

MANAGING MENTAL HEALTH AT WORK

A one-day interactive session for 8-12 participants

Timings: 9am-5pm

Around 1 in 4 people will suffer with common mental health problems (CMHP) each year in the UK. The cost of this to UK business in sick days alone is around £2.5bn p/a. On top of this, motivating, engaging and supporting those struggling with CMHPs in the workplace can be daunting, but it doesn't have to be.

This practical, focused and supportive workshop will help participants become aware of the **benefits to them, their colleagues and the business** in learning **how to manage CMHPs in the workplace**.

They will learn the common **early tell-tale signs of mental ill-health**, and look at ways they can help people avoid developing full CMHPs. They will also learn about **ways they can support their colleagues** and build **confidence in starting conversations** around mental health problems at work. They will leave with **greater understanding and confidence** in managing mental health at work.

LEARNING OUTCOMES

By the end of the day participants will:

- Be aware of common mental health problems (stress, anxiety and depression)
- Know common situations that can lead to mental ill health
- Know how to recognise the early signs of mental health problems
- Have improved their skills in listening to help support colleagues with common mental health problems
- Be aware of how they can help and support colleagues struggling with CMHPs

PRE-WORK

Before attending the session, participants are asked to:

- Reflect on situations where they have experienced mental health challenges – either in themselves or with others around them
- Consider their main concerns of dealing with mental health at work

SESSION ONE (am)

WELCOME AND INTRODUCTIONS – participants are welcomed with an opening exercise. Benefits of developing skills around managing mental health at work. Outcomes and agenda shared

COMMON MENTAL HEALTH PROBLEMS (CMHPs) – confidence building session where CMHPs are introduced and explored. Participants share their experience of mental health problems (as much as they are comfortable to do so). Group activity explores statistics around CMHPs

RECOGNISING EARLY SIGNS OF CMHPs – Group work explores the early signs of CMHPs the participants are already aware of. A list of early signs is shared and reviewed with the group ready for a more in-depth exploration of this after the break.

SESSION TWO (am)

DEALING WITH EARLY SIGNS OF CMHPs – emotional and behavioural signs of CMHPs are introduced. Participants review the different signs and what they already do/what else they can do, as managers, to support their team members if they start to exhibit these signs.

SESSION THREE (pm)

HOLDING MENTAL HEALTH CONVERSATIONS AT WORK – participants are introduced to skills and techniques of holding mental health conversations with ease. Group work and practise.

RESPONDING WITH COMPASSION – supporting people through mental health challenges, being supportive and letting them know you care. Being flexible to support them. Maintaining open lines of communication. Responding with empathy when people disclose they are struggling with mental health. Removing judgement.

SESSION FOUR (pm)

LISTENING – The importance of listening. How to show you're listening empathically. Listening exercise and group discussion.

WHAT MORE CAN YOU DO? – understanding what support they have, what more they need and whether they have approached their doctor. The importance of keeping in touch and being proactive with support. Group work explores what more people can do to support others.

ACTION PLANNING AND USING THE NEW SKILLS – the day is summarised, actions are planned and shared

POST-WORK – Participants are encouraged to engage and inspire mental health discussions in their teams; continue to share their experiences as a group to help one another grow their skills and confidence; explore links to relevant online resources