



If you attended our Lunch and Learn webinar on Mental Health in the Workplace with Chrissie Evans from Case UK, you've hopefully already picked up some useful guidance. Here's our summary of key things to think about, though not exclusive, may serve as a reminder of useful hints and tips.

What is mental health?

Mental health is the way we think, feel and act, it affects our ability to cope with ups and downs and stress. 1 in 4 people will experience a mental health difficulty each year.

It can be a sensitive topic and the signs can be different for each individual and there are many different things people can suffer with, but there are some common things to look out for.

In the workplace

Anxiety and depression caused by stress is the most common mental health condition in the workplace. One of the most important things to spot are changes to someone's usual behaviour:

- are they more tired than usual
- not looking after themselves
- making uncharacteristic mistakes
- lacking motivation or concentration
- timekeeping off
- short-tempered
- avoidant or unable to cope with work demands?

Implications can include higher rates of absenteeism, accidents, staff turnover, conflicts or saying yes to everything and taking too much on.

Supporting your team – ask yourself...

How well do you know your team?

Could you do more to support each person?

Could you spot the signs and how would you approach the subject?

Would you know where to get support?



Suicide

Suicide is the leading cause of death in adults under 50 in the UK, and around three times as many men die as a result of suicide compared to women. Warning signs can include:

- Feeling worthless, trapped, alone or a burden to others
- Giving things away or engaging in risky behaviours
- Dramatic changes in behaviours
- Frequently talking about death
- Drug and alcohol misuse

But there are many more.

How would you approach a conversation about mental health?

- Ask your team member if they are ok – active listening
- Be open and listen without judgement or deflecting what is said
- Consider emotional triggers
- Be supportive and clear
- Highlight their strengths
- Ensure supervision is regular and that wellbeing is always a topic of conversation and not left until the end of meetings where it could be skipped

Know your boundaries

- Provide support but know when to seek further help
- Have a list of numbers that you can provide
- Know what is reasonably expected of you as a manager and manage expectations e.g. 'call me anytime' is not usually realistic or expected

Five ways to wellbeing

- Connect
- Be active
- Take notice
- Keep learning
- Give and volunteer



Remember to look after your own wellbeing – it can be easy to forget when you are supporting others. Become a role model if you can – promote good mental health, talk about it, challenge stigma and get involved in raising awareness.

Q&A's

How can we spot the signs or support people working from home or hybrid working?

You can still look for similar signs – it could be the person has their camera off or their appearance is different. Listen to their voice and the language they are using. Check in with people regularly, both arranged meetings and informally. Coffee meets online or social time which try to replicate chat people may be missing from the office can also support wellbeing.

What can I do if someone says they are fine but the signs are that they are not?

Let someone know you are genuinely there to listen, ask them again if they are ok. Don't be afraid to ask more questions to open a conversation or tell people you have noticed a change in them and you are there to support.

How can do I approach managers who aren't sympathetic to mental health issues?

You can talk to organisations like Case UK and Able Futures to get advice on the situation.

Further support and resources

[Case UK](#)

[Mind – wellness action plan](#)

[Healthy Workplaces – mental health toolkit](#)

www.inclusivityworks.org



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