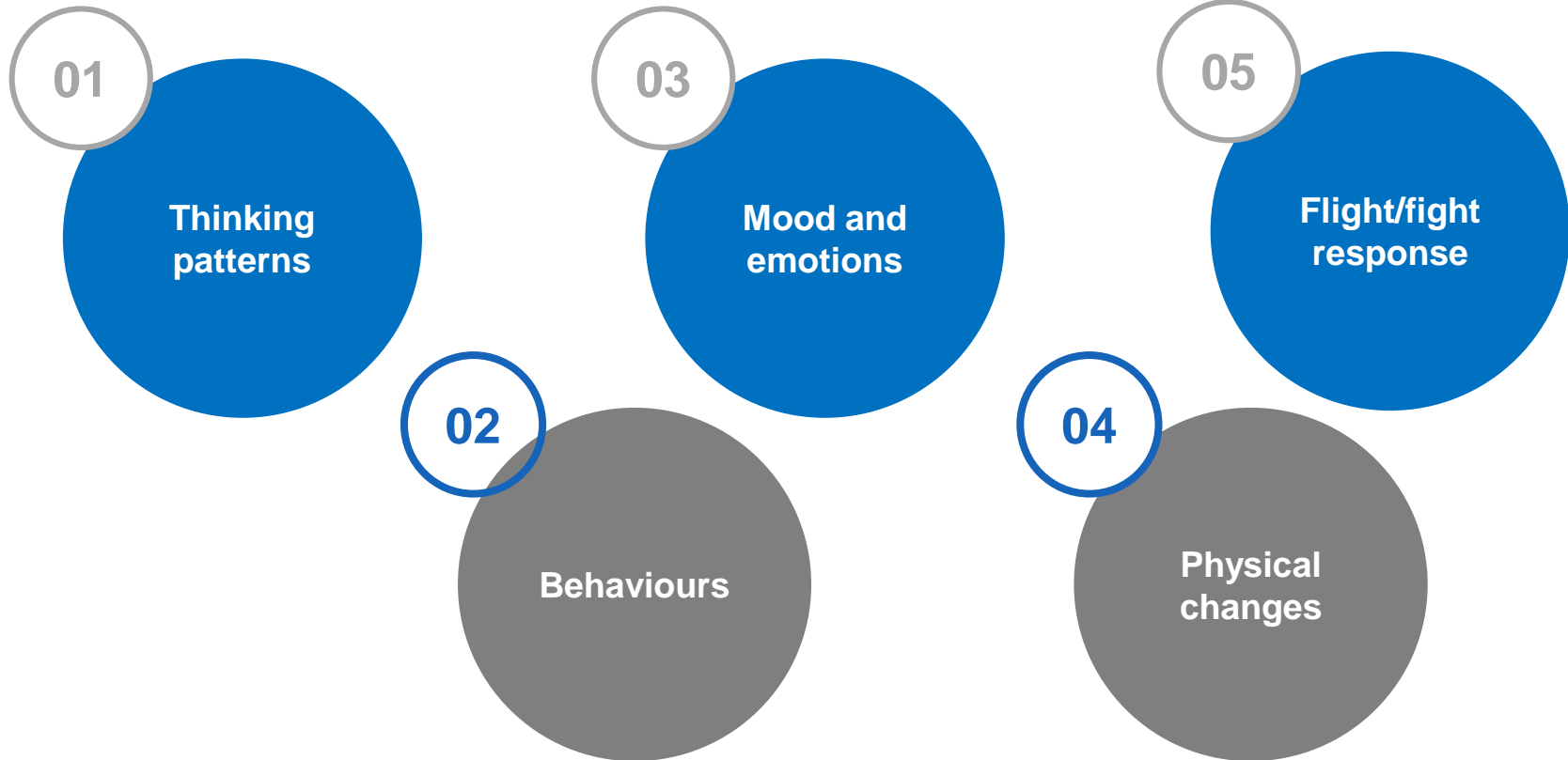
Internal influences:

- Setting standards too high
- Trying to please everyone
- Being afraid to say no
- Never being satisfied with our efforts
- Running around like there is no tomorrow
- Personality characteristics

Identify your triggers



Signs and symptoms



Thinking patterns and stress

On being asked to deliver a presentation...

