



**Moodmatters**

In The Workplace

**AWARE**  
OVERCOMING DEPRESSION.  
CHANGING LIVES.



# What do we mean by Mental Health?

AWMREF



# Mental Health Is:

How healthy our mind is and how well it works.  
It's about our feelings,  
It's about our thoughts  
And how we deal with the  
ups and downs of life.

World Health Organisation

# The cards that life deals you

Mising family/friend connections

Home schooling

Feeling unwell'

Covid restrictions

Returning to work

Not getting on with partner

Work getting busier/slacker

Find online overload tiring

Family worries

Home/life balance

# Five Areas Approach



# Mental Health & Work - The Good News

- Sense of purpose
- Boosts self-esteem
- Can give us a buzz
- Learn new skills
- Keeps mind active
- Friendships with colleagues
- Sense of achievement
- We get paid!



# Mental Health & Work – The Not So Good News

- Don't always see the purpose
- May not get on with colleagues
- Learning new skills can be stressful
- May feel undervalued
- Too many policies and procedures
- Too much / too little to do
- Long hours/shift work can disrupt sleep
- Lack of job security

**AWARE**

# Mental health in the workplace

## Health & Safety Executive Management Standards

- **Role**
- **Demands of the Job**
- **Control**
- **Relationships**
- **Support**
- **Change**



# Mental health

**A Mental health problem** can disrupt how we think feel and behave but is not severe enough to warrant a diagnosis of mental health disorder

**A Mental disorder** is a diagnosable illness that causes major changes in how we think, behave and feel mentally and physically

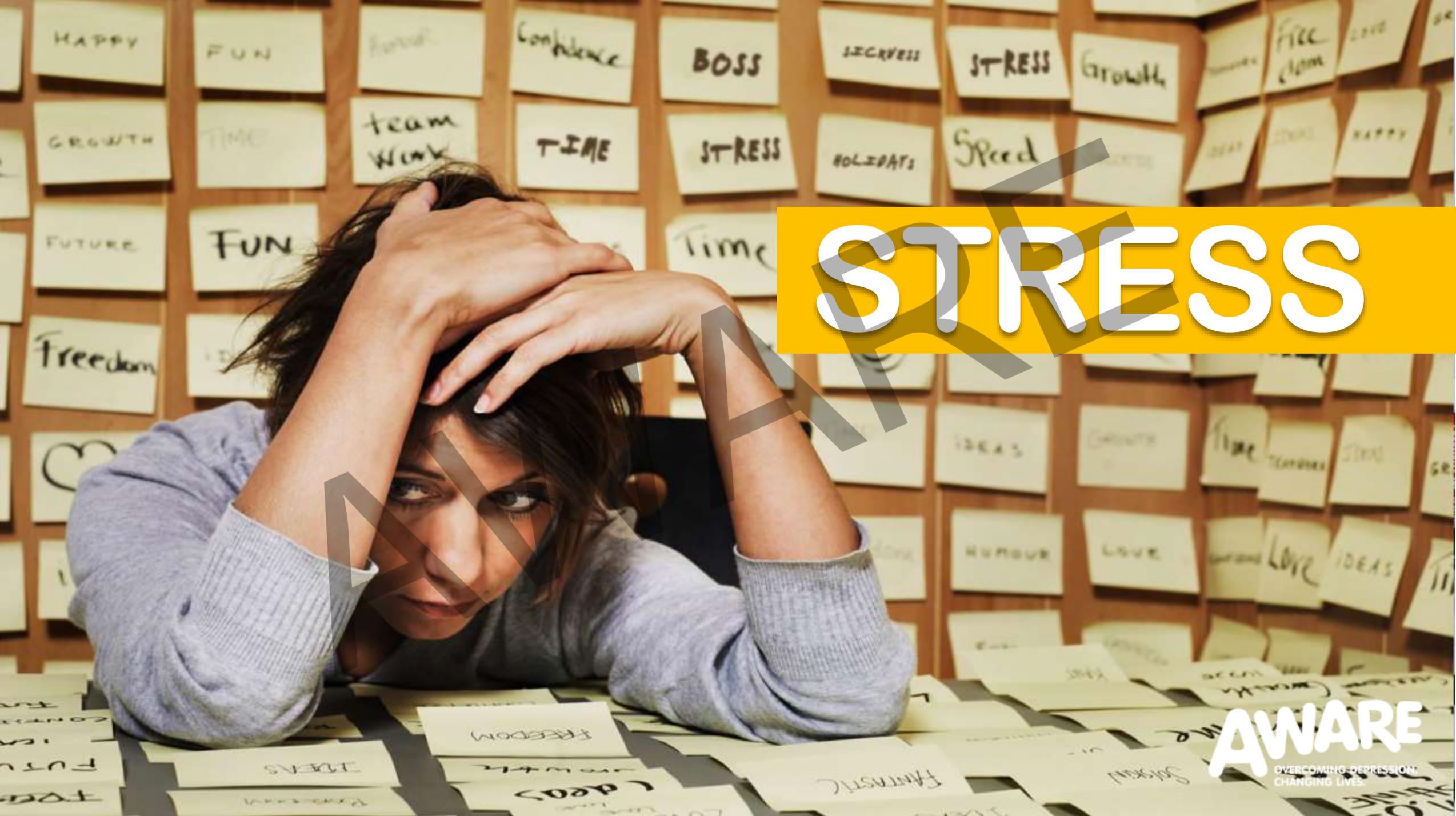
# Mental Health Continuum



# Who is at risk?

- Almost one in every three employees experience mental ill-health in any year.
- The majority of these are depression or anxiety disorders.
- 91 million working days are lost each year to mental ill health.
- Stress is the biggest single cause of absenteeism after musculoskeletal disorders.
- Everyone is at risk





