Mental Health & the Workplace: Looking After Your Teams

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What you will gain from today's talk

1. Overview of why workplace MH & W/B matter

2. Review your responsibilities as leaders & managers for workplace MH & W/B

3. What as leaders/managers you can do to help your teams & employees
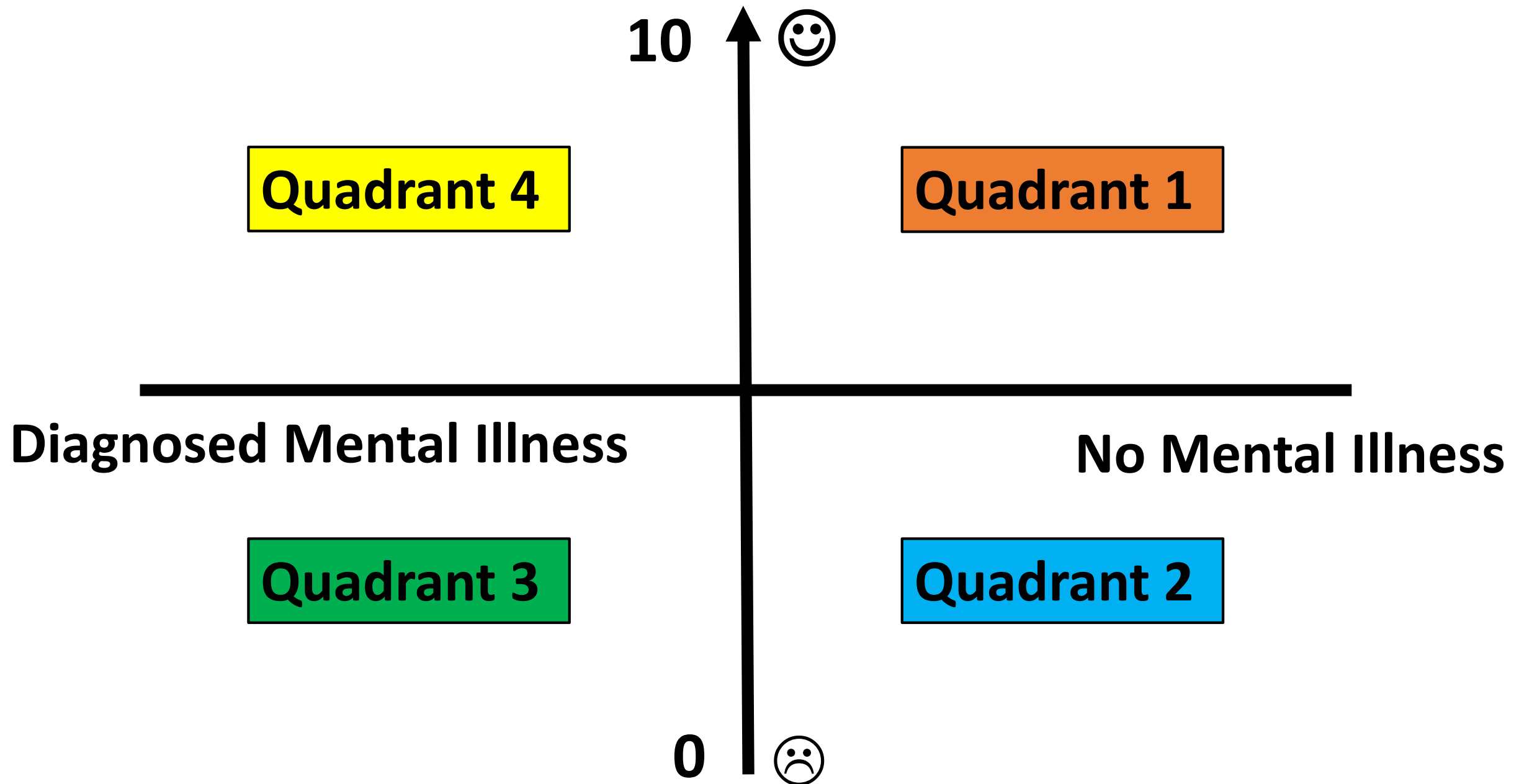
Adelle & The Sweet Potato Consultancy

The Sweet Potato Consultancy

- *We aim to stop the devastation in wellbeing, motivation & mental health found in almost every workplace in UK*

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Quadrant 4

Quadrant 1

Diagnosed Mental Illness

No Mental Illness

Quadrant 3

Quadrant 2

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Modern problems – a few stats!

