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**Mental Health in the Workplace
and COVID-19 - What Matters
Now?**

**Civil Service Live Online
14 and 15 July 2020**

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Aims for the Session

- Open up the discussion about mental health
- Provide suggestions and tools on how to have a positive impact as managers and colleagues

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Mental Health - what does it mean to you?

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What is Mental Health?

- It is an important component of our overall health
- The quality of our mental health is shown by:
 - How we think, feel and behave
 - How we cope with change, the ups and downs of life and stress

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The Performance Curve

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Stress occurs when pressure exceeds our perceived ability to cope
(Cooper & Palmer 2000)

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Depression and anxiety in the workplace

Pay attention to **any** persistent unexplained changes in behaviour and mood. Possible signs and symptoms in the workplace.

- Low morale / disengagement
- Decreased productivity
- Difficulties concentrating / making decisions
- Absenteeism / presenteeism
- Feeling tired all the time / lack of sleep
- Complaints of unexplained aches and pains
- Increased need for reassurance

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COVID-19 outbreak - What matters now?

- Working at home during an **emergency vs. working from home**
- Connect with your **values**
- How can you **establish trust** so your colleagues feel psychologically safe?

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COVID-19 outbreak - What matters now?

- **Do a wellbeing check with your team at team meetings** - each of us might be facing very different challenges at the moment - be aware of this.
- **Logistics** - privacy and options

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As a line manager:

- Do you care? Notice changes in behaviour / appearance use these as conversation starters.
- **Open questions** - tell me more but don't ask why
- It's OK not to have all the answers and **everybody** needs to know about sources of support

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As a line manager:

- Collaboration and “we” language
- Use a **Wellness Action Plan**. It is an evidence-based tool used worldwide. Set of open questions focussed on what keeps you well, what can have a negative impact on your mental health, what you and others can do to help.
 - See Mind website for full document
- **Be clear and be kind**

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So, what's next?

- One action for you and one for others

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Any Questions?

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Resources

- Familiarise yourself with what your department / organization offers - EAP, Mental Health First Aiders (MHFAs) and more.
- Mind info line - 0300 123 3393 - info@mind.org.uk - Text: 86463
- Mind's online peer-support community: www.elefriends.org.uk
- Samaritans 112 123 (free, 24/7) or jo@samaritans.org
- SANE offers a national, out-of-hours mental helpline offering specialist support and information every day between 4.30pm and 10.30pm. You can call them on 0300 304 7000 or use their online support - http://www.sane.org.uk/what_we_do/support/textcare.
- Hub of Hope - to search for local and national sources of support: <https://hubofhope.co.uk/>

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Reference Materials

- Mental Health - A Guide for Managers , Civil Service cross-Gov Mental Health Network
- [Guide to Wellness Plans](https://www.mind.org.uk/media-a/5761/mind-guide-for-line-managers-wellness-action-plans_final.pdf), Mind - https://www.mind.org.uk/media-a/5761/mind-guide-for-line-managers-wellness-action-plans_final.pdf
- [Line Managers' Resource](#), MHFA England and Health & Safety Executive (HSE) -
- [Work-related stress and how to tackle it](#), HSE

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