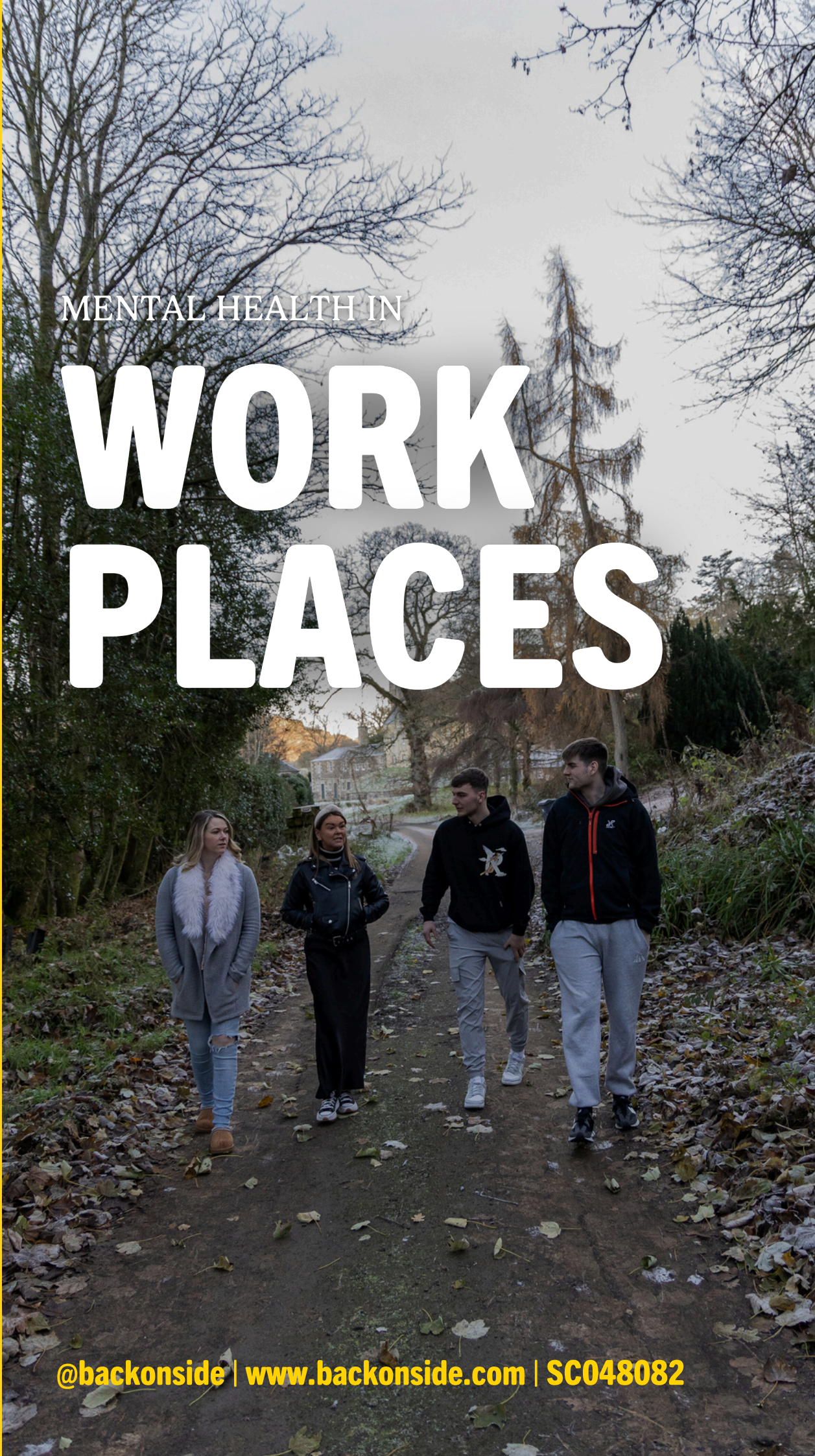
MENTAL HEALTH IN

WORK PLACES



BACK ONSIDE

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what is

MENTAL HEALTH?

