

MINDFUL MOMENTS

MARCH: SUPPORTING MENTAL HEALTH AT WORK

Introduction

Working whilst living with a mental health problem can be difficult and unfortunately, many people report that work impacts their mental health negatively. This can be because of workplaces stress, poor relations with colleagues, the type of work you are doing, or the worry and stigma related to telling your boss and colleagues about your mental health problem.



How can I help myself and others?

Help yourself - Telling anyone about your mental health is a personal choice – there is no right or wrong answer. You could ask for changes such as optimising voicemail and email services if you get anxious talking on the phone or face to face, discuss flexible working to suit your needs to attend medical appointments, move to a different workspace e.g. working from home or somewhere quieter, sit by a

window if you suffer from seasonal affective disorder (SAD) or permission to take time out when you need it.

Help others - Here are a few things you can do; keep the conversation going about mental health; encourage employees to take mental health days off; pay attention to changes in your employees and be ready to help; and make sure you have tools and resources for mental health support.

What is a Wellness Action Plan (WAP)?

We have developed a WAP as a tool to help you identify what good wellbeing looks like for you. It is an easy, practical way of helping you to support your own mental health at work and, if you are a manager, helping you to support the mental health of your team members. Everyone can complete a Wellness Action Plan; you don't need to have a mental health problem to feel the benefits. Click [HERE](#) to find out more.

Support Available

- **Mind services** - mind.org.uk (a leading charity for better mental health).
- **GOV.UK** – Information about access to work scheme and flexible working.
- **Time to Change** – time-to-change.org.uk (campaign to end stigma and discrimination against mental health).

Tips to support your mental health at work:

1. Take a mental health day- don't be afraid to ask your employer for a day off to help you refresh. Sick leave isn't just for our physical health
2. Take breaks- work can become very overwhelming if we don't take breaks, so don't forget to schedule in some 'me time' and do something for yourself
3. Set expectations- many of us take on too much at work, try to model setting realistic deadline expectations and say no when you need to for your health
4. Look after your physical health -take time to have a balanced lunch, go to bed at a suitable time and avoid over reliance on caffeine