- 62% - work major contributor stress

- 74% – UK stressed/overwhelmed

- ↑ anxiety from work pressure

- 86% struggle to switch off & similar trouble sleeping

- 42% employee engagement UK - **teams & employees that are happy are 12% more productive**

Changes – workplace, demographic & health

- ↑ in young people with MH issues
- ↑ in people working remotely
- ↑ in stress, ↑ in other MH issues
- ↑ in long term physical conditions/ chronic MH issues
- ↑ financial hardship

- **High employment – increased choice for employees**

- ↑ financial hardship
- ↑ in job instability eg Gig Worker
- ↑ poor sleep, in loneliness
- Poor boundaries between work & home – technology/ always on
- Ageing workforce
- 💣💣💣

Signs you have a problem

- ↑ turnover
- ↑ long term sickness
- Long hours culture/ presenteeism
- ↓ morale & motivation
- ↓ productivity
- ↑ levels of stress
- Change ++
- Toxic culture/ poor management/ MH stigma
- ↑ firefighting MH & other problems
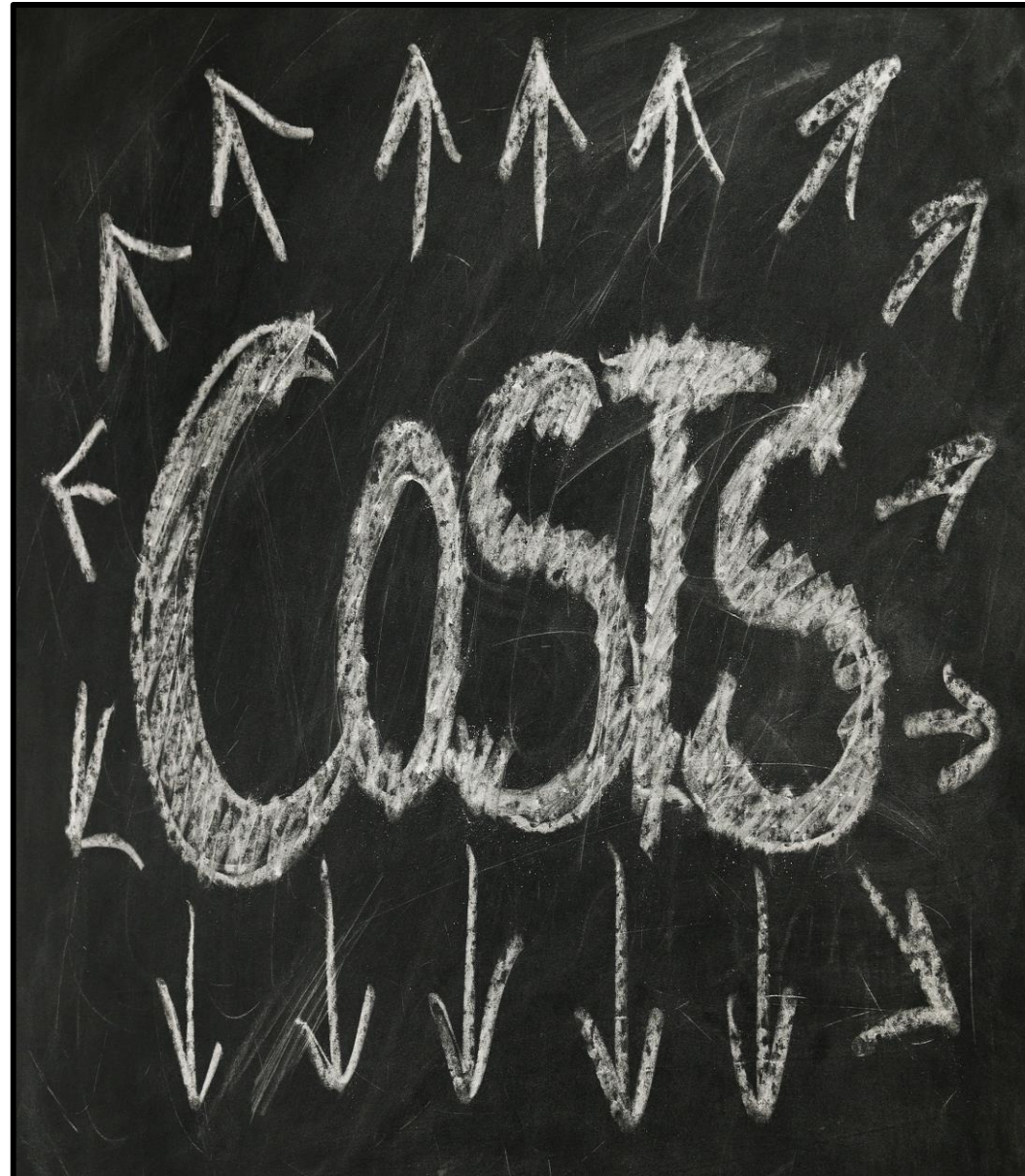
Responsibilities as an employer

