



Managing mental health at work

Duration: Full day; generally up to 7 hours with breaks for lunch and comfort throughout*.

Course aims: Learn how to provide appropriate and professional support and more aptly recognise when a staff member may be struggling by understanding the signs and symptoms of common mental health problems. Be better equipped to challenge stigma in the workplace, understand the significance of building resilience and how to look after your own mental health.

Who should attend: Employers, line managers, supervisors, and leaders - anyone whose role involves managing or supervising employees and volunteers, or roles support staff in the workplace.

Optional for in-house training: Learners can bring along a copy of their workplace policies relating to mental health and wellbeing in the workplace for exploration.

By the end of the course:

- You will have an overview of mental health problems
- You will have an overview of how mental health problems are diagnosed
- You will be able to understand the causes of mental health problems and how work can impact
- You will be able to demonstrate how to spot the signs and symptoms of mental health problems
- You will be able to recommend ways in which employers can cultivate mentally healthy workplaces (our 3-pronged approach)
- You will have developed tools and skills to proactively manage mental wellbeing in the workplace
- You will be able to recognise and alleviate the triggers for poor mental health
- Understand how to communicate sensitively and effectively and manage disclosure
- You will have useful tips on how to manage return to work, and performance of staff with mental health problems.

*At Mind, we recommend taking breaks as appropriate throughout our training delivery. Research shows that learners can only absorb 40 minutes of information at a time, and breaks help learners to remain engaged in the subject matter, and process information more effectively. Flexibility can of course be used at your own discretion.



Our suggested learner journey

Morning
Welcome, introductions, housekeeping and learning agreement.
Mental health awareness: What is mental health? Mental health statistics.
Common mental health problems: the causes, signs, symptoms, and behaviours that relate to stress and anxiety, and depression.
Break
Common mental health problems: Thinking about mental health: discussion.
Lunch
Afternoon
Definition of stigma: the effects of stigma and how we act. Emotional intelligence: the 5 domains of emotional intelligence.
Break
Introduction to resilience: challenging thoughts, memories and behaviours.
Five ways to wellbeing: How to be mentally healthy at work. Useful tools for managers: return to work, WAPs, disclosure.
Review and evaluation
End

Mind reserves the right to amend the content and / or running order of the course at its own discretion.

For further information about our Workplace Wellbeing Services, please visit our webpages or contact your Account Manager:

www/mind.org.uk/workplace