



# 1

## Understand the Context of: Mental Health in the workplace



64 percent of U.S. and 69 percent of Australian respondents would turn down a promotion to preserve their mental health.

- Mental illness is the leading cause of sickness absence and long-term work incapacity. It equates to \$17 billion lost to Australian businesses each year.
- One in five (20%) Australians aged 16-85 experience a mental illness in any year. The most common mental illnesses are depressive, anxiety and substance use disorder.
- 91% of employees believe mental health in the workplace is important. However, only 52% of employees believe their workplace is mentally healthy.

# 2

## Recognise: The Signs

### Behavioural

- Lack of eye contact
- Unable to express clearly
- Talking more or less than usual
- Talking louder or softer than usual
- Argumentative and or aggressive
- Resistant to new perspectives
- Submissive
- Not participating in the conversation
- Embellishing the negative side
- Blaming or defensive

### Mental

- Restless and agitated
- Indecisive
- Defensive or hypercritical
- Over-analyzing and mistrusting
- Detached or shut down
- Rigidly attached to outcomes
- Not open to listening to other perspectives
- Controlling and domineering
- Hopeless and defeated

### Physical / Emotional

- Emotional outbursts and or breakdown
- Anxiety or panic attacks
- Depressive episodes
- Feeling like a victim
- Addictive habits
- Unhealthy co-dependencies
- Skin allergies
- Digestive problems
- Aches and pains from muscle tension
- Frequent Headaches

# 3

## Check-In: The 5 Step Framework for conversations

### 1. Approach

- Am I ready?
- Am I prepared?
- Have I picked the right moment?

### 2. Ask

- Relaxed and friendly in your approach
- Mention specific things that have made you concerned

### 3. Listen

- Don't interrupt or rush the conversation.
- Don't judge their experiences or reactions, but acknowledge that things seem tough for them.
- If they need time to think, sit patiently with the silence.

### 4. Encourage action

- "What have you done in the past to manage similar situations?"
- "How would you like me to support you?"
- "What's something you can do for yourself right now? Something that's enjoyable or relaxing?"

### 5. Check in

- Pop a reminder in your diary to call them in a couple of weeks.
- If they're really struggling, follow up with them sooner



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