



WORKPLACE MENTAL HEALTH

How to spot mental health issues at the
workplace and preventive measurements

MENTAL HEALTH – WHO DEFINITION

World Health Organization defines positive mental health as "*a state of well-being in which the individual realizes his or her own abilities; has the ability to cope with the day-to-day stresses of life; work productively; interact positively with others and realize their own potential.*"

WHY IS WORKPLACE MENTAL HEALTH IMPORTANT?

Workplaces can play an **essential** part in maintaining *positive* **mental health**. They can give people *the opportunity to feel productive* and be a strong contributor to employee wellbeing. Yet it can also be a stressful environment that contributes to the rise of **mental health** problems and **illnesses**.

WHAT FACTORS AFFECT MENTAL HEALTH @ WORK?

Type of work

Organizational
& managerial
environment

Skills and
competencies
of employees

Support
available for
employees to
carry out their
work

Stress from work
environment

Heavy
workloads

Unrealistic
deadlines

Poor
communication

Uncertainty

HOW DOES IT AFFECT THE BUSINESS & THE PEOPLE?

Affects productivity

Affects medical expenses

Affects morale

Affects staff relationships

Affects staff retention

One suffers, all suffer...

SIGNS OF POSSIBLE MENTAL HEALTH ISSUES

Do you frequently feel *upset, sad, angry, worried, anxious*?

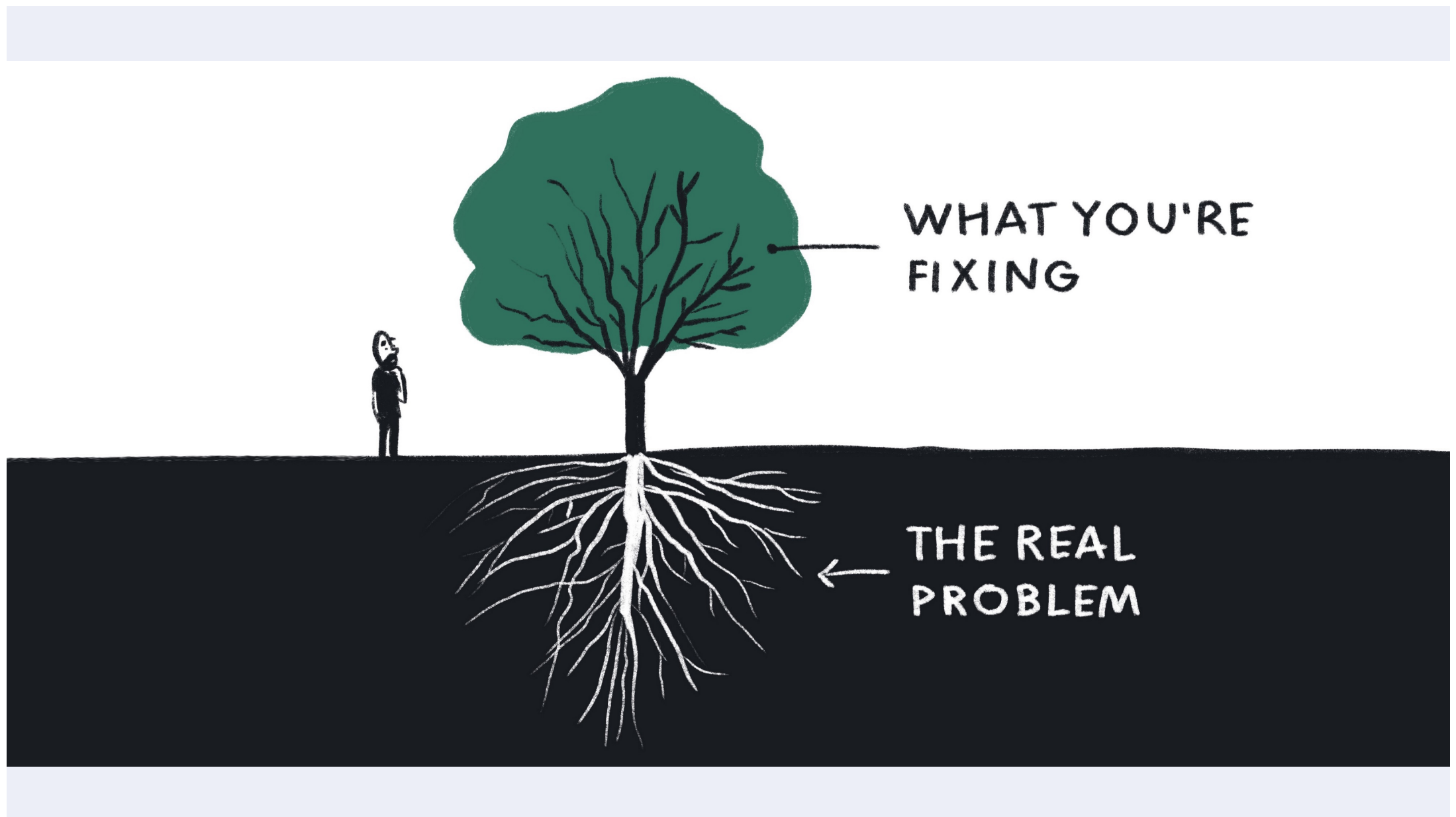
Do you often think that things are getting from *bad to worse*, that you are finding it *hard to cope with work, your colleagues, your personal life*?

