



Webinar

What does **mental health support** at work look like?



Rachael Hill



Natalia Finnegan



Andy Rigby



Cultivating wellbeing at work

A compassionate approach

Rachael Hill

Mental Health and Neurodiversity Coach
for Posturite



Wellbeing at work

This webinar will invite you to explore...

- Wellbeing at work
- Connecting with others through the power of story
- How we can share our stories
- When others may be communicating their story
- How you can change the story



What do we mean by wellbeing and mental health?

How can we define our experience?

"Wellbeing is not just the absence of ill health. It includes the way that people feel about themselves and their lives."
(NHS Digital, 2021)

"Mental health is not is necessarily the absence of a mental health diagnosis. Mental health can include our emotional, psychological, and social wellbeing. It can affect how we think, feel, and act and can help determine how we handle stress, relate to others, and make choices."
(Substance Abuse and Mental Health Services Administration, 2023)

"Wellbeing is generally thought to be made up of things like the experience of positive emotions, people's perceptions that the things they do in their lives are meaningful and worthwhile, and life satisfaction. Wellbeing is influenced by physical and mental health."
(Department of Health, 2014)

Why story and narrative?

The power of connection

'Story' can be described as communicating our experience with others:

- Story can promote connection to ourselves and with our colleagues
- Story offers a different perspective: it can challenge our preconceived ideas of others and how we relate to the world around us
- Story can help us develop understanding and compassion for others
- Story can help us learn and grow
- Story can support us to work together to improve our individual experience



Why story and narrative?

The power of connection

Research findings have suggested social connection should be prioritised as a public health issue due to its significant impact on overall health and wellbeing. (Holt-Lunstad, 2022)

Sharing personal stories allows individuals to feel heard and validated, which can reduce anxiety and stress. (Pennebaker, 2021)



My story

My wellbeing at work journey

How we share our stories and why we do will be an individual experience. It is important for you to understand what you are comfortable with sharing and for it to feel safe and appropriate before doing so.



Stories we may relate to

Wellbeing at work: the statistics

CIPD (2023)
Health &
Wellbeing Report:

75%

of employees
are more likely to
stay in a company
that prioritises
wellbeing.

Harvard Business
Review (2021):
organisations investing in
wellbeing experience
**lower absenteeism
and burnout rates**

NIH (2021) –
Workplace Wellness
Studies:
employees in wellness
programs experience

30%

fewer stress-related
health issues.

McKinsey &
Company (2023) -
Workplace Wellbeing
Report:
organisations prioritising
wellbeing attract
top talent
and improve company
reputation

Your working day

Consciously connecting with your working day

What does wellbeing at work look like for you?

- Is it connecting with your team?
- Is it feeling you can be your true self?
- Is it feeling understood and valued?
- Is it feeling fulfilled within your role?
- Is it feeling supported?
- Is it accessing employee wellbeing at work initiatives?



Stories of change

How can employers support employees?

Sharing positive experiences is associated with increased resilience. A study found that individuals who shared positive experiences reported higher levels of wellbeing and life satisfaction. (PMC, 2019)

- Capture positive experiences from your employees
- Explore what works and build on that
- Consider team building opportunities
- Implement recognition and reward systems
- Come together to celebrate success
- Action wellbeing initiatives



Recognising stories

How can we support each other at work?

- Fostering a positive, compassionate and inclusive workplace (National Institute for Health and Care Excellence, 2022)
- Capturing the stories (experiences) of others
- Listening not only to respond but to understand
- Educating ourselves about mental health
- Learning how we can support others



How can we change the narrative?

What support can we access?

- Occupational Health
- Human Resources
- Employee Assistance Programme
- Wellness Action Plans (Mind, n.d.)
- Seeking support from Management
- Department for Work & Pensions' Access to Work grants



What one thing can you change today?

How can you support yourself to feel well at work?

What is one thing you would like to change within your working day?

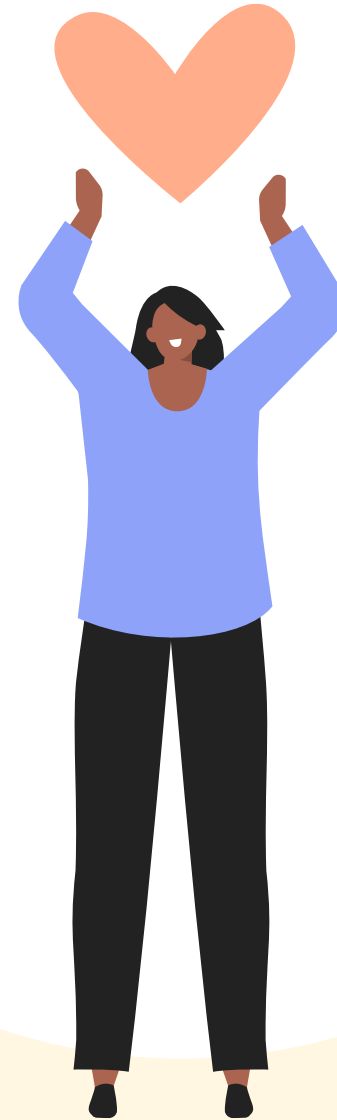
- What are the perceived benefits of making this change?
- How will you implement this change?
- How will you review how this change feels?



Support from services

Support from services

- GP
- For immediate danger or serious injuries requiring prompt medical attention, dial 999 or 112
- Samaritans are available for support 24/7 7 days a week 116 123 jo@samaritans.org.uk
- Shout Crisis text line 85258 are available for support 24/7 7 days a week
- In the event of a mental health crisis, please google and then contact your local 'NHS 24-Hour Crisis Resolution & Home Treatment Service Team' and share your concerns.
- Please see <https://www.nhs.uk/nhs-services/mental-health-services/where-to-get-urgent-help-for-mental-health/>



Posturite – Mental Health Services



Mental Health Workplace Needs Assessment

Discuss and understand the individual's role, working environment, barriers and make suitable recommendations moving forward.



Mental Health 1-2-1 Workplace Strategy Coaching

Coaching to provide positive help, guidance, strategies and on-going action plans



Mental Health in the Workplace Awareness Training

Managing MH in the workplace, what is MH? How to support colleagues? Signposting.



Natalia Finnegan

Wellness Manager,
Telus Digital



Rachael Hill: references and resources

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