Mental health is essential for overall wellbeing, encompassing emotional, psychological, and social aspects. Understanding common mental health conditions is important for recognizing their impact and prevalence in society. Positive Mental Health allows people to realise their full potential, cope with the stresses of everyday life and work productively.

More than 700,000 people die by suicide every year. Suicide accounts for 1 in 100 deaths globally.

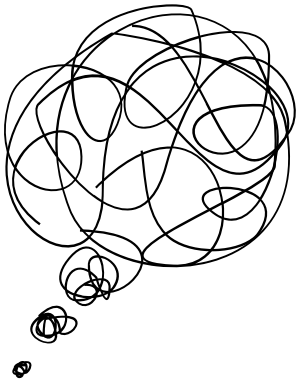
A combination of biological, psychological and social factors, including workplace stress, can cause Mental Health problems like depression, anxiety and panic disorder.

Understanding Mental Health in the workplace promotes positive Mental Health and wellbeing, and allows you to support colleagues and employees who are struggling.

WORKPLACE ANXIETY

Getting stressed at work is completely normal, and happens to everyone. But if the stress is constant, overwhelming, and prevents a person from living their life, it could be an anxiety disorder.

Understanding anxiety in the workplace will help you support your colleagues and employees, building a positive Mental Health Culture in the workplace.



Causes of Workplace Anxiety

- Workload: Having too much work or unrealistic deadlines
- Job Security: Fear of redundancy or changes to your role
- Lack of support: Not having enough help from managers or colleagues
- Poor relationships: Having difficult relationships with colleagues or bosses
- Unclear roles: Not being clear about your job role or responsibilities
- Changes: Changes to your job role, team structure, or management
- Working conditions: Having poor working conditions or an inadequate working environment

Anxiety Symptoms

Emotional Symptoms

- *Imagining worst case scenarios*
- *Experiencing racing thoughts that feel uncontrollable*
- *Loss of interest*
- *Feeling overloaded or overwhelmed*

Behavioural Symptoms

- *Avoiding places or situations*
- *Social withdrawal*
- *Compulsive behaviour*
- *Irritability*
- *Distress in social situations*

Did you know?

Globally, an estimated 12 billion working days are lost each year due to anxiety and depression.

top tips for

MANAGING WORKPLACE ANXIETY

1.

ESTABLISH HEALTHY HABITS

Getting enough sleep, eating healthfully, regularly exercising, and not drinking too much alcohol or caffeine can help keep your mind and body shipshape.

2.

STAY ORGANISED

Although clearing your computer and desk might not seem high priority, staying organized will do wonders for you in the long run.

3.

COMMUNICATE & BE HONEST

If you don't have enough time for it, don't take on tasks, projects, and assignments. Learn to say no to work that you cannot handle.

PREPARE & PLAN

If you have any major projects, get started on them early and set mini deadlines for yourself. It can also help to prepare for issues that might crop up and try to prevent them.

4.

SET CLEAR BOUNDARIES

Don't bring work home with you. For example, make it a rule not to check your voicemail or work email once you leave the workplace.

5.

TAKE BREAKS WHEN YOU NEED THEM

Try some deep breathing techniques or take a walk to clear your head. This also includes time off and holidays. Chances are, you'll feel refreshed and ready to get back to it once you return.

