

YOUR MENTAL HEALTH AT WORK

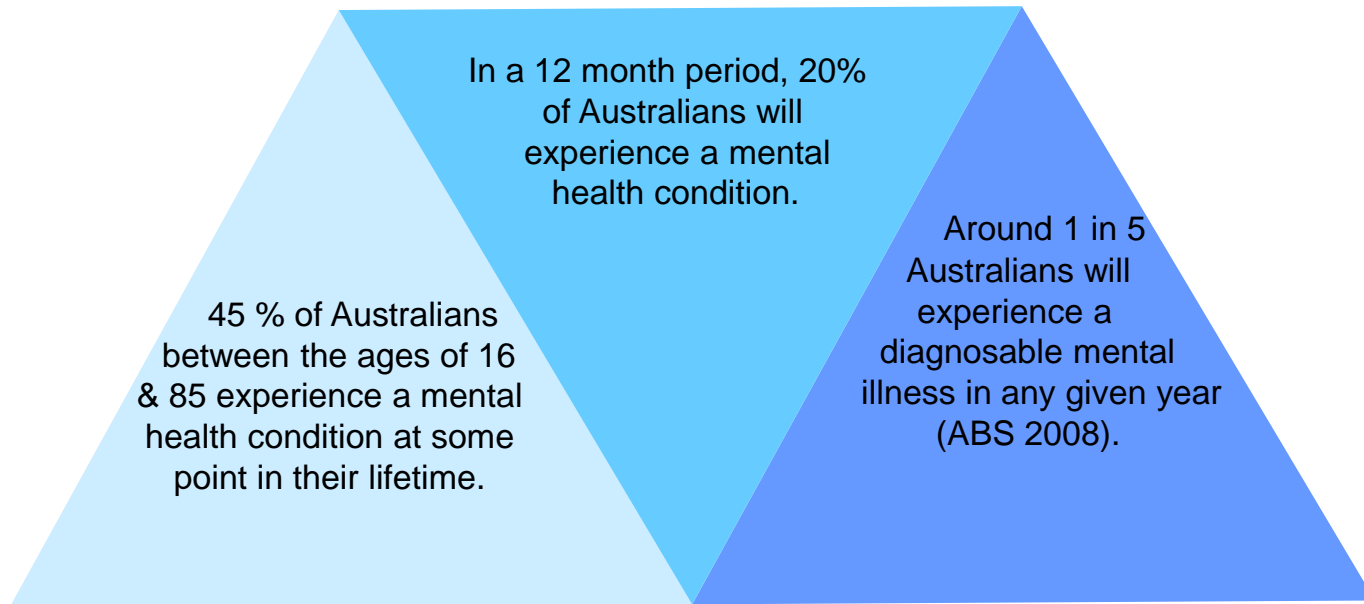


WHAT WE'LL COVER TODAY

- Defining mental health – triggers and signs and symptoms
- Building resilience at work
- Self-care strategies



HOW WIDESPREAD ARE MENTAL HEALTH CONDITIONS?



Impacts people, organisations and communities in a variety of situations and settings, including the workplace.

UNDERSTANDING MENTAL HEALTH

According to the World Health Organization, mental health is “a state of well-being in which every individual realises his or her own potential, can cope with the normal stresses of life, can work productively and fruitfully, and is able to make a contribution to her or his community.”



Same for our physical health?

WORKPLACE RISK FACTORS

Acute onset



Build up over time



Exposure to stressors at work

Prolonged exposure to stress results
in the physical & chemical changes



Human body initially undergoes a series of
physical & biochemical responses

This is when work may have an impact
on mental health & wellbeing

Same for our physical health?

OTHER CONTRIBUTING FACTORS.....

- Workplace stressors
- Personal and family history of mental illness
- Personal issues
- Past history and experiences
- Coping skills / self-care / resilience / tolerance

Same for our physical health?