- Health and Safety at Work Act 1974
- The Management of Health and Safety at Work Regulations 1999
- The Working Time Regulations 1998
- The Equality Act 2010 (was Disability Discrimination Act)

- ***Workplace wellbeing is much more than an individual's responsibility***

Individual versus employer responsibility?
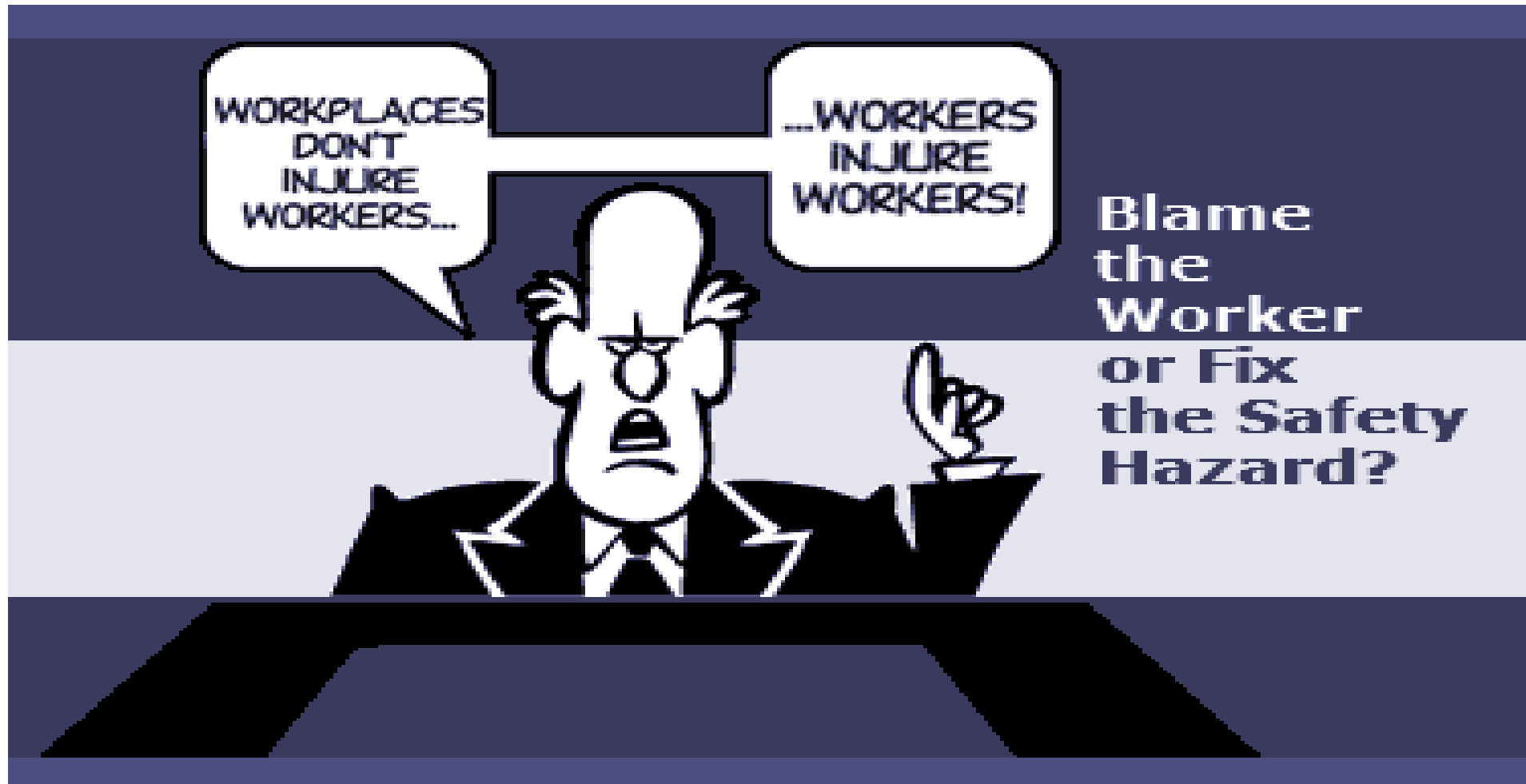
Good work improves everyone's mental health

