



Webinar

Wake up, managers! Your team's mental health is your business



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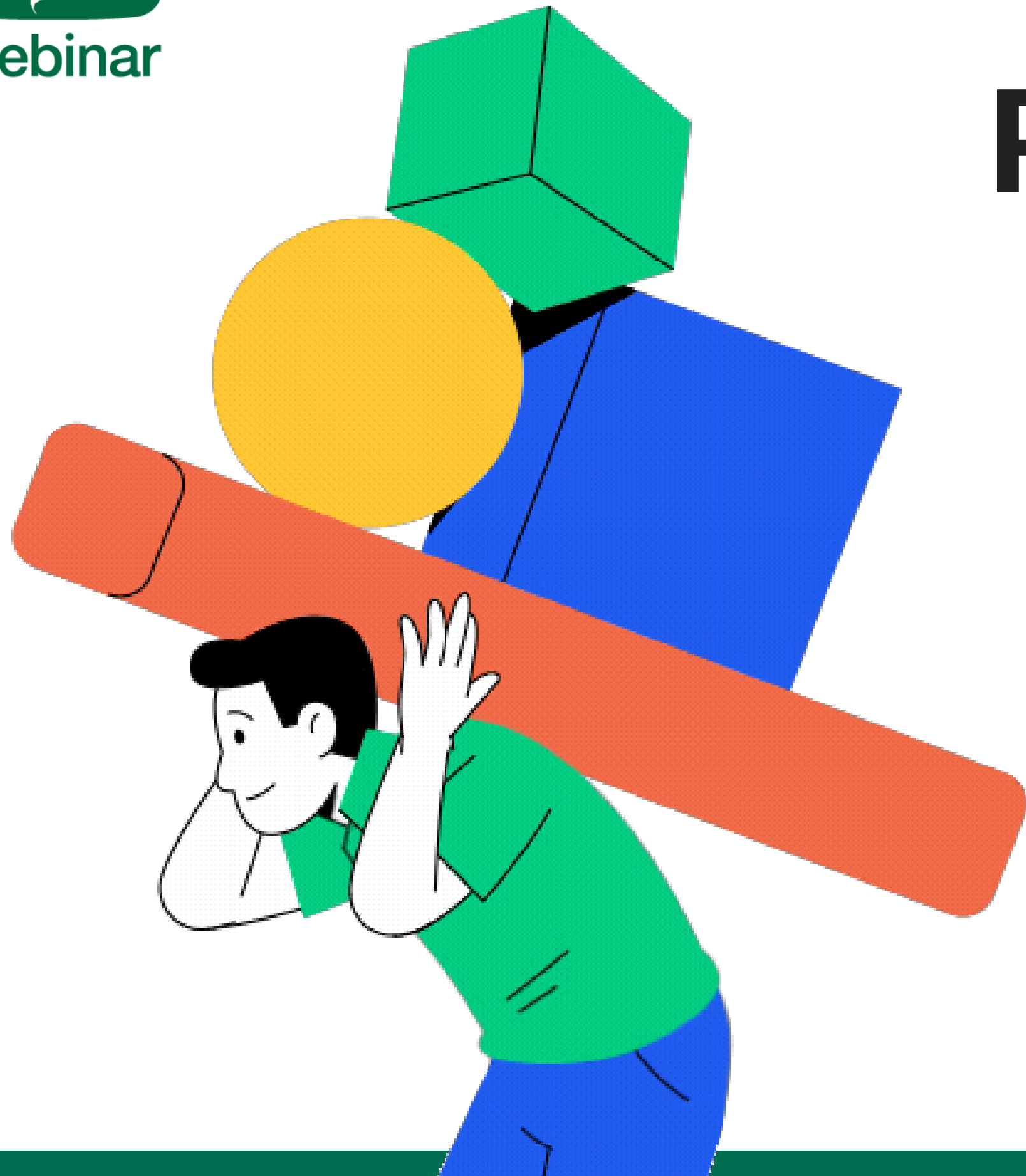
YOUR SPEAKER

ELLICE WHYTE

BUSINESS PSYCHOLOGIST



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POOR MENTAL HEALTH

ACCOUNTS FOR
OVER HALF OF ALL
WORK-RELATED
ILLNESSES

71% PEOPLE WOULD NOT TELL THEIR EMPLOYER



If they were having mental health troubles. Many would rather lie about a made-up illness.