Negative Thoughts

"I'm hopeless at giving presentations" "It will go badly"



Negative Feelings

Anxiety, Worry, helplessness



Negative Behaviour

Loss of confidence, over-prepares, advanced apology



Negative Outcome

Fails to overcome nerves, presentation is poor



Signs and symptoms

03

Mood and
emotions

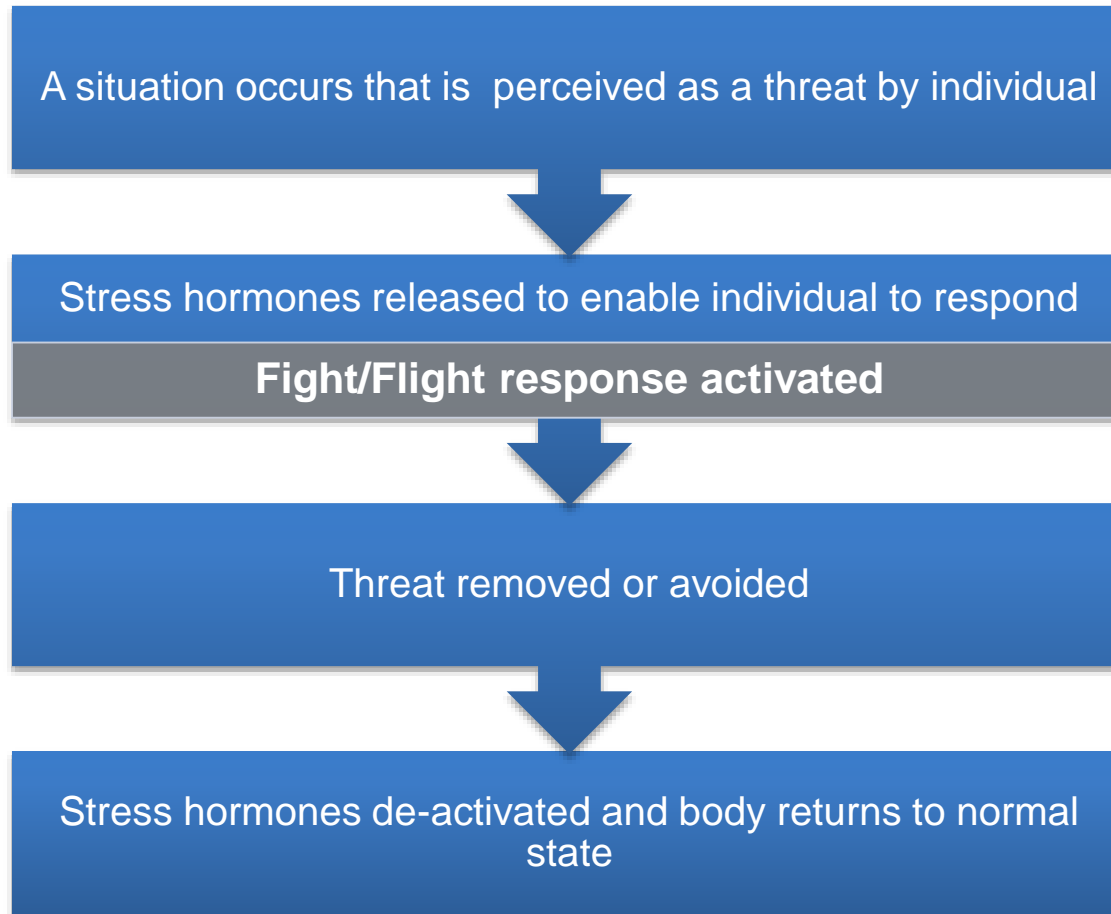
02

Behaviours

04

Physical
changes

The fight or flight response



Managing pressure and stress

Effective stress management involves:

