

MAKING WORKPLACES GREAT

MENTAL HEALTH TO LEAD

Looking after the psychological health and safety of your people

THE CHALLENGE

A 2016 survey showed that **80% of New Zealanders had a personal experience of mental illness** or knew someone who did. Recent study findings indicate that up to **25% of employees may be suffering from depression** and up to 50% may see their work life affected somehow by depression (New Zealand Workplace Barometer, 2018). The study also linked high levels of psychological distress to a staggering **lost-time rate 3.5 times** greater than those who experience little distress.

Poor wellbeing is undoubtedly a huge cost business and the economy. Unwell employees cost business in absenteeism, presenteeism (estimated to cost 3 times that of absenteeism), reduced work performance, increased turnover rates, poorer health, poor organisational citizenship behaviours and greater counterproductive work behaviours.

Unfortunately, we have limited access to mental health care in NZ. The future of successful business and leadership looks very different from its past. It considers organisational sustainability to mean more than lean practices and green policies, it means investing in the wellbeing of your workforce.

THE SOLUTION

So what does investing in workforce mental health training for your leaders involve?

Mental health education and awareness about:

- the reality of mental health in New Zealand
- the risks and costs of reactive, poorly managed mental health approaches
- the benefits of proactive, supportive mental health approaches
- the truths and myths surrounding mental health

Growing understanding of

- triggers to poor mental health.
- the role of the brain and the impact of the modern world on its functioning and health.
- building resiliency into the workforce for workers who demonstrate adaptability and grit.
- creating a supportive workplace culture where people have each other's back and the confidence and skills to have supportive conversations.

WORKSHOP OVERVIEW

Section	Key Content
Identify	<ul style="list-style-type: none">• The Mental Health continuum• Defining Mental Health and Mental Disorder• Signs of distress• Common disorders and myths
Support	<ul style="list-style-type: none">• Managing self as a leader• High risk situations• M.A.T.E.S framework for managing people who are struggling
Protect	<ul style="list-style-type: none">• How to take a prevention approach• Understanding the risks in your environment



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