



# Overcoming the stigma surrounding mental health

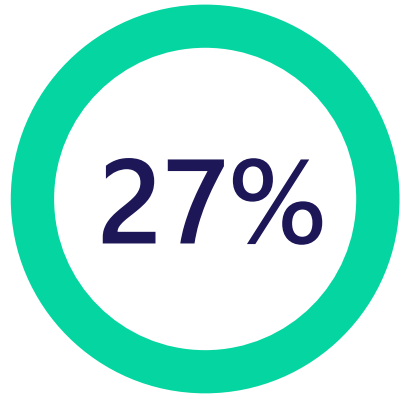
Clare Price, Director Clinical Services

Cert MH Nursing, PG Cert CBT, PG Dip CBT (BABCP Accred)

May 2023



# Mental health – an increasing problem



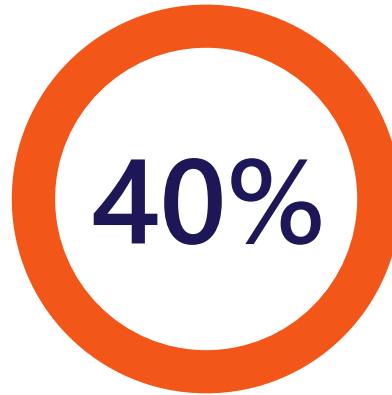
of adults experienced clinical levels of MH distress in 2021 and nearly 19 working days were lost due to mental ill health per person.

*NHS annual research data*



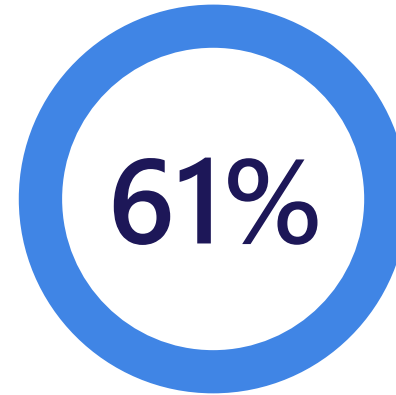
of adults experienced thoughts of self-harm in 2021.

*NHS annual research data*



of people said their mental health worsened in the pandemic and 28% resigned in 2021 or planned to do so in 2022.

*Deloitte annual survey*



of people leaving jobs in 2021 or planning to do so in 2022 indicated that poor mental health was the reason.

*Deloitte annual survey*



The amount mental health issues cost UK employers in 2021, nearly double the cost of 5 years earlier.