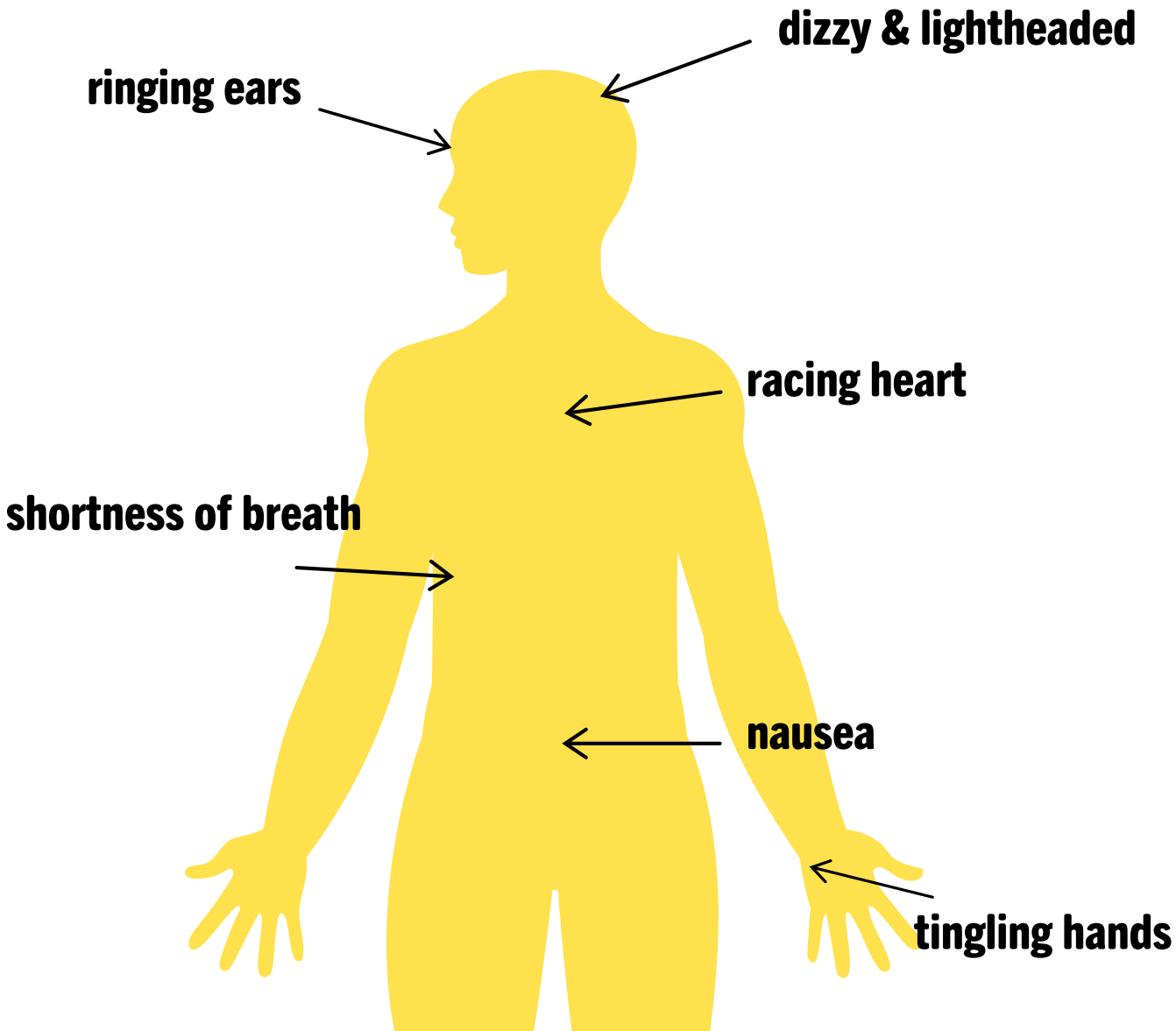
6.

what is a

PANIC ATTACK?

A panic attack is a severe attack of anxiety and fear that often comes on without warning. They can often last anywhere between five to 20 minutes, and can go as quickly as they come on.

Each person's symptoms will vary, but some of the common symptoms of someone having a panic attack include:



how to support someone who is experiencing a

PANIC ATTACK

STAY CALM

It is important to stay calm, reassure them and let them know they are not alone. Encourage them to breathe deeply, and don't downplay their feelings.

ENSURE MEDICATION IS TAKEN

If the person has been diagnosed with a panic disorder, and have prescribed medication, remind them to take it.

