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WORKPLACE MENTAL HEALTH

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



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's individual wellbeing.

Yet it can also be a **stressful environment** that contributes to the rise of **mental health** problems and **illnesses**.



MENTAL HEALTH ISSUES AT WORK



WORKPLACE MENTAL HEALTH ISSUES

Workplace stress is the **harmful physical and emotional responses** that can happen when there is a **conflict between job demands on the employee and the amount of control an employee has over meeting these demands.**

Stress in the workplace can have many origins or come from one single event.

STRESS ...

Stress can be described as a **person's reaction to the various experiences and events of everyday life** – *how an individual perceives the situation & reacts to it.*

Situations that are categorised as '**stressful**' are those that **threaten one's sense of self, infringe on expectations** and are **coupled with the perceived lack of control and ability to cope.**

THERE ARE DIFFERENT TYPES OF STRESS!

EUSTRESS

(positive stress)

Eustress or positive stress occurs when your level of stress is high enough to motivate you to move into action to get things accomplished

DISTRESS

(negative stress)

Distress or negative stress occurs when your level of stress is either too high or too low and your body and/or mind begins to respond negatively to stressors

MENTAL WELLBEING – WARNING SIGNS



What to look out for

What are the symptoms of a mental illness? If a friend or loved one doesn't seem themselves, how do you spot the difference between a bad mood and something more serious?



Feeling anxious
or worried



Feeling depressed
or unhappy



Emotional outbursts



Sleep problems



Weight or appetite
changes



Quiet or withdrawn



Substance abuse



Feeling guilty or
worthless



Changes in behaviour
or feelings

TRYING TO STAY AFLOAT?

Feeling stressed out all the time?

Feeling anxious and worried?

Feeling fearful?

Don't feel rested each morning?

Difficulty getting sound sleep?

Smoking or drinking more than usual?

REGAIN CONTROL OF YOUR MENTAL WELLBEING



TAKE CONTROL

When people feel that they are not in control, they start feeling stressed, even if they are in control and simply don't know it.

The **perception of being in control** (*rather than the reality of being in or out of control*) is an important buffer of *negative stress*.

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!

HEALTHY WAYS TO COPE WITH STRESS – REGAIN CONTROL!

Make a To-Do List & DO IT!

Manage your time

Concentrate on one task at a time

Get enough rest/sleep

Have a balanced diet

Have time for self/hobbies/activities

HOW ARE YOU PRESENTLY DEALING WITH IT?

Remember that stress doesn't come from what's going on in your life.

It comes from **your thoughts** about what's going on in your life.

Andrew Bernstein

TIP

MANAGING STRESS STARTS WITH YOUR MIND(SET)