Do you *feel alone*, that *no one cares* and your purpose and goals in life are *meaningless*?

WARNING SIGNS THAT ALL IS NOT WELL

- Uncharacteristic behaviour
- Decreases in productivity
- Changes in working patterns
- Disinterest in work, day-to-day activities
- Increased absence
- Low levels of engagement
- Withdrawal from social situations
- Changes in sleeping, eating behaviours
- Irrational fears, paranoia or anxiety
- Substance abuse/misuse

Do you recognise any of these in others or yourself?



MENTAL HEALTH AT WORK – YOU PERSONALLY

What are some things that upset me?

How do I usually handle it?

What do I do if I cannot manage or handle it?

IDENTIFYING ISSUES FACING ME – ASK YOURSELF

What's the problem?

Why is it a problem?

What is the root cause of the problem?

What would life look like without the problem?

How will I know that life is better?

What can I do to make it happen?

YOUR PERSPECTIVE
DETERMINES YOUR ACTIONS

OUR PERSPECTIVE CHANGES EVERYTHING

We don't see things
as they are ...

Situation/Event

We see things
as we are ...

Thinking

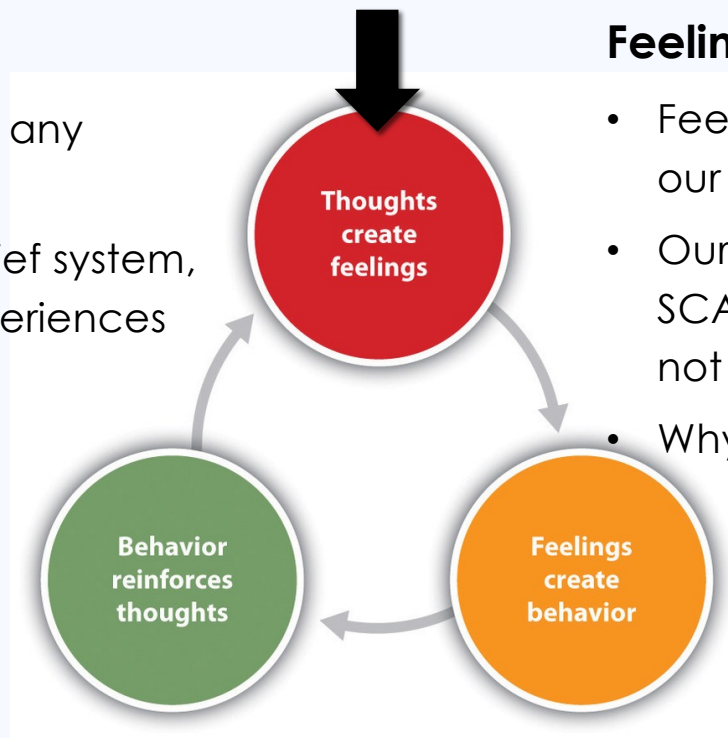
- How we view or make sense of any situation or event
- Activates our mental filters: belief system, values, biases, perception, experiences

Behaviour/Actions

- Actions in response to our feelings

Feelings

- Feelings that arise – usually based on our thoughts
- Our feelings are real (MAD, GLAD, SCARED, SAD) but the reasons may not be accurate
- Why do we feel this way?



SELF-ASSESSMENT

What are my strengths?

What do I enjoy doing – 'healthy' hobbies, past time, recreation

What are areas of improvement that I need to work on –
professional, personal?

Who can help me?

Set goals, make plans – take charge and be in control of your life!

WHAT ELSE CAN YOU DO FOR YOURSELF?

