



Course outline for Managing mental health at work

Format: virtual delivery led by one of our trainers

Duration: three and a half hours

Aims:

- Raise awareness of mental health and how it can vary
- Build understanding of 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 schedule

Welcome - 10 minutes

- Learning agreement
- Ice breaker
- Aims.

Introduction mental health - 18 minutes

- What are mental health problems?
- Mental health and mental wellbeing (the continuum)
- The business case
- How has coronavirus affected our work?
- Discussion: Pause and reflect.

Stigma - 10 minutes

- How can stigma affect our mental health?
- How can we tackle stigma?

Comfort break - 10 minutes

Stress - 15 minutes

- What is stress?
- Stress versus pressure.

What is depression? – 8 minutes

- What is depression?
- What are the signs of depression?

mind.org.uk/workplace



What is anxiety? – 10 minutes

- What does anxiety feel like?
- Feelings, behaviours and physical signs
- Activity: How would you support?

Suicide - 15 minutes

- Who can be at risk?
- How can I help someone who is feeling suicidal?
- If someone needs help urgently
- Look after yourself.

Comfort break - 10 minutes

Providing support at work - 30 minutes

- Guidance: Having conversations
- Creating a framework
- Wellness Action Plans
- Embedding Wellness Action Plans at work
- Using A Wellness Action Plan with your team
- Activity: What keeps you well at work?
- Best practice for one-to-ones
- Sources of support for mental health at work
- Supporting remote and home workers.

Mental health and performance - 10 minutes

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

The law and reasonable adjustments - 28 minutes

- Mental health and the law
- Your legal duty
- Activity: Reasonable adjustments
- Guidance: Supporting someone returning to work
- Taking stock of wellbeing

Learning from today – 5 minutes

- Recap and questions
- Feedback, thank you and course ends!