DON'T

Think of stress as

- A crisis
- A demoralizer
- Pressure
- Overwhelming
- Debilitating

Don't focus on your problems

Don't overthink

Don't fight stress with your mind

DO

Think of stress as

- A challenge
- A motivator
- An opportunity
- Manageable
- Energizing

Do focus on possibilities/options

Do take action

Do embrace stress, learn to work with it

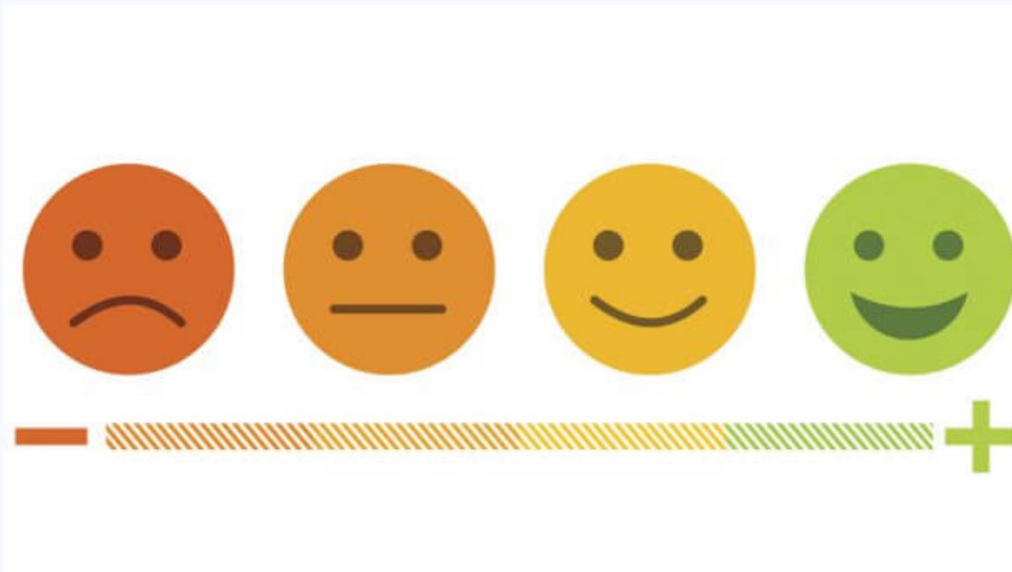
LEARNING TO CHECK IN DAILY/PRE-SHIFT



5-MINUTE WORKPLACE MENTAL HEALTH CHECK

1. Did I sleep well last night?
2. Am I worried or upset about anything?
3. Is there anything on my mind that's bothering me?
4. Am I upset with anyone/anything?
5. Am I facing any financial or relational issues outside of work?
6. Am I ready to work?
7. Will I stay focused and realise when I am distracted?

HOW ARE WE FEELING TODAY?



LEARNING HOW TO IDENTIFY EMOTIONS

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

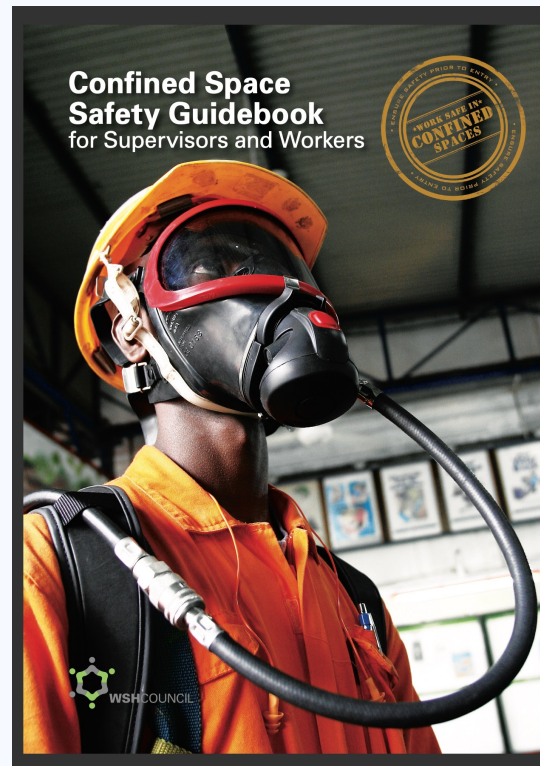
WATCH IT – BEHAVIOURAL MODIFICATION

- **Safety** – don't compromise on your safety and that of others
- **Diet** – watch what you eat & drink (fried foods, energy drinks)

STAY MINDFUL – LIFESTYLE MODIFICATION

- **Exercise** – find time to go for walks, to loosen up your body by stretching or do what you enjoy!
- **Cigarettes/alcohol** – short term relief vs long term problems

ENVIRONMENTAL & PSYCHOLOGICAL SAFETY TRAINING



ENVIRONMENTAL & PSYCHOLOGICAL SAFETY CERTIFICATION



KEY AREAS FOR CONSIDERATION: **TRAINING & AWARENESS**

Improve staff **biopsychosocial* well-being** by:

- ❖ Raising **awareness** of mental wellness & emotional issues, causes, recognising symptoms & focusing on prevention
- ❖ Incorporating biopsychosocial **well-being training** for all staff engaged in high-risk work and how to support & look out for each other

** Biopsychosocial: biological, psychological, social*

KEY AREAS FOR CONSIDERATION: **PRACTICE & PREVENTION**

Daily **mental wellness check routines** as SOP:

- ❖ Develop Mental/Emotional Health Checklist
- ❖ Daily pre-shift checks on individual's mental/emotional health as SOP
- ❖ Psychological safety surveys, training and checks for annual certification

KEY AREAS FOR CONSIDERATION: **LIFESTYLE & BEHAVIOURAL MODIFICATION**

Healthy behaviors to enhance workplace performance:

- ❖ **Lifestyle modification** – having sufficient rest daily, workout routines for physical and mental resilience, alcohol & other substance abuse
- ❖ Managing & dealing with **negative emotions** (stress, anxiety, fear, worry, anger)
- ❖ Having access to **support networks**

LET US KNOW YOUR THOUGHTS



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Control



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The End