STAY WITH THEM

Help them find a quiet space, and stay with them throughout the attack, continuously reminding them that you are there for them.

things you can say:

"you can get through this"

"I'm proud of you"

"what you are feeling is scary, but it will pass"

"I'm here for you"

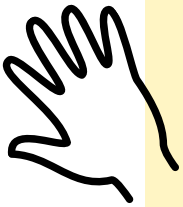
If the panic attack lasts longer than 20 minutes, seek professional medical help.

THE 5-4-3-2-1 METHOD

for someone who is experiencing a panic attack

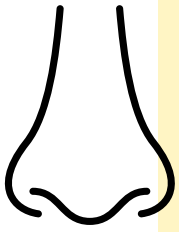
5 *things you can see*

4 *things you can touch*

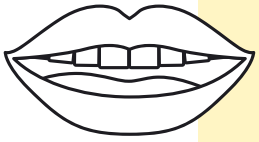


3 *things you can hear*

2 *things you can smell*

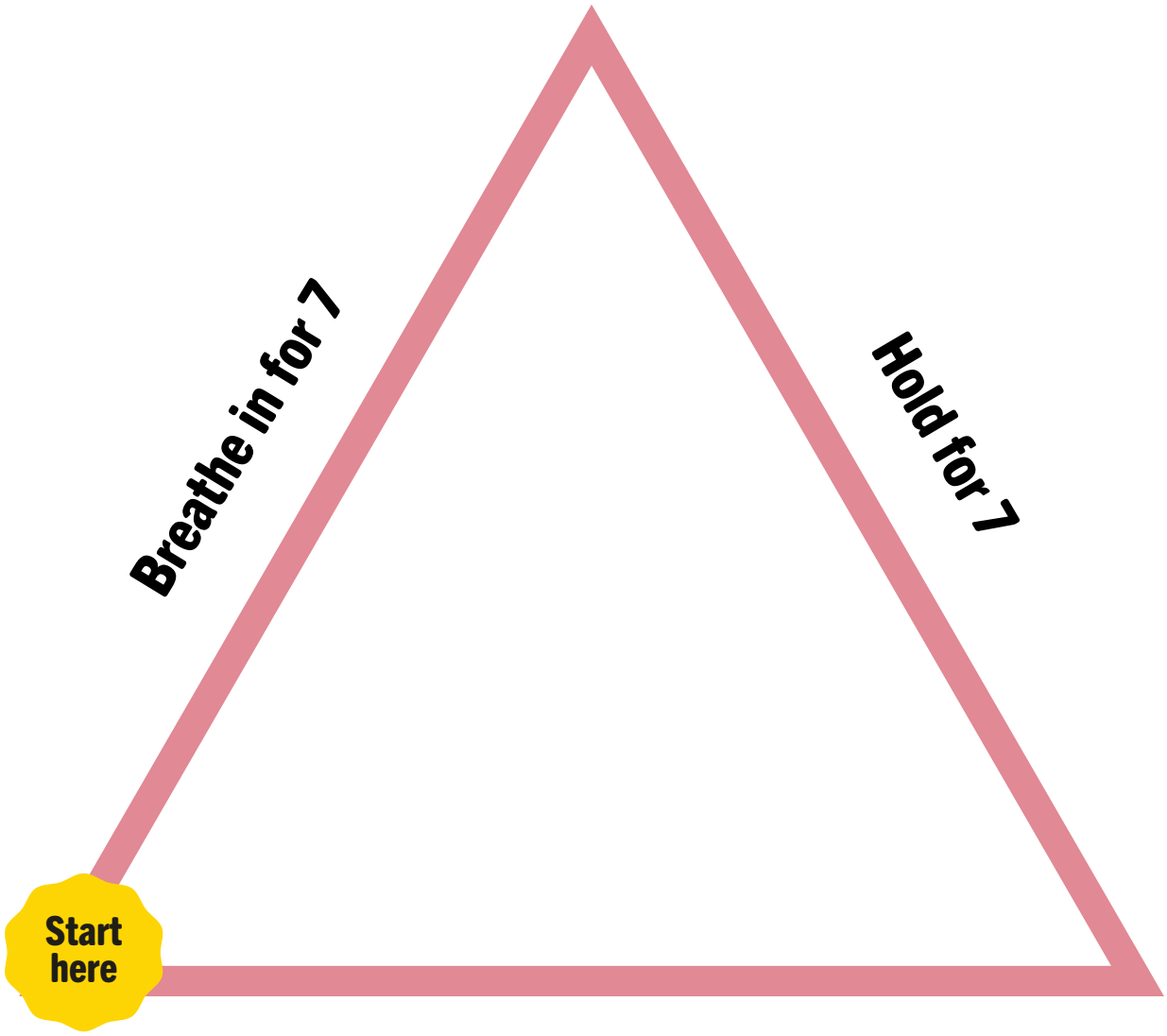


1 *things you can taste*



TRIANGLE BREATHING

BRAIN BREAK



Starting at the left bottom of the triangle.Trace your finger up the side while you take a deep breath in. Hold your breath for three seconds as you slide down the other side. Breathe out along the bottom of the triangle. Repeat it until you are calm.

THE 5 Rs OF STRESS MANAGEMENT

01. RETHINK

Change the way you think about potential stressors and your ability to cope with the threat, harm, and loss you associate with them. Rethink techniques also help you manage the stress you feel when your goals and commitments clash with your values. Values conflicts are a common source of stress.

02. RELAX