Stress prevention

Stress recovery



Building resilience



Building resilience

Common traits of resilient people



Self-esteem



Optimistic

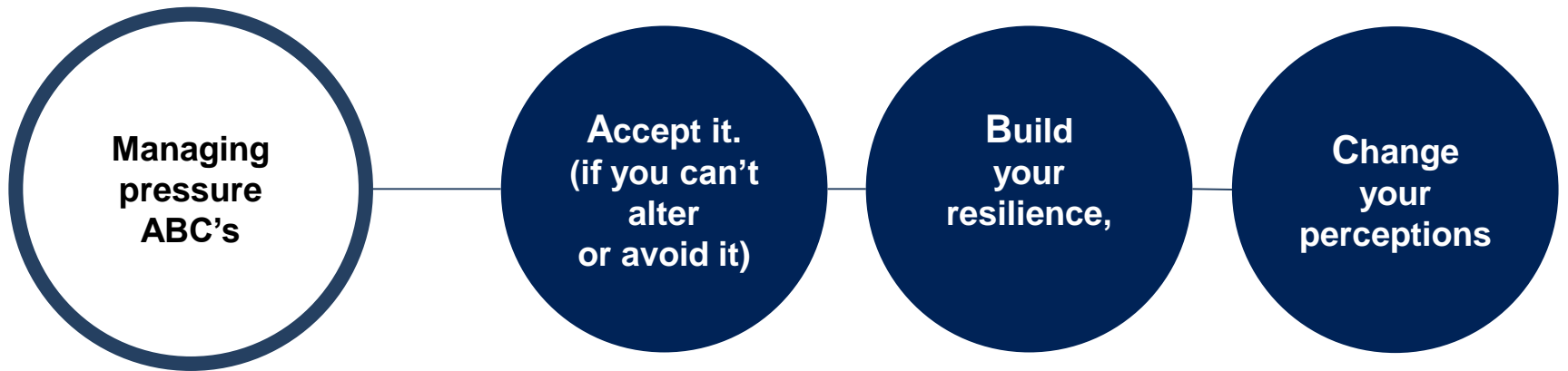


Social



Seek help when
they need it

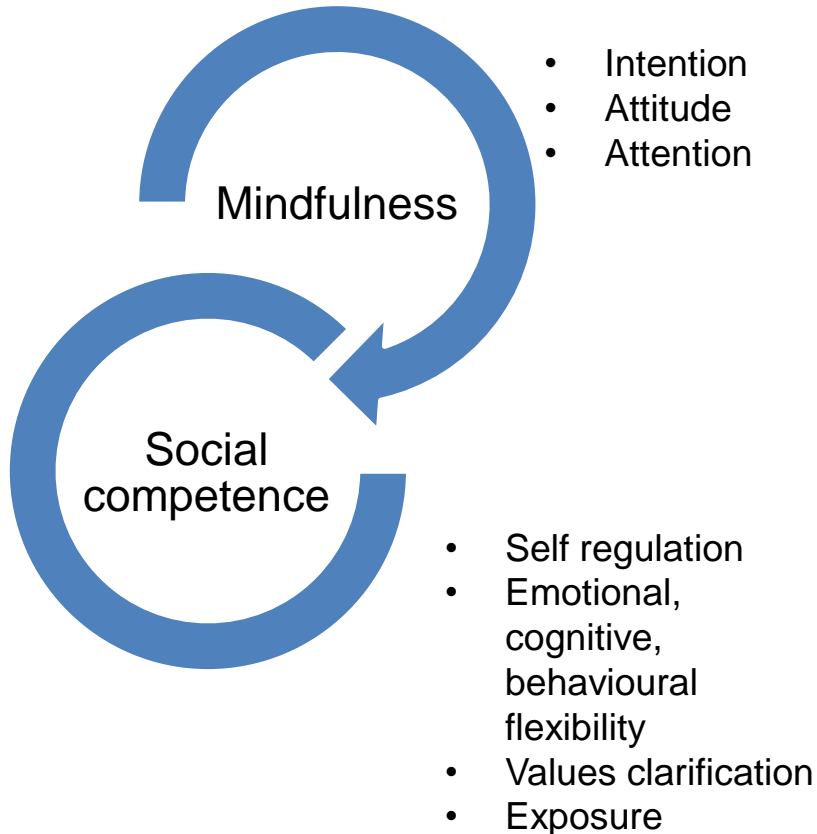
Building resilience



Mindfulness

“ Mindfulness cultivates the ability to disengage from incapacitating worry and detrimental or self-defeating negative thinking, increasing the capacity for present moment awareness through simple breathing and meditation practices. ”

Mindfulness



Mindfulness

- Awareness
- In the present moment
- With acceptance

Mindfulness

Increases brain activity in learning, memory, emotional reasoning centres

Improves psych functioning

Calms and decreasing cortisol (stress hormone)

Boosts immune system

Improves medical conditions – type 2 diabetes, pain, asthma

- NICE recommended treatment for depression

Sleep

76%

EAP callers who describe often having poor sleep

Sleep is essential to good mental wellness

- Sleep coaching
- Lower your expectations of sleep
- Keep a sleep diary



Sleep hygiene

- Sleep is essential to good mental wellness
- Relax
- Avoid Stimulants
- Reduce Alcohol
- Calm Environment
- Keep Routine
- Reinforce Connection between bed and sleep
- Exercise
- Leave your troubles
- Don't lie there
- Keep a sleep diary

Use the support available to you



Visit the Mindbuilding toolkit

www.axapphealthcare.co.uk/mindbuilding



Use the support available to you

Employee Assistance Programme



Practical information and options through LifeManagement™ services



Personal support and guidance through counselling services



Health information through Health at Hand services



**Call.
Any time.
Whatever the
reason.**

0800 072 7 072

Use the support available to you

Your Management Consultancy Service

- How to encourage an employee to call the employee support service
- Tackling a performance issue
- Delivering bad news
- Addressing an absence issue
- Coping with change, such as a merger or team restructure
- Dealing with harassment or discrimination



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Use the support available to you

Employee Assistance Programme – Talking to us



Call.
Any time.
Whatever the
reason.
0800 072 7 072

- You can call us as often as you need to, 24 hours a day, seven days a week
- All calls are confidential
- Calls are answered by our fully qualified teams

Thank you /

Any questions?



stronger minds

small steps to a healthier you

