

RESILIENT ME FACTSHEET

Managing Mental Health and Wellbeing for Good

Overview

Every single person on the planet has mental health and it goes up and down in exactly the same way as physical health. Strict Health & Safety rules protect our physical wellbeing but how do we protect our mental wellbeing?

This is a comprehensive and proactive set of workshops designed to educate and support the supporters in your organisation – Managers, HR and Mental Health Colleagues – enabling them to provide the best possible support for staff wellbeing.

For every £1 invested in mental wellbeing training, there is a ROI of £5.30 (Deloitte 2022)



Description

The workshops start with showing how day-to-day stresses can (and very often do) lead to mental and/or physical health issues. They then look at how to spot the signs of diminishing mental wellbeing in yourself and in others before going on to build confidence and skills around managing wellbeing conversations.

Critically, these workshops also provide comprehensive guidance on how to build resilience and manage wellbeing – knowledge that can be used both personally and professionally - to create a culture where the multiple benefits of good mental health and personal wellbeing are recognised and prioritised.

Benefits

- Delegates will understand exactly what stress induced illness is and how it can lead to more serious physical and mental health issues. They will also look at what the different mental health conditions are, how to spot them and what the personal and work related risk factors are.
- Delegates will learn about the C.A.R.E. strategy which is designed to build confidence around initiating/handling wellbeing conversations. Key communication strategies are also covered.

- Delegates will learn how to manage wellbeing conversations whilst protecting themselves from internalising other peoples' issues.
- Delegates will be given tools and techniques to deal with panic and stress in the moment and also to handle change, fear and worry.
- Delegates will learn strategies to build resilience and to place focus on where they can make the biggest impact.
- Delegates will learn a range of wellbeing skills to protect themselves and their staff from developing mental health issues. These same skills will also enable anyone who is already suffering to get better.

Content

There are 6 half day (2.5 hrs) workshops in this programme further details of which are on the next page. It is a very comprehensive package that will equip the frontline people in your organisation (managers, MHFAs and HR) to best support the mental wellbeing of your staff. Some of the content is based on guidelines from Mental Health First Aid England but this course goes well beyond that ensuring levels of confidence, competence and self-protection which will benefit everyone.

Aims

- Full understanding of stress and how it can lead to mental health issues
- An understanding of the 6 mental health illnesses (based on advice published by MHFA England)
- Increased confidence supporting staff wellbeing in the workplace whilst maintaining their own wellbeing
- A wide range of tools, techniques and strategies to provide the best possible support for staff wellbeing
- Lower personal stress levels and increased resilience in the workplace
- A proactive approach to reducing stress and maintaining positive wellbeing

Results

On completion of the workshop, delegates will be able to:

- Understand what stress is (medically) and how it can ultimately lead to physical or mental health issues
- Identify and provide initial support for individuals' mental health issues in the workplace
- Facilitate disclosure and on-going support for employees with mental health issues
- Protect the wellbeing of your frontline staff while they are supporting others
- Better manage the wellbeing of staff and build a more resilient workforce

Facts and Stats

Around 17million working days were lost in the UK to sick leave caused by mental health in 2022; (HSE 2022)

There has been a 25% increase in the cost of poor mental health to businesses since 2019

61% of employees who leave are citing poor mental health as the main reason

Recruitment costs have risen substantially

Presenteeism costs (historically more than twice the cost of absenteeism) have risen substantially and are further complicated by remote and hybrid working



The Workshops

Workshop 1 – Understanding Stress & Mental Health

It is important to understand what poor mental health looks like, and to be able to spot the signs in both yourself and in your colleagues - and this workshop will certainly enable you to do that.

But wouldn't it be better if you knew how stress induced mental health issues occur in the first place? Taking this proactive approach then makes it possible to minimise the makes it possible to minimise the development of any issues. Add to this, a good understanding of the 'risk' factors encountered both at work and at home and you have the foundations of managing mental health in your organisation.

Understanding Stress and how it can lead to poor mental and physical health

- Stress -v- burnout
- Understanding mental health
- The 6 categories of mental illness
- Spotting the signs of distress and diminishing mental wellbeing
- Work and personal risk factors

Workshop 2 – The C.A.R.E. Strategy & Communication

Now that we understand how mental health issues can occur, what the risk factors are and how to spot the warning signs, we start to look at how we can offer support to any to any staff who are suffering. The C.A.R.E. strategy is designed to build confidence around wellbeing conversations – learning how to offer support without knowing all (or any) of the answers. This workshop also looks at some key communication skills and offers a simple tool for assessing wellbeing levels.

The C.A.R.E. mental health first aid strategy

- Signposting
- Communication
- Levels of listening
- What is mental wellbeing?



Managing Mental Health and Wellbeing for Good *continued*

Workshop 3 – Managing Wellbeing Conversations Safely

Those who offer support to staff in the areas of mental wellbeing are often exposed to dealing with difficult emotions and to hearing some difficult issues. In this workshop, we look more closely at how to manage wellbeing conversations whilst protecting yourself from internalising other peoples' issues.

- **Types of wellbeing conversation**
- **Establishing boundaries**
- **Planning the conversation**
- **Using the G.R.O.W. model of coaching**
- **Protecting your own wellbeing whilst supporting others' difficulties**

Workshop 4 – Managing Emotions

The impact of the pandemic will be felt for a long time to come. We all had to deal with constant change, loss of normality and an increase in difficult emotions. This workshop takes a closer look at those emotions and offers tools and techniques for managing them.

- **Managing fear, anxiety & worry**
- **Handling grief & trauma**
- **Coping with change**
- **Dealing with panic and stress in the moment**

Workshop 5 – Building Resilience, Growth & Focus

Now that we have the basic tools for understanding and managing emotions we can start to build a solid set of resilience and mindset skills to enable us to move forward with confidence.

- **The importance of laughter**
- **Internal Chatter – eliminating negative thought patterns**
- **Building a positive self-image**
- **Developing a success mindset**
- **Choosing your focus**

Workshop 6 – Maximising Personal & Organisational Wellbeing

In this final workshop we look at building wellbeing skills, personally and within our teams. Skills that will protect staff from developing mental health issues – or skills that will enable sufferers to get better. Mental health goes up and down in exactly the same way as physical health. We all know what we're meant to do to stay physically well and this workshop shows us how to do the same for our mental health.

- **101 ways (or thereabouts) to build and maintain personal and organisational wellbeing**