OLI'S STORY

Insert video

ANXIETY: SIGNS AND SYMPTOMS

Behavioural	Feelings	Thoughts	Physical
<ul style="list-style-type: none">• Avoiding situations and tasks• Difficulty making decisions• Poor concentration• Relying on alcohol/drugs• Compulsive behaviour	<ul style="list-style-type: none">• Overwhelmed• dread – that something bad is going to happen• Fearful• Constantly tense• panic	<ul style="list-style-type: none">• “I’m going crazy”• “I can’t control myself”• “People are judging me”• Constant worry• Unwanted and intrusive thoughts	<ul style="list-style-type: none">• Muscle pain• Tightening of the chest• Racing heart• Difficulty sleeping• On edge• Shortness of breath

DEPRESSION: SIGNS AND SYMPTOMS

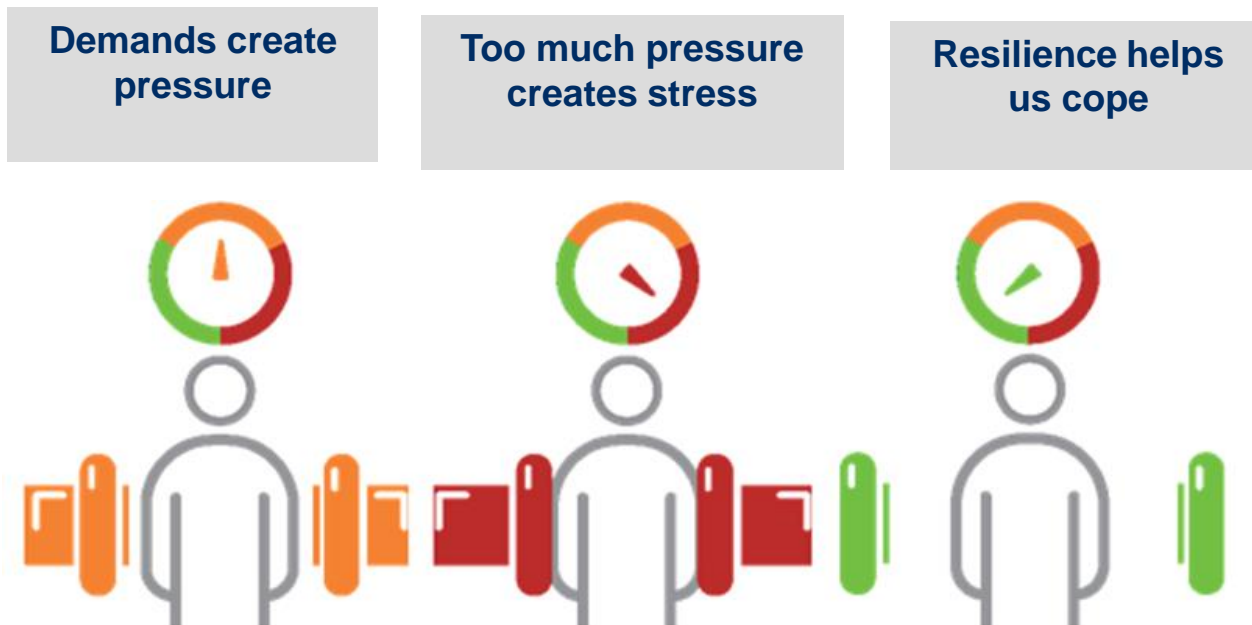
Behavioural	Feelings	Thoughts	Physical
<ul style="list-style-type: none">• Unable to concentrate• Not getting things done at work• Withdrawing from co-workers, family and friends• Taking lots of days off• Relying on alcohol and/or drugs	<ul style="list-style-type: none">• Unhappy• Overwhelmed• Unmotivated• Irritable• Indecisive• Frustrated• Sad	<ul style="list-style-type: none">• “I’m a failure”• “It’s my fault”• “I’m worthless”• “Life’s not worth living”• “People are better off without me”	<ul style="list-style-type: none">• Tired all the time• Difficulty sleeping• Significant weight loss or gain• Sick and run down• Headaches• Muscle pains

IMPACTS

Worker	Family	Workplace	Community
<ul style="list-style-type: none">• Suffering• Reliance & strain on family• Social activities / interactions• Self-esteem & confidence• Downhill spiral• Deconditioning• Fear (injury, job)• Financial	<ul style="list-style-type: none">• Increased demands & strain• Their mental health• Social activities / interactions• Resentment / anger• Family breakdown• Fear• Financial	<ul style="list-style-type: none">• Productivity / quality• Morale / turnover• Absenteeism / presenteeism• Time• Premiums• Guilt• Reputation• Legal implications• Financial	<ul style="list-style-type: none">• Medical system• Resources• Volunteers / community engagement• Cultural differences• Drugs & alcohol• Violence & crime

WHAT IS RESILIENCE ?