Try putting your mind and body into a relaxed state that cancels out the stress response. Relax uses techniques such as diaphragmatic breathing, meditation and visualisation, to relax your tense, achy muscles and slow down your runaway mind.

03. RELEASE

Release stress related muscle tension and nervous energy in healthy ways by using mild, moderate, vigorous, and cathartic forms of physical activity to get rid of stress related energy and tension before it can lead to serious health problems.

04. REDUCE

Cut back on the overall volume of stressors in your life and turn the remaining ones into challenges. Reduce techniques help you operate at peak performance and get the most out of each day.

05. REORGANISE

Develop a hardier, more stress resistant lifestyle by increasing your level of wellness across all seven dimensions: physical, social, spiritual, emotional, intellectual, occupational, and environmental.

STRESS MANAGEMENT DAILY JOURNAL

/ /

List 3 words to describe how you are feeling today:

List how you have implemented the 5 Rs today:

RETHINK:

RELAX:

RELEASE

REDUCE

REORGANISE

My favourite moment of today:

Tomorrow I look forward to:

DEALING WITH GRIEF

Grief is a natural experience that helps a person process the pain of loss and move toward healing. The 7 stages of grief are not necessarily linear, they consist of the following:

1. **SHOCK**
   This stage may involve numbed disbelief in response to news of a loss. It may serve as an emotional buffer to prevent someone from feeling overwhelmed.