*Deloitte annual survey*

# What affects emotional and mental wellbeing

## Contributing factors



### Biological

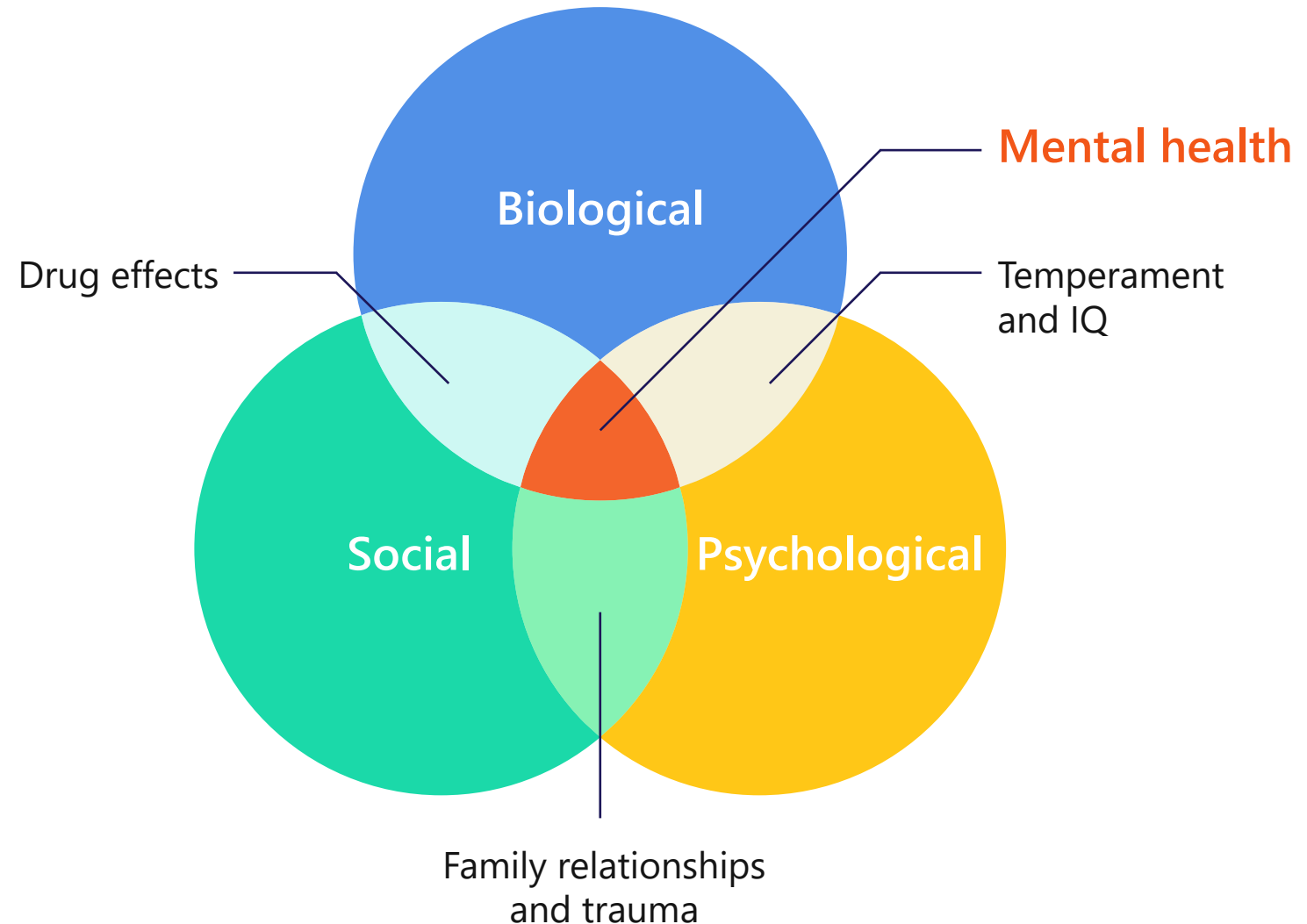
- Physical health
- Disability
- Genetic vulnerabilities