Simply put, resilience is the ability to cope under pressure. Ability to “Bounce back” and “Roll with the punches”



WHAT DOES IT LOOK LIKE?

A RESILIENT PERSON ...has a sense of purpose and direction

...is self-aware

...can recognise
when pressure is
causing a problem

...has strategies to
cope with in-the-
moment pressure

...grows and develops



...takes a positive
outlook on things

...has confidence in their
own abilities

...makes connections to
other people

...has strategies to cope
with long-term pressure

WHAT CAN YOU DO TO COPE WITH UNCERTAINTY AND CHANGE?

- **Acknowledge your own emotions** associated with the change.
- **Communicate** with peers and managers about how you are feeling.
- **Ask for help** if you are having difficulty coping. Try speaking to trusted peers, friends, family, or an EAP counsellor for a confidential discussion.
- Focus on the things you do **know and have control over**, e.g. your own work and output
- **Maintain healthy routines** outside of the workplace, including diet, exercise, and relaxation time.
- Think about the **positives to the change and potential opportunities** for growth, e.g. learning new skills, communicating in different ways, having more time around family, more time for exercise.

SELF-CARE DURING THE CORONAVIRUS OUTBREAK

- **Take breaks** from watching, reading or listening to news stories - including social media. Repeatedly hearing about the pandemic can be upsetting, and increase feelings of fear, panic and anxiety.
- **Take care of your mind and body.** Make the time to take deep breaths, stretch or meditate. Eat healthy, well-balanced meals, exercise regularly, get plenty of sleep and avoid alcohol and drugs.
- **Make time to unwind.** Find the time to do activities you enjoy.
- **Perspective** – try to see this time as unique and different, not necessarily bad, even if it something you didn't necessarily choose.

SELF-CARE DURING THE CORONAVIRUS OUTBREAK

- **Connection** – think of creative ways to stay connected with others, including social media, email and phone. Recognise we're all in this together, it is a shared experience.
- **Be generous** to others – giving to others in times of need not only helps the recipient, it enhances your wellbeing too. Is there a way to help others around you?
- **Practice gratitude** – what are the things you are grateful for? In times like these, recognising gratitude for things we may have taken for granted a few weeks ago is important

TEAM STRATEGIES

Create new team rules – identify what's out of balance (e.g. over emailing, long hours, social interactions, incidental collaborations) and understand your responsibilities.

Suggestions:

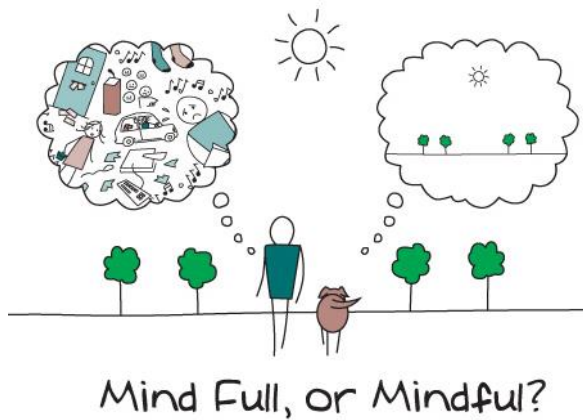
- Schedule weekly virtual coffee meeting (virtual watercooler) for your team to get together and 1:1 meetings
- Friday afternoon team online meetings – reflect on the week, social activity
- A morning kick-off video conference
- Mandatory no meetings from midday to 1pm, no emails after 5pm
- Zoom free day
- Personal days
- Host a recipe competition, walking meetings or competitions, wellbeing training
- Role model as a Manager and performance manage



MIND FULL OR MINDFUL?

