

**New Forest
Business Partnership**

Connecting local businesses



Spotting and Supporting Poor Mental Health in the Workplace

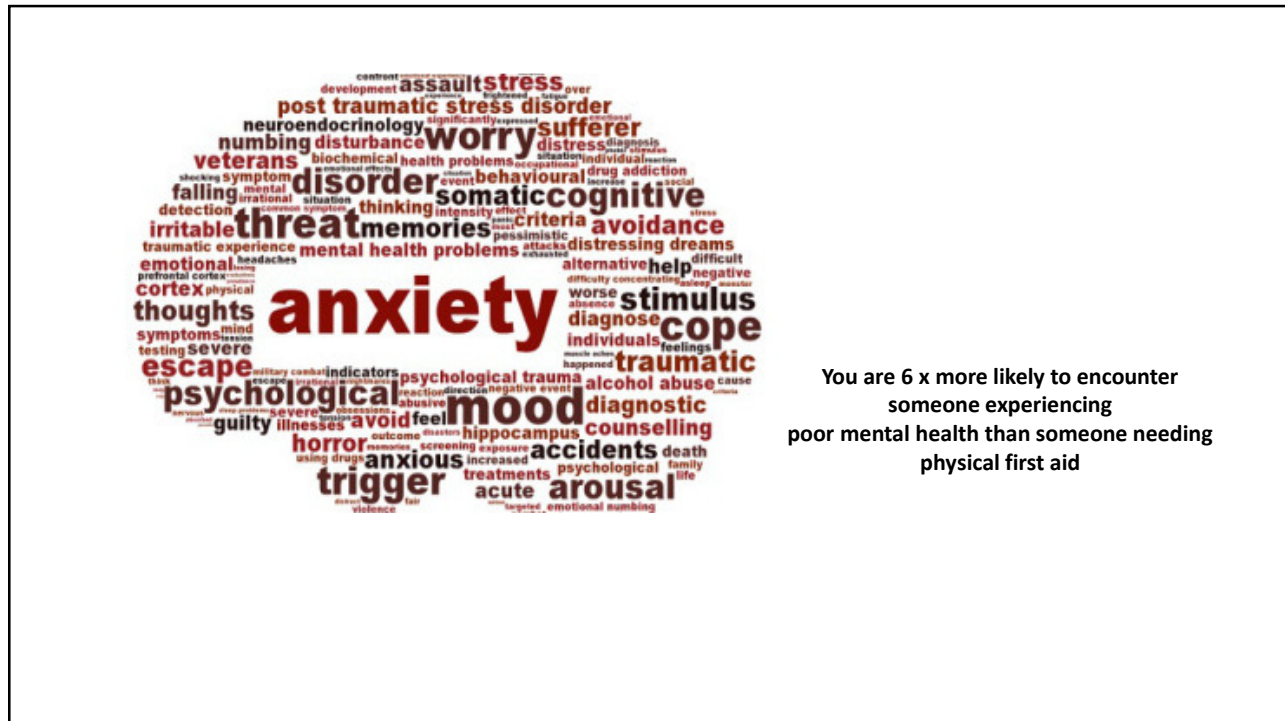
Making a difference

1

National Statistics

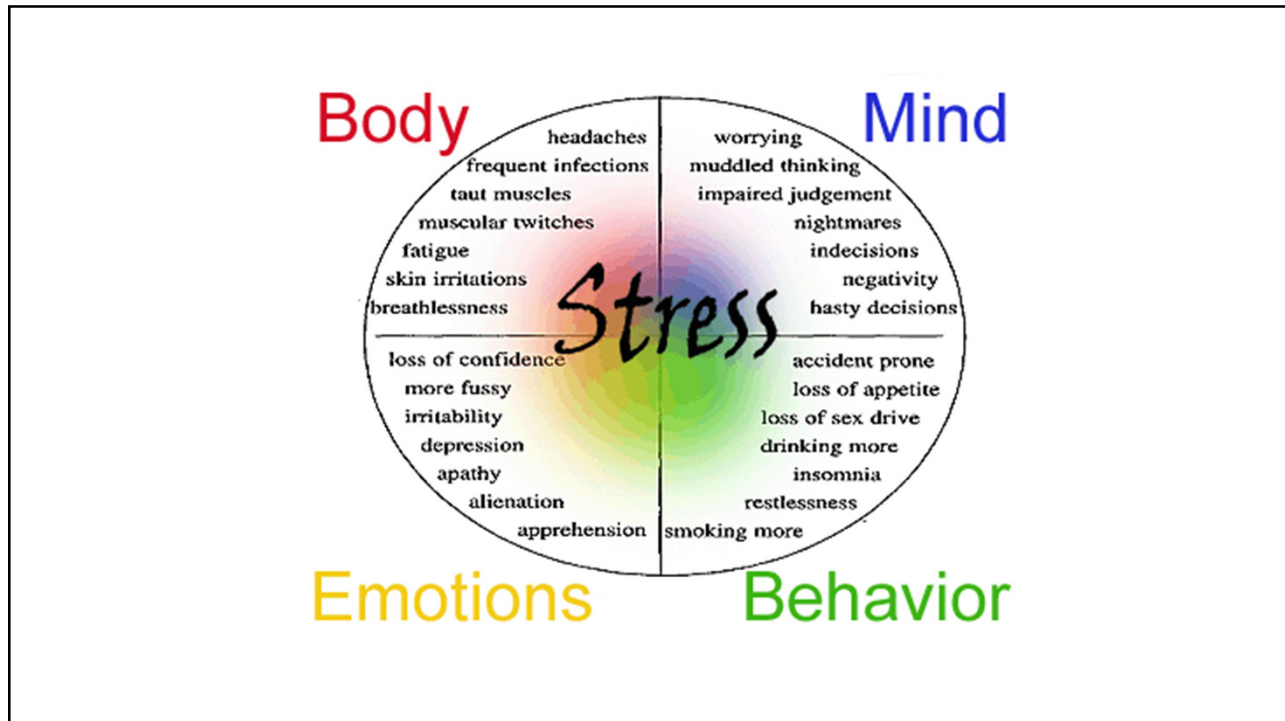
- 1 person in 4 will experience some form of mental health issue in any year
- At any one time 1 in 6 working age adults have symptoms associated with mental ill health
- In 2018-2019: +600k cases of work related stress
- The cost of mental ill health is estimated at £118B to March 2023 IMHF & LSE
- Mental ill health is responsible for 72 million working days lost each year and costs employers £45B
- £1300/employee

2



You are 6 x more likely to encounter someone experiencing poor mental health than someone needing physical first aid

3



4

Signs of Poor MH in the Workplace 1/3

Sources of Stress

- Physical
- Environmental
- Emotional
- Acute Life Events
- Chronic Stress

Recent BIG Events

- BREXIT
- Covid
- Unstable Government
- War in the Ukraine
- Economic issues

5

Signs of Poor MH in the Workplace 2/3

Attendance

- Absenteeism
- Presentee-ism
- Leavism
- Time keeping

Personal

- Tiredness and fatigue
- Weight gain/loss
- Emotional/irritability/anger
- Poor/negative attitude
- Addictions/substance abuse
(gambling, shopping, drugs,
alcohol, gambling, etc)