### Social

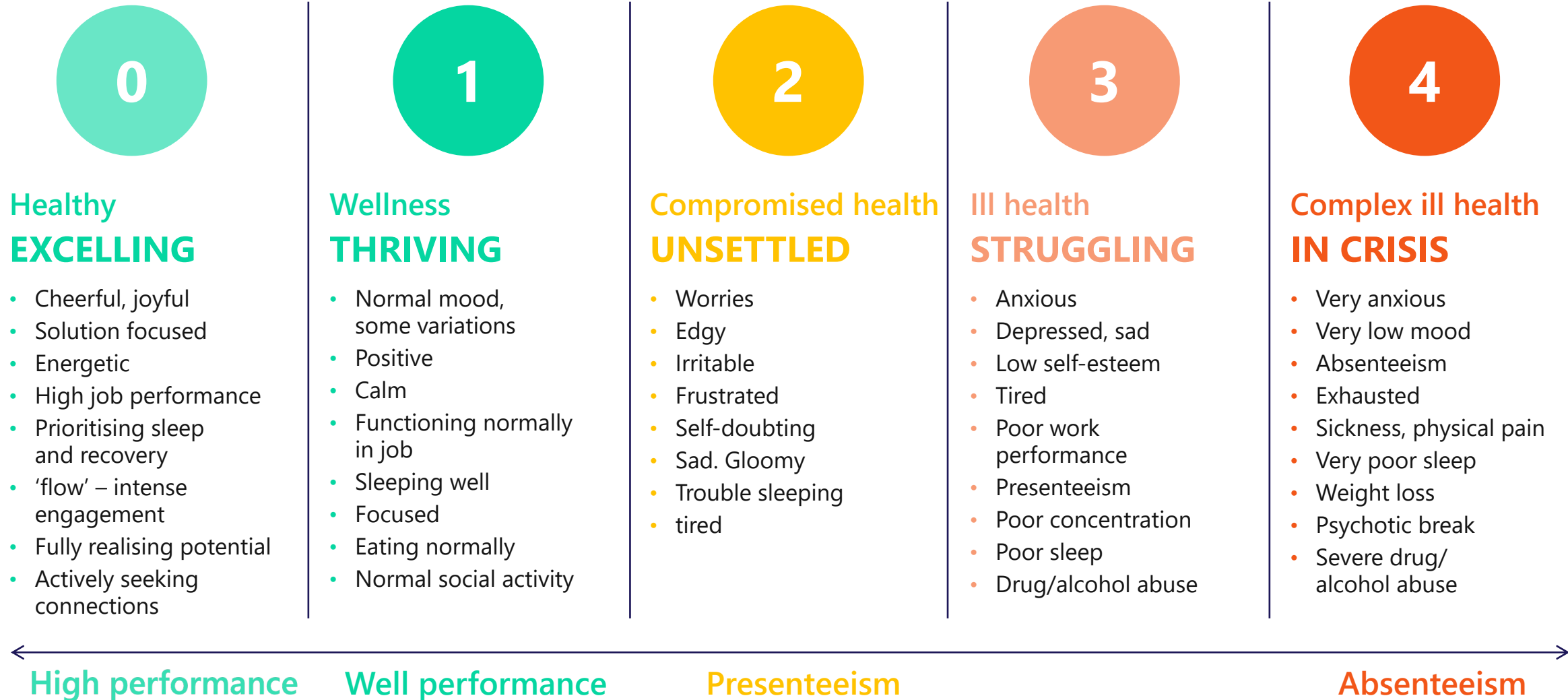
- Peers
- Family circumstances
- School

### Psychological

- Self-esteem
- Coping skills
- Social skills



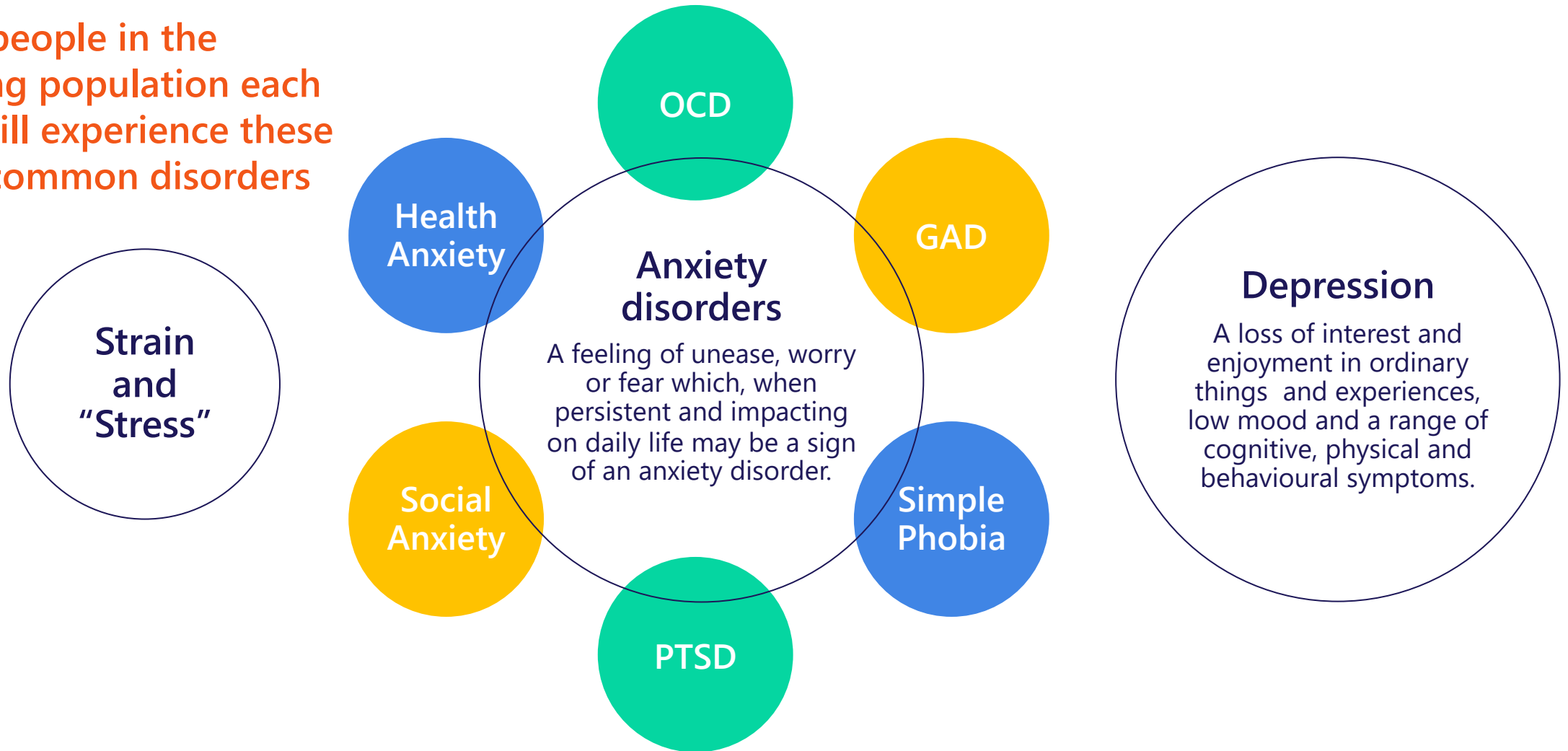
# Continuum of mental health and wellbeing