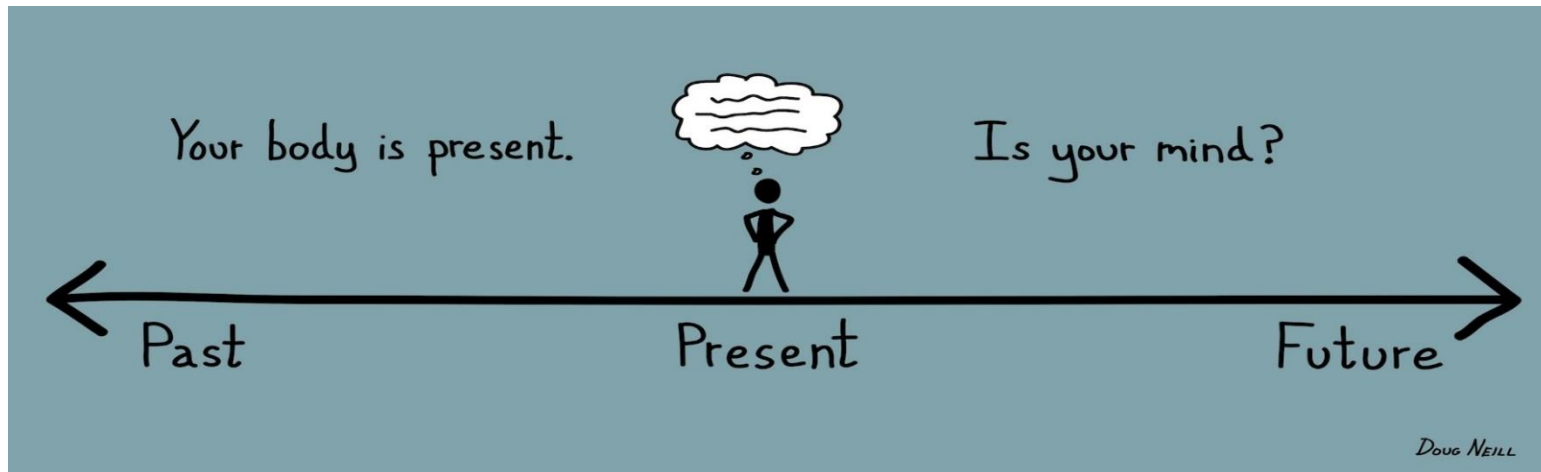
Mindfulness means paying attention in a particular way:

On purpose, in the present moment, and non-judgmentally ...



THERE ARE DRAWBACKS TO AUTOPILOT...

- Increased vulnerability to stress, anxiety and depression
- Rumination and worry
- Missing out on the present moment



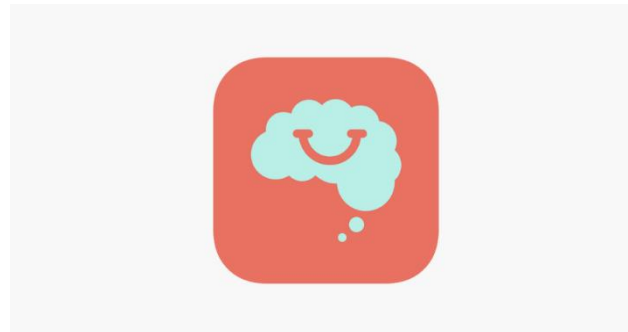
STEP OUT OF AUTOPILOT ACTIVITY

1. Think of an activity you do daily in which you likely go in to automatic pilot (e.g. brushing your teeth, walking, showering)
2. When the times come to that activity, do it in a mindful frame of mind – focus on what can you see, hear, smell, feel, taste. Use the 5-5-5 technique: Notice 5 things you can: hear, see, taste, feel - right now
3. If your mind wanders bring it back to the sensations.
4. At the end of the exercise continue the next activity mindfully for as long as that mindfulness lasts.

Have a mindful dinner tonight.



FORMAL, GUIDED PRACTICE - MEDITATION



BREATHING YOUR WAY TO CALM

4, 7, 8 breathing technique

- 1) Exhale completely through your mouth, making a whoosh sound.
- 2) Close your mouth and inhale quietly through your nose to a mental count of four.
- 3) Hold your breath for a count of seven.
- 4) Exhale completely through your mouth, making a whoosh sound to a count of eight.
- 5) This is one breath



DAILY INTEGRATION LIST

Today I am grateful
for

Today at work I will
achieve

Today at home I will
achieve

Today I will do this
for myself

Today I will do this
for my family / others

Today I will do this
for my health

DANGERS OF SITTING – MOVE IT!!!!