Talk to someone about it

Make the necessary adjustments

Educate yourself – find out what, why, when & how

Don't put too much pressure on yourself

Access your support network

Approach other specialised services to help

HOW TO SUPPORT OTHERS

Be available

Start the conversation

Ask twice

Make confidentiality clear

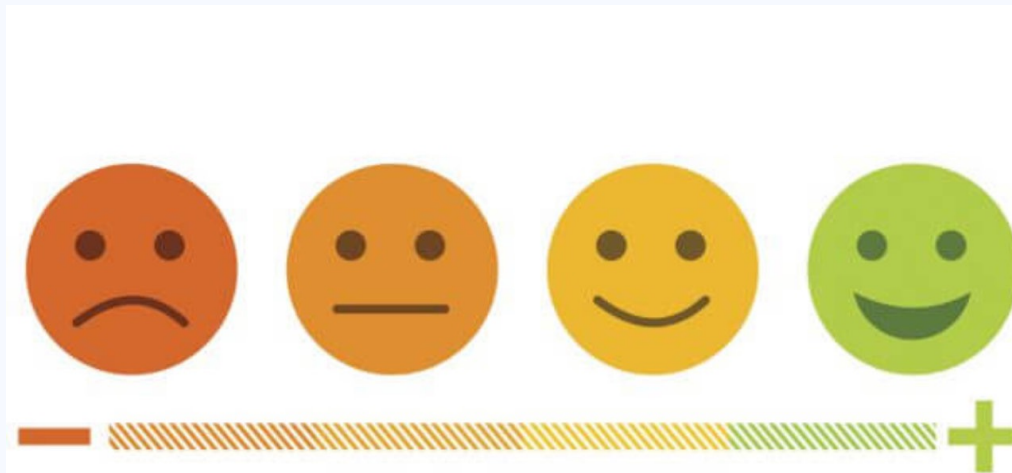
Show compassion & empathy

Utilise a check-in scale/zone

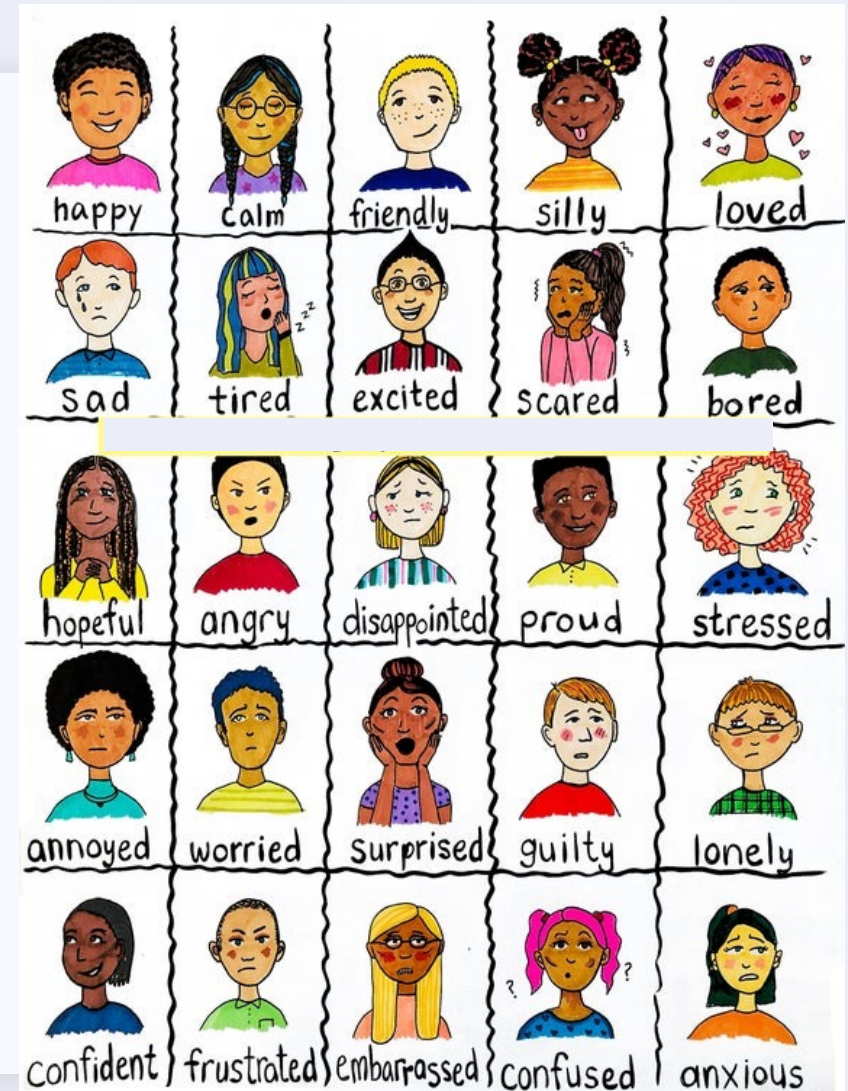
Lead by example – share your own struggles

Involve employees to look out for each other – support network

HOW ARE WE FEELING TODAY?



