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## **Recognising and Managing Mental Health Issues in the Workplace.**

**Paul Anthony (Cognitive Behavioural Therapist)  
and Occupational Health Team**

# Workshop Aims

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

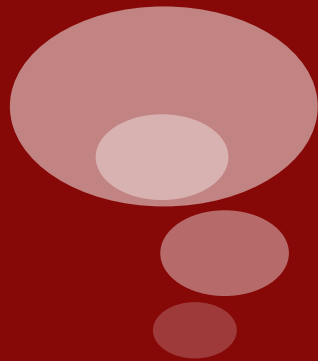


- Describe the importance of Mental Health in the workplace
- Respond to mental health issues using WPD policy and standard technique
- Recognise mental health issues in the workplace
- Recognise the importance of maintaining your own mental health

# 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

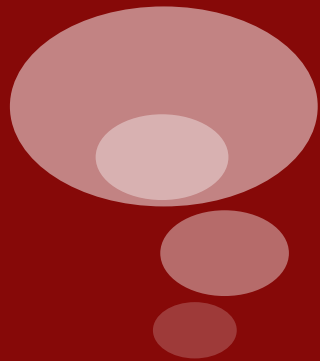


The vision is to create a culture in every business that promotes positive mental health and helps prevent people from experiencing mental ill health or helps them better manage mental health problems

*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

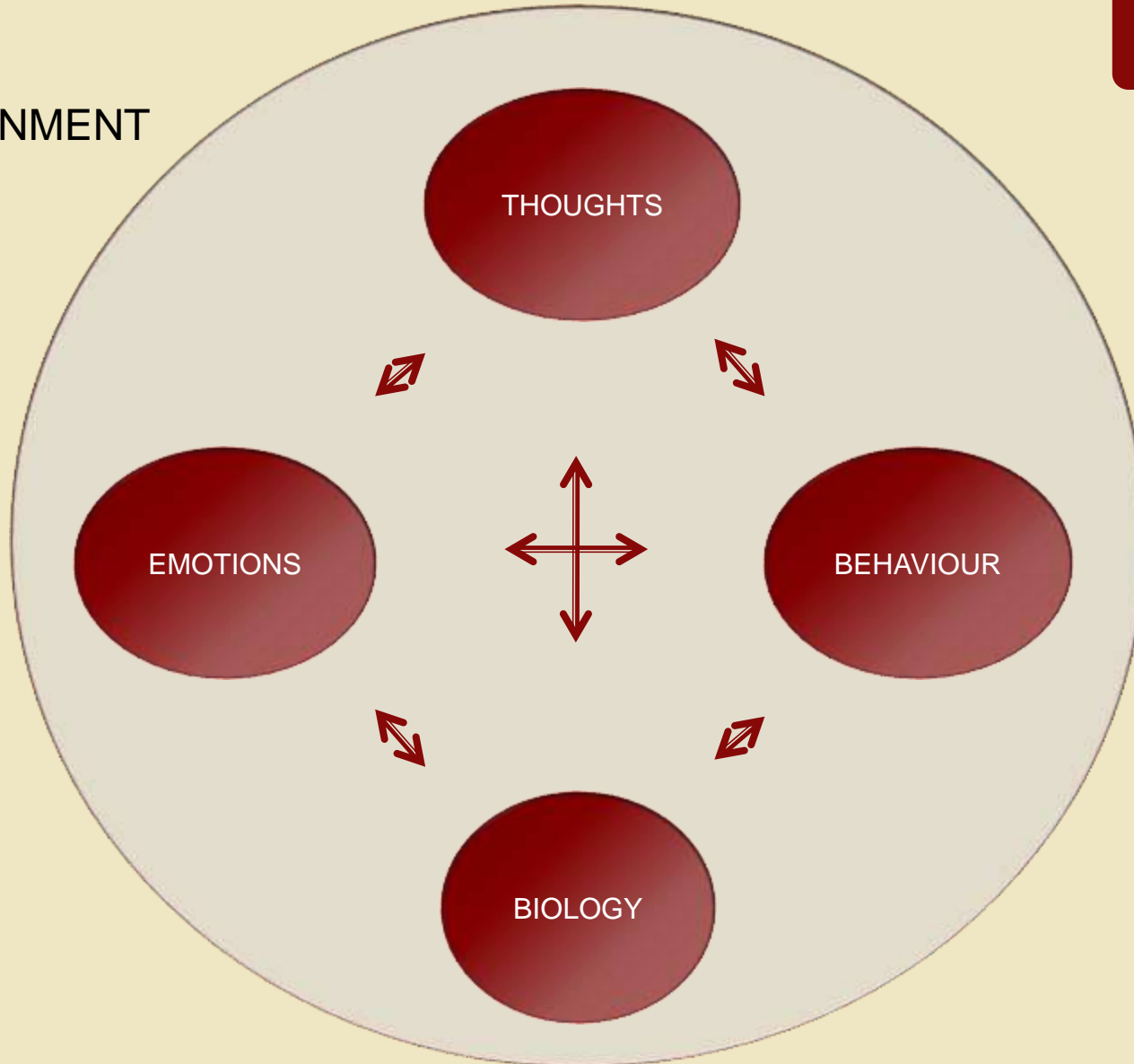


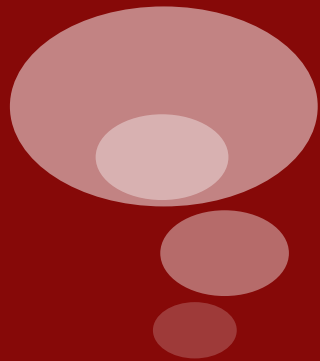
- Behaviour
- Mood/Emotions
- Cognition  
(thoughts/beliefs/processing)
- Physical symptoms
- Environmental/Situational  
Factors

# Cognitive Behavioural Model



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 Studies

## 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

**Paul Anthony and Occupational Health Team**

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[Free Resources and handouts at : www.working-minds.org.uk](http://www.working-minds.org.uk)