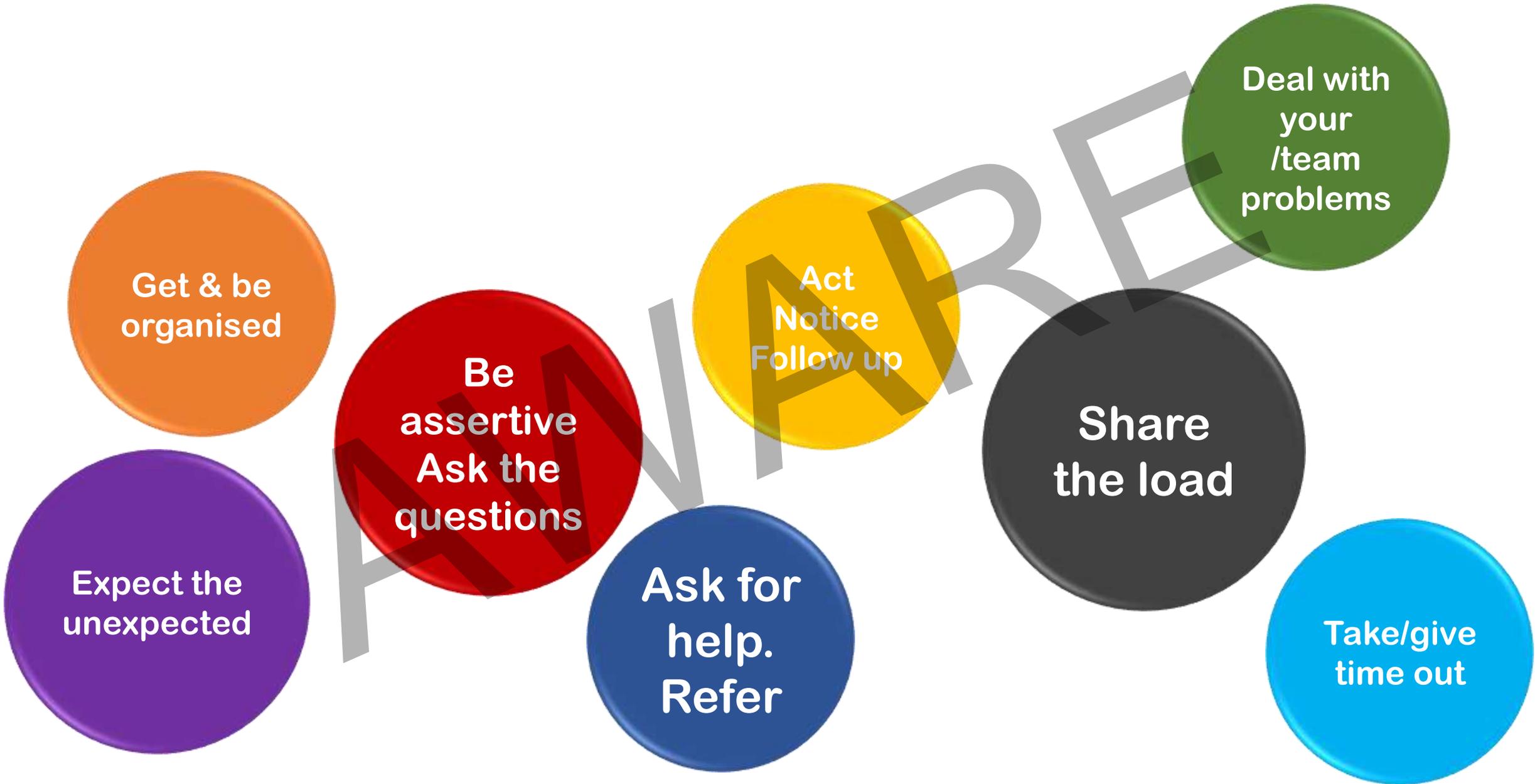
# STRESS

# Definition of STRESS

**‘The adverse reaction a person has to excessive pressure or other types of demand placed upon them’**

HSENI





Expect the unexpected

Get & be organised

Be assertive  
Ask the questions

Act  
Notice  
Follow up

Ask for help.  
Refer

Share the load

Deal with your /team problems

Take/give time out

# Definition of **DEPRESSION**

Depression is more than the 'normal' feelings of sadness that we all experience from time to time. It is a common mental illness that affects our thinking, feelings, behaviour and physical wellbeing'.

World Health Organisation

The illness is sometimes referred to as 'clinical depression' and symptoms last for at least two weeks



# Looking after our Mental Health... and our workforce

AWARE



# Mentally Healthy Workplaces

- **Create awareness of Mental health**
- **Encourage employees to look after their own mental health**
- **Equip them with tools & techniques to manage their mood**
- **Know their limits & to ask for help**
- **Introduce systems to support good mental health**
- **Spot the signs & symptoms of stress in self & others early**
- **Reduce long term absenteeism**
- **Increase productivity /presenteism**
- **Acknowledge Mental Health as a spectrum**
- **Support those with Mental illness**
- **Provide support & signposting for those in crisis**
- **Mental Health First Aid – Champions**





**CONNECT**



**BE  
ACTIVE**



**TAKE  
NOTICE**



**KEEP  
LEARNING**



**GIVE**



# Questions and Evaluation

