

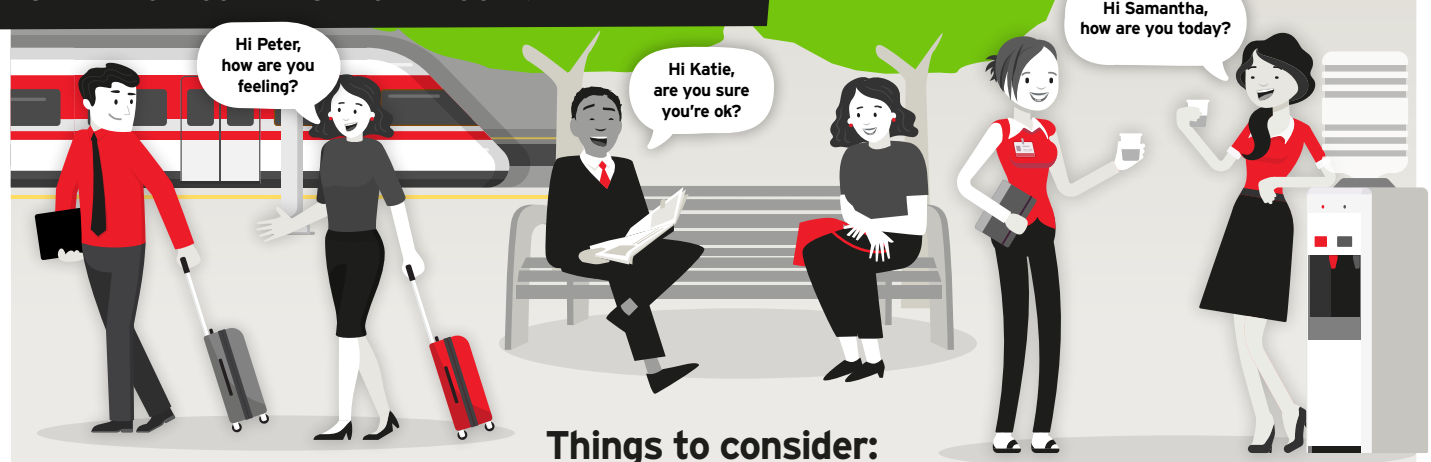
Mental Health for Managers

CREATING A SUPPORTIVE ENVIRONMENT

Right now 1 in 6 workers are dealing with a mental health problem, such as anxiety, depression or stress. Our collection of engaging video and e-Learning content provides managers with practical tips to support their people and help them perform at their best. Source: Mind



STARTING A CONVERSATION ABOUT MENTAL HEALTH



Things to consider:



Make time



Choose a safe place



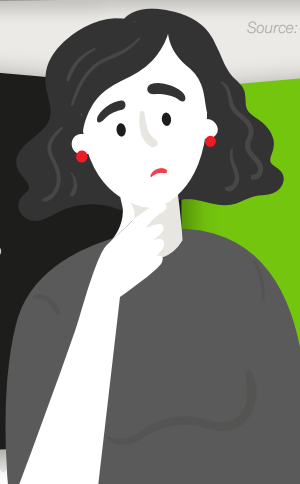
Focus on listening

HOW TO HAVE A GOOD CONVERSATION ABOUT MENTAL HEALTH

Source: CIPD, People Managers' Guide to Mental Health

Questions to **ASK**

- How are you doing at the moment?
- Is there anything I can do to help?
- Have you spoken to your GP or able to get help anywhere else?



Questions to **AVOID**

- You're clearly struggling, what's up?
- What do you expect me to do about it?
- Everyone else is in the same boat and they're okay. Why aren't you?

Mental Health for Managers

MENTAL HEALTH
MANAGERS

HELPING AN EMPLOYEE STRUGGLING WITH MENTAL HEALTH PROBLEMS

Cost of
poor mental
health in the
workplace

£26.6 - £29.3 Billion
Presenteeism cost

£8.6 Billion
Staff turnover

£6.8 Billion
Absence

Source: Deloitte, Mental Health
and Employers

What can you do to help:

Encourage the employee
to meet with their GP or
Mental Health professional

Take a proactive approach,
focus on what employees can do

Work together,
people are often the expert when
identifying what will help them

SUPPORTING A RETURN TO WORK

Schedule an initial meeting
before the employee returns to work duties
to make sure the environment is set up
to support their return

Avoid negative triggers

- Overworking
- Busy, loud workspace
- No time at home

Make a wellbeing plan
with the employee so they have a
record of what will help they
can refer to

WEEKLY PLANNER

MON	TUES	WEDS	THURS
Take a break	Get fresh air	Work from home	Exercise
FRI	SAT	SUN	NEXT WEEK
Socialise after work			

Think proactively,
agree with the employee about
things that can reduce triggers