

# PROMOTION OF POSITIVE MENTAL HEALTH

## Common Symptoms could be:

- Poor timekeeping
- Increased absence levels
- Challenging behaviour
- Lack of communication/involvement
- Inability to manage workload

(Quietly open the dialogue – it may not be a work issue, but one at home, however be empathetic, patient and supportive.)

## Focus on what you can do to help:

- Workload/flexible working etc
- Ensure the lines of communication are in place and are used confidentially
- Team relationships – bullying?
- Know where further help can be given
- Do not believe you can fix everything and do not commit to doing so;
- Manage interactions with colleagues if required;
- Help avoid and stress triggers that you are aware of.

## 6 Common causes of stress (as defined by Health and Safety):

1. High expectations relating to workload;
2. Lack of control over the work being done;
3. Lack of support from line manager;
4. Changes in the role so uncertainty about employer expectations;
5. Anxiety around change management;
6. Lack of trust in the work relationship.

## Communication ...

- Ask how employee is feeling and listen actively to their response;
- If absent – keep in touch, do not allow an employee to feel they are ‘out of sight out of mind’;
- Hold a return to work interview to agree workloads etc;
- Be prepared to act if previous behaviours begin to appear again;
- Ask if there is anything they need or you can help with.

## Spread the word:

- Use education and training to replace the myths with facts around mental health;
- Ensure colleagues are equally engaged as you are so that any stigma around mental health in your workplace is lifted;
- Attend relevant training sessions;
- Ensure mental health problems are not brushed aside and are addressed like any other illness;
- Champion support lines and speakers attending the workplace to reinforce the message;
- Check that any policy you have is updated and relevant and that employees are aware of it.