6

Signs of Poor MH in the Workplace 3/3

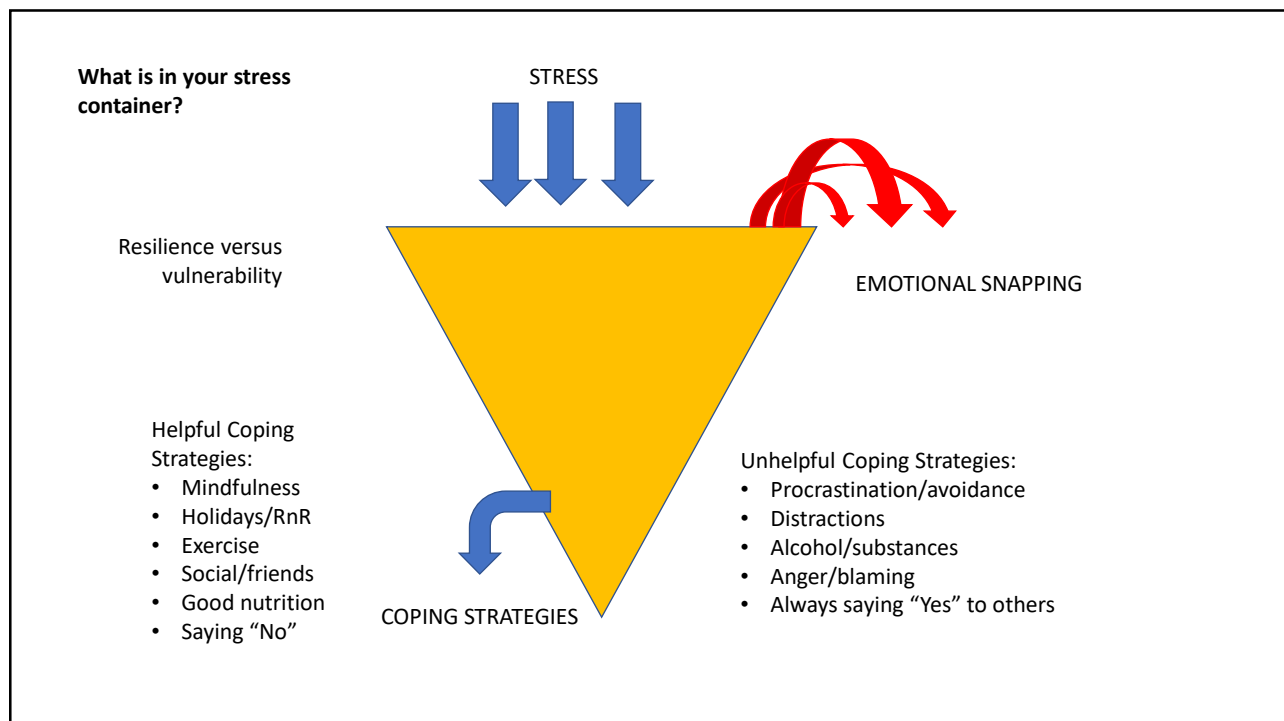
Performance

- KPIs missed
- Inability to keep track
- Overwhelmed
- Poor/no decision making

Conduct

- Staff morale drops
- Interpersonal relationship issues
- Lack of cooperation
- Safety issues – near misses & risk taking

7



8

$$S + A + T = D$$

Stress + Anxiety + Time = Depression

9

F.I.S.T.

Frequency. Impact. Severity. Time.

10

Empowerment

We all have mental health.
We all must talk about mental health more.
Get wellbeing into every management/team meeting.
(Wellbeing is a more acceptable word than mental health/stress)

11

What does empowering mean?

- Learning the **language** of mental health
- Gaining **knowledge** about mental health and mental ill health
- Practising **skills** to support people with their mental health
- Acquiring the **confidence** to use those skills

12

What support is available?

- Employee Assistance Program (EAP)
- Improving Access to Psychological Therapies (IAPT)
 - **Steps to Wellbeing** (Southampton & Dorset)
 - **i-Talk** (New Forest and southern Hampshire)
- HR
- Health insurance
- Occupational Health
- GP/NHS
- Private counsellors/therapists

13

How to support a person

- Actively listen – listen to understand NOT to respond
- Acceptance - their perception is their reality
- Be genuine, be honest
- Empathy – walking in their shoes
- Reflect back what they have said
- Clarify you have understood what they have told you
- Ask – is there anything else?
- Use silence
- Be patient
- Think about your body language
- Ask what would they like to happen or change
- Ask what support/help they would like
- Explore options/don't fix

14

Any Questions?



Thank you

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