- Regardless of whose responsibility it is– creating a good working culture makes sense – **business, legally, morally**

- And an important way of showing that your company is a great one to work for!

- Employers who prioritise wellbeing - 53% - emp will specifically choose – even if less pay/ 59% - millennials & 64% Gig workers

- WIN-WIN! ☺☺

Your responsibility – did you know?

- **Work-related stress** is "the adverse reaction people have to excessive pressures or other types of demand placed on them at work" HSE

- **Burnout** – new classification WHO May 2019 – "results from chronic workplace stress – should not be used to describe other areas of life" *3 areas – depletion/exhaustion, negativism/cynicism, reduced professional efficacy*

Managers – how to look after your teams

- Hotspots & map motivation
- Identify risk -chronic MH issues, men, other diversity, chronic physical condition?
- Ensure W/B & MH training
- Support for M/H, W/B & motivation issues
- Leadership training - W/B & MH
- Do managers know how to look after their own WB? Role model wellbeing?*

- Confident/Skilled in identifying & discussing W/B & M/H
- Do they understand how W/B fits with organisational goals?
- Is W/B & MH support spoken about at interview/induction?
- *Manager MH training. Each £1 spent recoups £10 - Managers top reason employees leave. Currently only 10% of managers have any training in MH*

Managers own mental health & wellbeing

- Half managers in survey (6000) felt constantly worried,

- 4/10 depression from constant stress

- Only 4% have someone to talk to when supporting colleagues MH

- Toll of making others redundant

- *Not surprising it can be hard to cultivate empathy if feeling like that!*

Did you know?

