

STAND UP
TO STIGMA

Let's talk about MENTAL HEALTH

WARD

What is mental health?

The **World Health Organisation** defines **mental health** as:

“being a state of wellbeing in which the individual realises his or her own abilities, can cope with the normal stresses of life, can work productively and fruitfully, and is able to make a contribution to his or her community”

Some data*

- In the 2017 calendar year, a record number of people accessed specialist mental health and addiction services
- Māori are over-represented under the Mental Health Act
- In 2015, a total of 525 people died by suicide

*Office of the Director of Mental Health and Addiction Services Annual Report 2017

Good Mental Health means...

- Mental wellbeing = valuable business asset
- Workplaces that prioritise mental health have better
 - engagement
 - reduced absenteeism and higher productivity
- While people have improved:
 - Wellbeing
 - Greater morale and higher job satisfaction

Poor mental health can affect

- A person's **productivity**
- **Relationships** with work mates, staff and bosses
- Other people's **perceptions**
- Staff **turnover**
- **Absenteeism**
- Workplace **health and safety**

WorkSafe's view

- PCBU's) have a **primary duty of care** to provide a work environment that is without risk to health and safety, so far as is reasonably practicable
- HSWA importantly defines health as being both physical **and** mental





ANXIETY

HARRASSMENT

Work Overload

Business Crisis

Bullying

Mortgage

Conflict

TAX

Poor Leadership

Debt Deadline

STRESS

EXPECTATIONS

Wrong Fields

LATE NIGHT

How does it present itself at work?

- People may not show any signs at all
- It may have absolutely nothing to do with work
- It could be a diagnosis like depression, anxiety and bipolar disorder
- A person may not have a particular diagnosis
- A person's health may be poor right now, or not
- Everyone's experience is different
- We commonly think of stress as mental health

Some early signs could be people

- Feeling overwhelmed
- Poor concentration
- Tearfulness
- Aggression
- Drinking more
- Sleeping more (or less)
- Tiredness and lack of energy
- Finding it hard to make decisions



The first sign is usually...



Or, it could be in confidence...



Or you notice something different





Where do
we start?

Imagine if all of your team were

“in a state of wellbeing in which each person realises his or her own abilities, can cope with the normal stresses of life, can work productively and fruitfully, and is able to make a contribution to his or her community”

Proactive

~~Reactive~~

As a leader you can...

- Create a shared sense of purpose
- Set clear expectations
- Lead by example
- Set the tone
- Really listen

BE KIND
for
EVERYONE
YOU MEET *is*
FIGHTING
a HARD BATTLE

And you need to...

- Value your people
- Create a culture of continual learning
- Strengthen relationships & build trust
- Find your own balance
- Make yourself available to your people
- Encourage people to discuss this stuff

What we can all do

- **Connect** – Strengthen relationships
- **Keep Learning** – be curious, new experiences
- **Be Physically Active** – improves mood & health
- **Give** – Carry out acts of kindness
- **Take Notice** – Pay attention to the moment

Oddly enough, this...

- Supports a **values-based leadership** and **culture**
- **Transforms organisations** and their cultures
- **Provides alignment** at all levels of the business
- Improves **communication** and **engagement**
- Reduces **absenteeism** and increases **productivity**

‘and all that good stuff’



Employer obligations

- Health and Safety (of course)
- Confidentiality
- Privacy
- Natural justice



If there is a concern...

- First steps to approach in a sensitive manner:
 - The **conversation technique** or **fireside chat**
 - How are you feeling? vs How's it going?
 - Safe environment to talk



Type of issue

- Work related:
 - Bullying
 - Autonomy
 - Work demands
 - Work relationships
- Home related:
 - Health
 - Financial
 - Relationships



How to support

- Every issue is different
- It could be **simple**, or you may be **overwhelmed**
- Important to **listen**, not to judge
- You may not have the solution
- But you can offer immediate relief/support
- Offer/book EAP/GP meeting/visit
- Don't force the issue
- Seek advice

Despite every effort...



**Success is dependent on
effort.**

Sophocles



How to capture information

- Is it work related?
- Depending on the issue:
 - You may not report it in PeopleSafe
 - You might keep separate notes under lock and key in their employee file

Proactive

~~Reactive~~

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Some great resources



The Five Ways to Wellbeing at Work Toolkit includes fact sheets, tips, tools and templates to make it easy for you to support your teams to build the Five Ways into their daily lives. The toolkit can be downloaded as one document or in sections.

Resources



www.health.govt.nz/your-health/conditions-and-treatments/mental-health



www.mentalhealth.org.nz



<https://worksafe.govt.nz/topic-and-industry/work-related-health/work-related-health-updates/health-isnt-just-physical/>