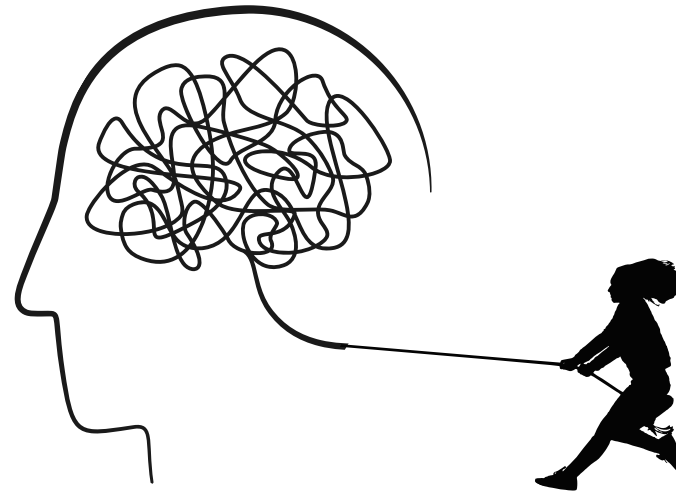
(The Priory Group, 2023)



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MANAGERS
IMPACT MENTAL
HEALTH JUST AS
MUCH AS OUR
PARTNERS DO



IS... **MENTAL HEALTH** ISN'T...

- A part of everyone
- Something to look after
 - Real and complex
 - Really important
- Something you can change

- A sign of weakness
 - All in your head
- Something you can 'snap out of'
 - Always a negative thing
- Something to be ashamed of



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A recipe for failure

Mental health issues have become the leading cause of workplace illness, affecting 1 in 6 individuals.

Impact on productivity: poor mental health can result in decreased productivity, increased absenteeism, and high turnover rates.

Talent retention: neglecting mental health can lead to a loss of skilled workers, impacting the organisation's bottom line.

Team morale: an unhealthy work environment affects not just the individual but the entire team's dynamic.





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Multigenerational needs

Varied cultures, communication styles and expectations across generations.





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- 1 Prefers **self-solution**, often seen in older generations.
- 2 Seeks **anonymous self-help tools**, undecided about therapy.
- 3 Wants **immediate guidance** and structure in addressing concerns.
- 4 Open to expressing themselves and be deeply **understood**.





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What worries you most?

About approaching a colleague with concern for their mental health?

Top talking tips



1

Talk about it

If you think something isn't quite right, talk about it.
How are you really doing? You don't seem your usual self.

2

Listen

Allow the person a safe space to talk about their concerns, and do not interrupt, judge or give any advice.

3

Be kind

It's difficult being vulnerable. Thank them and be empathetic.
I appreciate you telling me, it sounds a lot is going on.

4

Ask how to help

Don't make any assumptions, ask how you might help
Is there anything I can do to help? What do you need?

5

Signpost

If someone has been experiencing poor mental health for 2+ weeks or more, or it has a significant impact on their day-to-day. There is no shame in getting help.
Have you thought about talking to your doctor/EAP?



Open communication

Regular check-ins to discuss work and wellbeing; open door policy, encourage open and confidential dialogue.

Work-life balance

Flexible working hours, remote working options, adequate breaks, time off, no work after hours.

Provide resources

Introduce Employee Assistance Programmes and workplace resources and ensure they know how to access them.

Know your policy

Know your employee policies and procedures on mental health, absence, bereavement, alcohol and drugs etc. for seamless support.