- Prolonged sitting increases your risk of cancerⁱ, cardiovascular disease and deathⁱⁱ.
- Sitting time remains a risk, even if you engage in regular exerciseⁱⁱⁱ
- Physical inactivity contributes to > 3M preventable deaths worldwide annually (6% of all deaths). 4th leading cause of death due to non-communicable diseases.
- Cause of 21–25% of breast and colon cancers, 27% of diabetes cases, around 30% of ischaemic heart disease.
- Physical inactivity is 2nd highest cause of cancer in Australia, behind smoking.
- 60% of Australian adults do < recommended 30 mins mod. intensity physical activity each day.
- Approx. 70% Aus. adults classed as sedentary or low levels of physical activity.

i Boyle, T., Fritschi, L., Heyworth, J., & Bull, F. (2010). Long-term sedentary work and the risk of subsite-specific colorectal cancer. *American Journal of Epidemiology*, 173(10), 1183-1191.

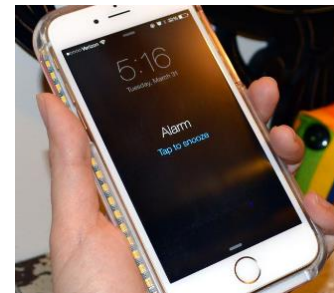
ii Owen, N., Healy, G. N., Matthews, C. E., & Dunstan, D. (2010). Too much sitting: the population health science of sedentary behavior. *Exercise and sport sciences reviews*, 38(3), 105-113.

iii Katzmarzyk, P. T., Church, T. S., Craig, C. L., & Bouchard, C. (2009). Sitting time and mortality from all causes, cardiovascular disease, and cancer. *Medicine and Science in Sports and Exercise*, 41(5), 419-429.

DANGERS OF SITTING – MOVE IT!!

- **Anxiety and depression** – link between inactivity and mental health (positive effects of physical activity / Serotonin)
- **Legs and gluteals** – weakening and wasting
- **Weight** – reduced digestion of fats and sugars = increased weight
- **Hips and back** - hip flexor muscles shorten = problems with hip joints, compression of the spinal discs
- **Heart disease** – inactivity has a 147% higher risk of suffering a heart attack or stroke.
- **Diabetes** - people who spend more time sitting have a 112% higher risk of diabetes
- **Varicose veins** - sitting causes blood to pool in your legs
- **Deep vein thrombosis**
- **Stiff neck and shoulders** – hunched postures

HOW CAN YOU MOVE IT!!!!



Exercise: 150 mins / week (min. recommended heart healthy level), 30-45 mins moderate intensity physical activity (e.g. brisk walking) most days / week.



HEALTHY LUNCH OPTIONS AT HOME

- Grilled lean meat or fish with vegetables or salad
- Salads (avoid creamy dressings)
- Soups e.g. udon noodle soup with vegetables
- Sandwich with unprocessed lean meat and salad
- Healthy left-overs / healthy pizza

AVOID:

- Anything battered or fried
- Heavily dressed salads and Caesar salad
- Sugary and oily dressings and sauces



HEALTHY SNACKS

Suggestions of snacks that are high protein, high in fibre, low in sugar, and less low in calories, and that are affordable and easily accessible:

- Keep a fruit bowl and jar of raw unsalted nuts and seeds on your desk
- Keep vegetable sticks and hummus in the fridge.
- Wholegrain bread or wraps with healthy spreads such as avocado or low-fat cream cheese
- Wholegrain crackers with reduced-fat cheese
- Low-fat yoghurt with fresh fruit
- Peanut butter and celery
- Hard boiled eggs
- Wholegrain breakfast cereal with reduced-fat milk
- Plain, fruit or savoury scones and pikelets
- Homemade muffins or slices with added fruits or vegetables



EMPLOYEES ASSISTANCE PROGRAM (EAP)

EAP is an independent professional counselling service that can provide you with assistance in dealing with work and life issues including:


- career development
- childcare and parenting issues
- drug and alcohol problems
- relationships
- work related problems
- emotional wellbeing
- Depression

Employees and their immediate family and/or household members may access up to three free counselling sessions per issue (the first plus two follow-up sessions), for up to two issues in a 12 month period

EMPLOYEES ASSISTANCE PROGRAM (EAP)

<https://maps.finance.gov.au/work-health-and-safety/employee-assistance-program>

Contact details for JLT Assure (contracted provider)

Telephone	1800 945 145
Email	info@assureprograms.com.au
Book online	EAP Appointment Request 

Need more support? Remember, you can also:

- Consult with your GP
- Contact free helplines – Lifeline, Beyond Blue, and visit their websites for additional resources and support