- 57% employers think flu is serious issue

- But - only 35% think stress is serious/ 34% depression/ 25% anxiety

- **We need to stop the dinosaurs controlling the workplace!**
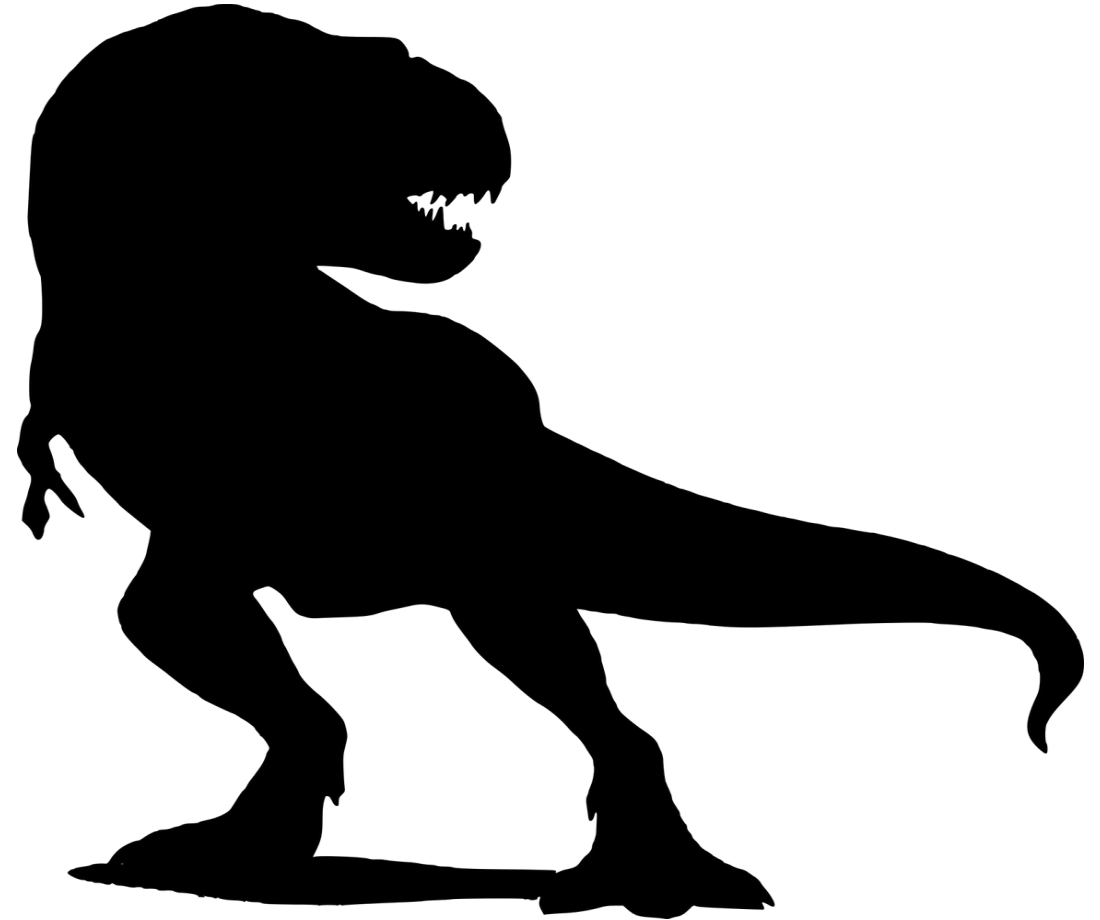
What we do with companies?

- Map motivation – individual, team & organisation

- Assess yr company & action plan – culture, strengths & areas for dev

- Then bespoke package:

- Leaders & managers – coaching, training & ongoing support – to embed/ I-Act

- Teams – MM, unlocking motivation

- Employees – MHFA – ongoing support/ workshops – sleep/stress/

Examples from TSPC

- **Large org** – stress, W/B strategy, resistant culture – Org MM, workshops, strategy, training & working with managers to ↑ team motivation & MH

- **Smaller charity** – small budget - stressed scientists – manager I-ACT training & support

- **SLT** – stressed manager threatening to leave - mapping motivation – building on strengths & dev roles, 1:1 work to ↑ motivation

- **Large construction company** – male – MHFA

Where to start?

- Use expert – what works best, invest wisely create, consider, context, culture & change

- Mapping motivation (MM's) may best for your situation

- Start managers – get ongoing support in order to embed & secure scaffolding – I-Act - promoting positive mental W/B

- Bottom up approaches such as Mental Health First Aid should also incorporate ongoing support also

- Remember W/B is a long term issue & needs a long term organisational wide approach *

- *Get in touch to see how we can help you - adelle@thesweetpotatoconsultancy.com*

Organisational Wellbeing

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Mistakes managers & companies make

- Use tickbox approach to MH
- React not proactive
- See MH as separate to their business
- Think MH as extremes rather than spectrum
- Refuse to acknowledge it's an issue
- Nice extra - rather than integral to growth & development

- Don't recognise that poor management skills create poor performance & mental health
- Implement the wrong solutions
- Don't understand this is a complex subject
- Delay when they have a duty of care to act

Questions – a few!

- Do you feel that managers in your organisation lack skills and confidence in having conversations with employees about Wellbeing & Mental Health?

- What stops wellbeing & motivation being tackled within your teams/ organisation?

In Summary

- MH & WB of your people is an important part of role & responsibility of leaders & managers

- ↑ employee W/B & MH ↑ productivity & ↓ turnover & saves costs

- Your workplace issues may be different from others so your solutions need to reflect that

- Take advice from an expert – stop stalling and take action now!

- *If you would like to discover more about how to tackle these challenges in your company:*

- *Get in touch on adelle@thesweetpotatoconsultancy.com*