Action plans

Wellbeing action plans, establishing job expectations, creating realistic deadlines, reasonable adjustments.

Ask what's needed?

Ask the individual what they need. You can also ask your HR department, EAP and ACAS for confidential advice





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Support is out there

You are not alone. Millions of people experience poor mental health in the UK and help is available both in and outside of work.



 LifeWorks



shout
85258

Hub of Hope 

 mind

There is always hope...

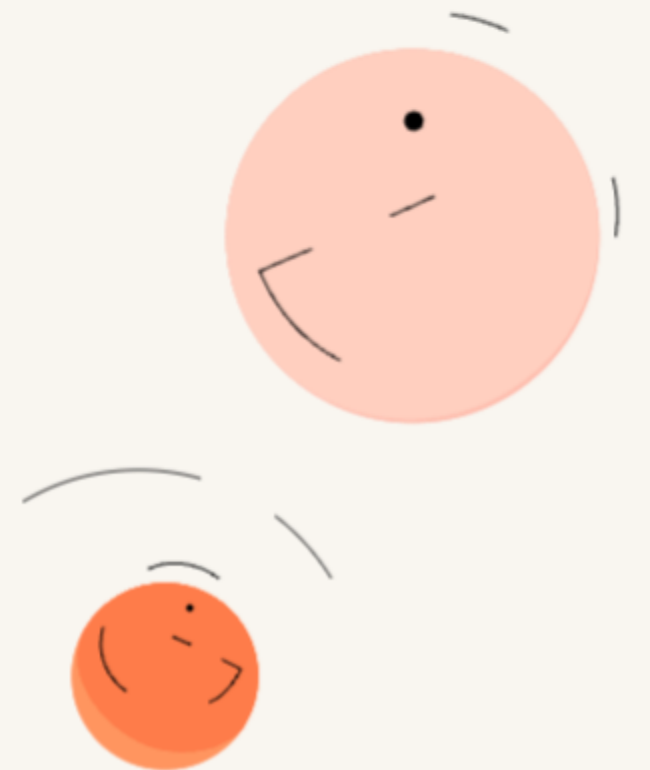
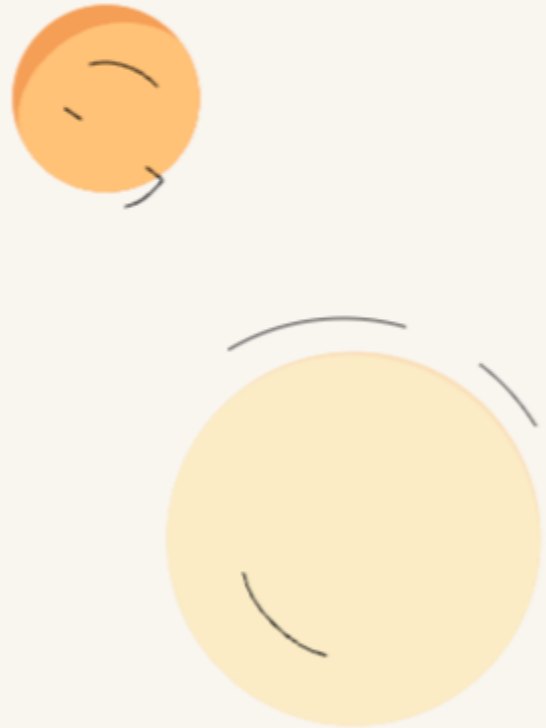
find support that's right for you