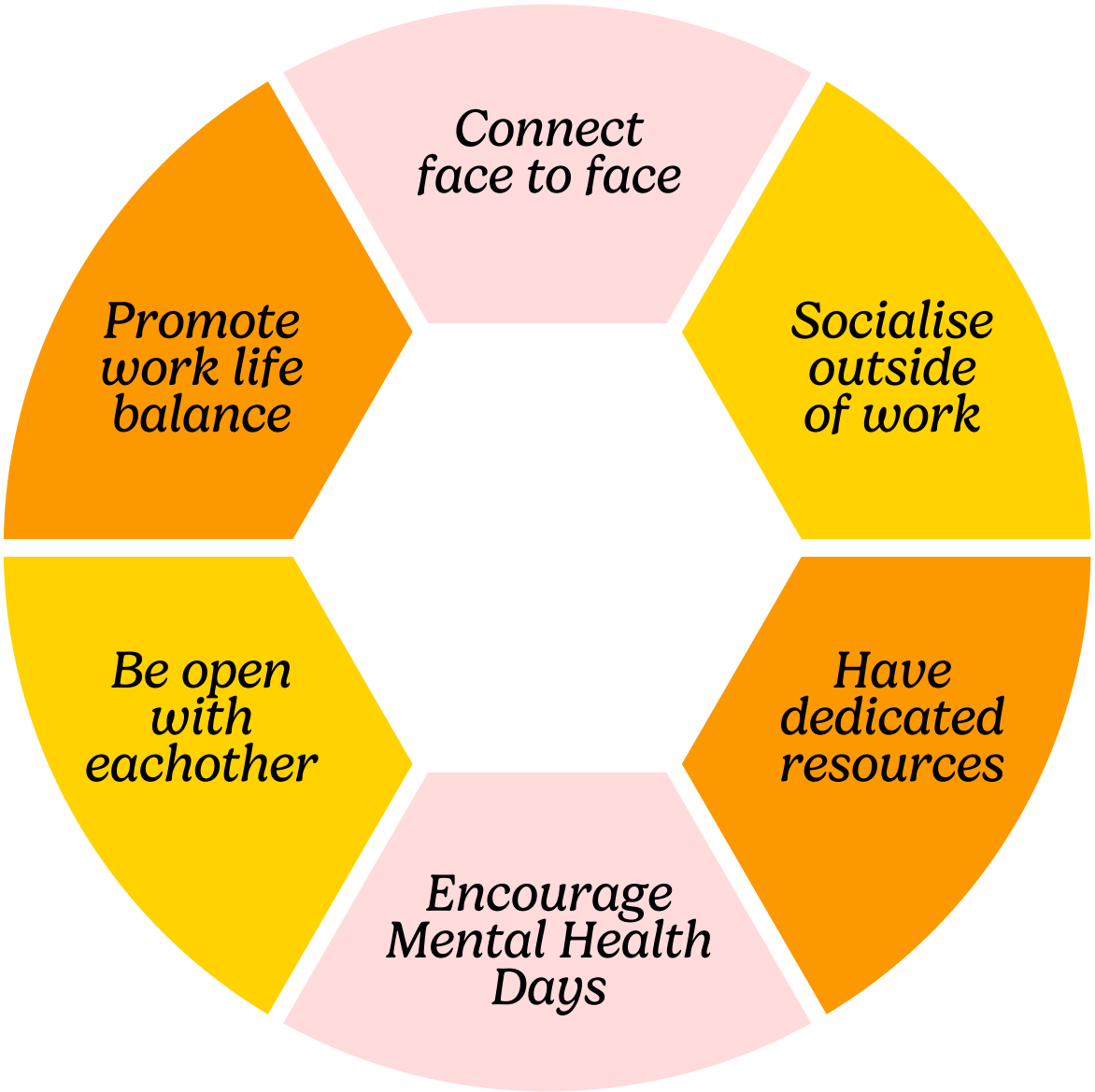
2. **DENIAL**
   Denial may entail refuting the reality of the loss or any associated feelings. Once an individual accepts reality, they can move forward through the healing process. Shock and denial help people manage the immediate aftermath of a loss.

3. **ANGER**
   During this stage, an individual may direct their anger toward the person who died, doctors, family members, or even religious entities.
   This replaces the numbness of shock and denial. It is important to address the anger.

4. **BARGAINING**
   Bargaining involves thoughts such as "I will do anything if you take away the pain."
   This stage may come at any point within the grieving process. Guilt frequently accompanies it.

5. **DEPRESSION**
   At this stage, a person may experience feelings of emptiness and intense sadness. They may also withdraw from daily activities and things they once enjoyed.
   While this stage is difficult, it is a necessary step toward healing.

6. **TESTING**
   Testing is the process of trying to find solutions that offer a means of dealing with loss. Someone may drift in and out of other grieving stages during this time.

7. **ACCEPTANCE**
   This is the final stage of the grieving process. Acceptance does not mean people feel OK about a loss. Rather, it means they realise the loss is their new reality. They understand that while life will not continue as it did before, it will go on.
   This stage may involve reorganising roles and forming new relationships.

HOW TO PROMOTE POSITIVE MENTAL HEALTH FOR EMPLOYEES