

# Mind Training: Managing mental health at work

**Format:** Virtual training led by one of our expert Mind trainers

**Duration:** 3 hours 15 minutes (estimated timings for each section are included below)

## **Aims:**

- Raise awareness of mental health and how it can vary
- Outline different mental health problems
- Outline managerial role in building positive and supportive cultures at work
- Explore how to build resilience and support people in the workplace
- Build skills to look after yourself while supporting others
- Provide sources of support and information.

## **Course outline with recommended durations**

### **Welcome and introduction – 10 minutes**

- Welcome, introduction, learner agreement and safeguarding
- What we will cover today
- Course aims.

### **An introduction to mental health and work – 23 minutes**

- Mental health and mental wellbeing - the spectrum of experience
- Key drivers of mental health at work
- The business case
- Coronavirus and mental health.

### **Stigma – 10 minutes**

- What is stigma?
- How can stigma affect our mental health?

### **Stress – 10 minutes**

- What is stress?
- Stress versus pressure and signs of stress.

### **Depression – 8 minutes**

- What is depression?
- What might be signs of depression?

### **Anxiety – 8 minutes**

- What is anxiety?
- How might anxiety feel?

### **Other mental health problems – 8 minutes**

- Brief overview of schizophrenia, bipolar disorder, post-traumatic stress disorder, eating problems and obsessive-compulsive disorder.

### **Suicide – 20 minutes**

- Who can be at risk of suicide?
- How can I help someone who is feeling suicidal?
- Looking after yourself.

<b>Break – 15 minutes</b>
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### **Providing support at work – 30 minutes**

- Having conversations
- Creating a framework
- Wellness Action Plans
- Best practice: One-to-ones
- Sources of support
- Supporting remote and home workers.

### **The law and reasonable adjustments – 28 minutes**

- Mental health and the law
- Legal duty
- Reasonable adjustments scenario
- Supporting someone returning to work.

### **Mental health and performance – 10 minutes**

- How can poor mental health affect performance?
- Supporting people in performance management conversations.

### **Taking stock of wellbeing – 5 minutes**

### **Learning from the session and close - 5 minutes**

- Recap learning
- Feedback.