Choose an address, city or postcode

SE1 7PB



Only display young person's support





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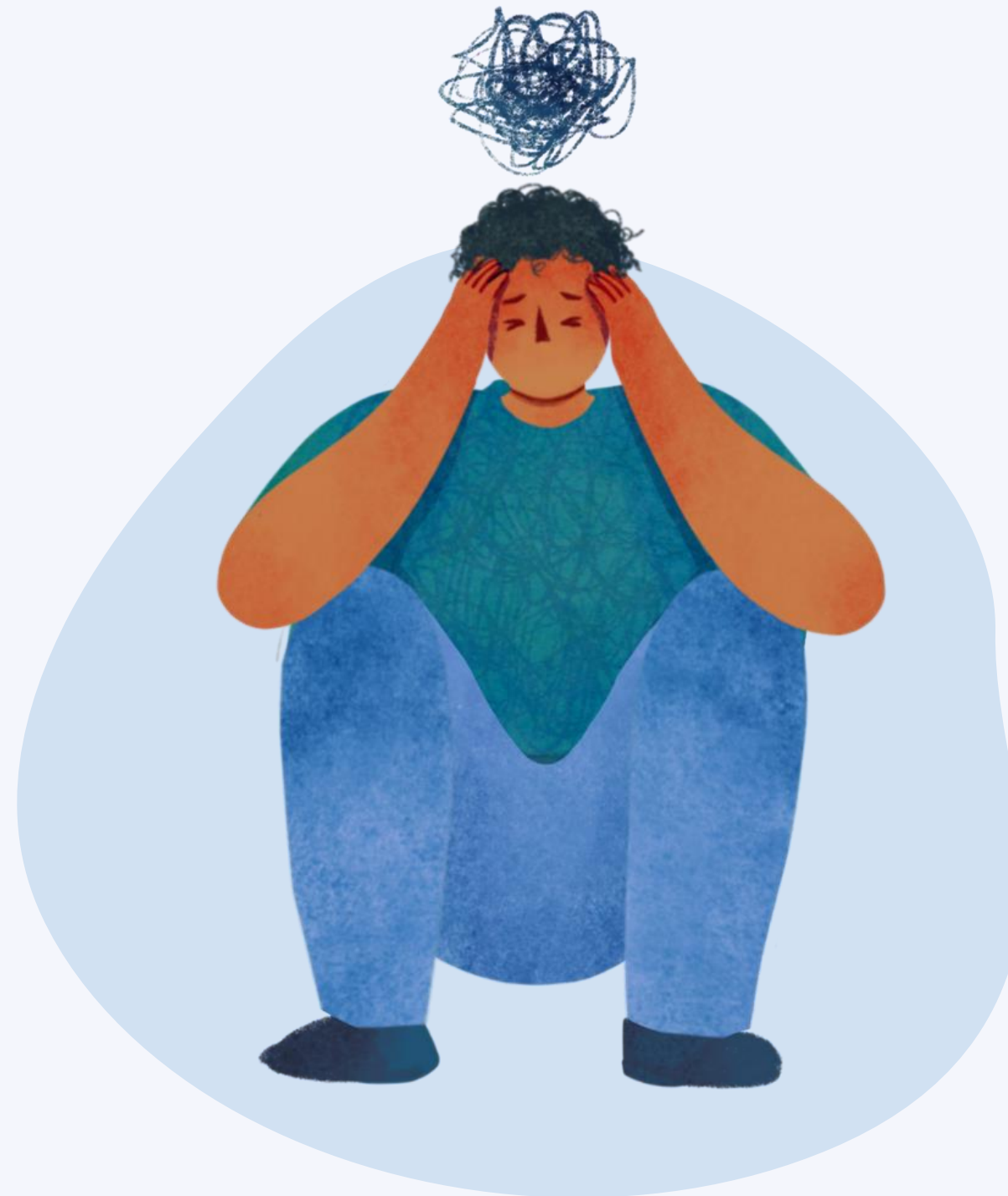
Factors to consider

Don't judge

All behaviour is communication
– seek to understand any
concerning behaviour

Take time

Opening up may not come
naturally for some, check in
again and give space when
needed



Boundaries

You should never be a
replacement for professional
support. Signpost to
appropriate help

Support yourself

You cannot pour from an
empty cup – support your
own wellbeing



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