# The most common mental health issues

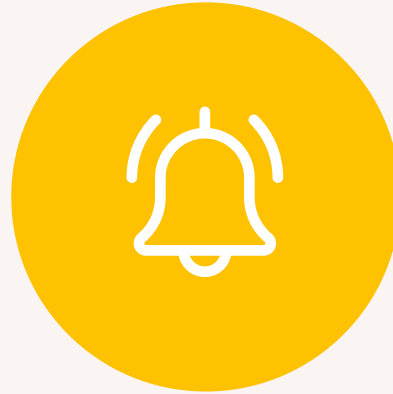


1 in 6 people in the working population each year will experience these most common disorders



# Early warning signs in others

- Changes in performance
- Changes in timekeeping
- Changes in decision-making
- Changes in social patterns
- Defensiveness
- Uncharacteristic uncommunicative or moody behaviour
- Uncharacteristic cynicism and frustration
- Unhelpful behaviours – drinking alcohol/ over-eating etc



# Individuals - what to look out for in the workplace



Issues with punctuality	Difficulty completing tasks	Struggling to follow instructions	Difficulty meeting targets
Conflict or misunderstandings with colleagues	Isolating self from colleagues	Procrastination – putting off work	Neglecting responsibilities
Negative evaluation of self, work and others	Sensitivity to criticism	Difficulty in pursuing career goals	Avoiding work altogether

# Individuals - what to look out for in the virtual world



Changes in engagement	Avoiding calls	Not willing to put camera on
Quiet or uncommunicative	Tone of voice	On screen body language
Appear dishevelled or unkempt	Language in e-mails	E-mails being sent out of hours



# Five ways to support colleagues



- Be approachable
- Show you care
- Encourage people to talk
- Listen to what they say
- Direct them to support



# Looking after your wellbeing



Animals



Art



Mind



Schedule



Be active



Dance



Expression



Music



Play an instrument



Meditate



Self care



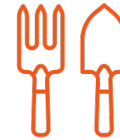
Clean



Act of kindness



Nature



Gardening



Connect with people



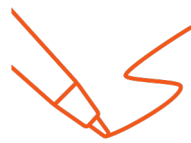
Learn



Watch



Read



Write



Mend



Cook



Organise



Try something new

# Self-help strategies



1

## Lifestyle

---

- Keep active –  
This increases your energy levels
- Moderation –  
Alcohol, snacks, caffeine
- Maintain a structure to your day
- Plan your day and break tasks down
- Be aware of your working hours
- Do more of the things you value

2

## Attitude

---

- Recognise small achievements
- Do things you enjoy – plan these
- Be realistic about what you can do
- Notice unhelpful thinking
- Stay in the moment –  
notice your surroundings
- Be compassionate towards self
- Apply the same advice to yourself  
that you would give a loved one

3

## Support

---

- Speak honestly to your family  
and friends
- Speak to your manager
- Access support services which  
are available
  - Natwest
  - Organisations
  - NHS