Utilising a check-in scale/zone to assess emotional & mental state



HOW WE CAN HELP OURSELVES – IMMEDIATE

- Talk to someone
- Take a work/brain break
- Take a walk
- Stretch
- Close my eyes and think of my happy place

Sad
Sick
Tired
Bored
Moving slowly

Glad/Happy
Calm
Feeling Ok
Focused
In control, ready to go

- This is the GOAL!
- What can I do to get to the green zone?
- What can I do to stay in the green zone – calm, happy, in control??

- Talk to someone
- Take a work/brain break
- Count to 20 slowly
- Take deep breaths
- Squeeze something, do palm presses

Frustrated
Tense
Worried
Feeling nervous
Loss of some control

Mad/Angry
Mean
Terrified
Yelling/Striking
Out of control

- Stop whatever you are doing/intend to do
- Take deep breaths
- Take a walk
- Seek help/talk to someone
- Make sensible choices

I'M OK, YOU'RE OK

Note the positives of self & each other – we all do things for a reason

If you see something, say something – we are all connected, what happens to one of us affects all of us!

Note the positives of each day

*"You cannot suffer the
past or future because
they do not exist.*

*What you are suffering is
your memory and your
imagination."*



WHAT WILL YOU DO DIFFERENTLY FROM NOW ON?



Q#1

What should I
stop doing?

Q#3

What should I
start doing?

Q#2

What should I
do less?

Q#4

What should I
do more?

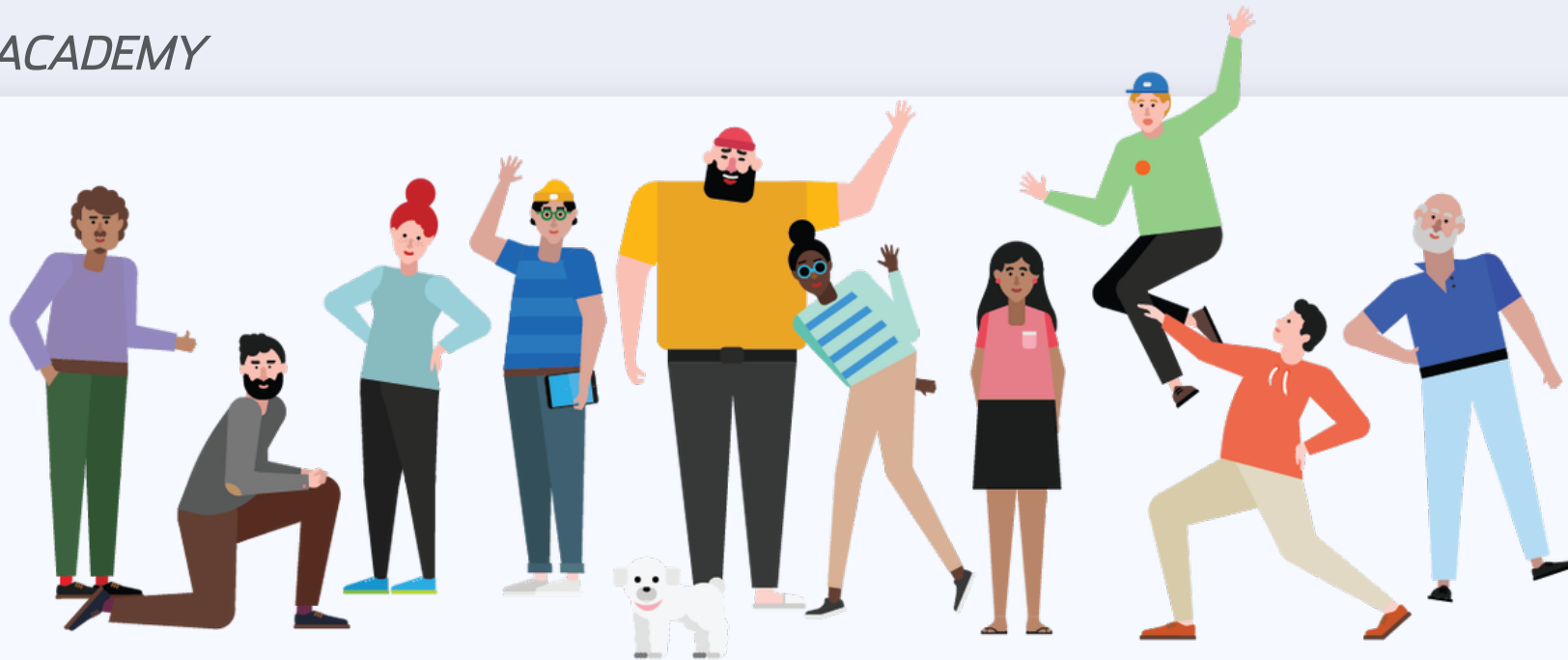
WHAT WAS THE BIGGEST CHALLENGE TODAY FOR YOU?

Difficult to
Understand

Difficult to
Confront



The End



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