

Product Impact Award

Winner

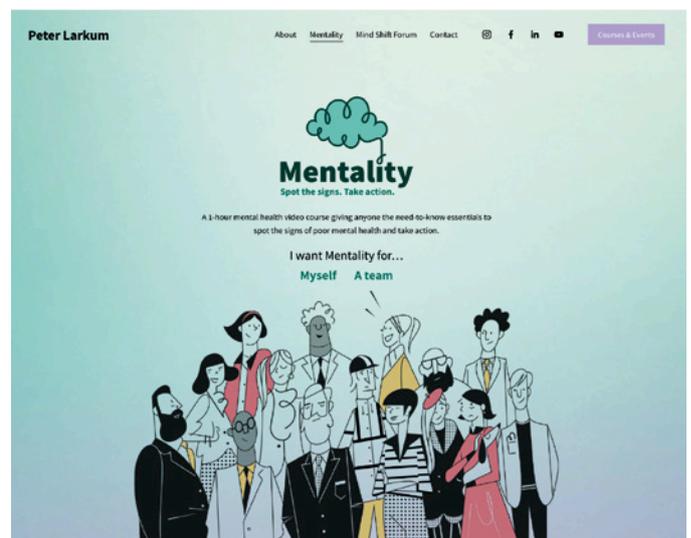
Mentality, Peter Larkum

This category recognises a product that allows businesses to facilitate better mental health in the workplace, by introducing a system of tools and skills that enable staff to measure mental wellbeing

Mentality is a one-hour mental health video training course, giving anyone the need-to-know essentials to spot the signs of poor mental health and take action. It was created to change the mindset around mental health in the workplace, by positioning it as an organisation-wide responsibility. It uses everyday language, so anyone can spot the signs of poor mental health and take action.

Mental health awareness is at an all-time high. Yet, when it comes to helping our friends and colleagues, few of us know how to spot the signs of those struggling. Even fewer know how to help. Peter Larkum, a mental health professional and award-winning Mental Health First Aid instructor, was becoming increasingly aware there was a lack of quality training to provide base knowledge for all.

Mentality was created to do that. It offers engaging, affordable and interactive online training for the entire workforce in three short modules, focusing on "mental health in others", "mental health in me" and "where to find support". Mentality goes through the changes that you need to look out for in other people and yourself. It offers engaging and interactive instruction, with fun illustrations and integrated activities such as comprehension quizzes. Individual certificates are awarded upon completion.



Achievements

Two case studies illustrate how Mentality has made a positive impact on individuals' understanding of mental health and helped businesses build their mental health strategies.

Back in February 2020 Point 6 Design had no training or provision in place to support its team members' mental health. Creative Director Russ Hodgson attended the Mentality launch, where he met Peter and heard about the new training product. Point 6 purchased Mentality through a set of pre-paid coupon codes and made it mandatory for all staff.

Highly Commended

Feedback submitted from individuals who have completed the Mentality course helped Point 6 understand the positive impact it has had. Users reported that the course had taught them to recognise the difference between a bad mood and poor mental health, and that they would aim to be more caring to others who were acting out of character. The positivity around Mentality within Point 6 Design has helped to embed mental wellbeing within the company values. Point 6's strategic mental health journey continues with Peter Larkum and it has now trained a team of Mental Health First Aiders.

Insurance risk management company RiskSTOP provides an excellent example of how Mentality can benefit a company with an established wellbeing strategy. Despite a general good level of mental health awareness, the company had a learning gap between those with Mental Health First Aid training and those without. It was looking for a way to expand the conversation across the entire company and Mentality provided that solution. RiskSTOP purchased 100 coupons and instructions on how to access the online course were sent to all staff, regardless of previous training. To monitor engagement, staff supplied their completion certificates to be held on their personnel file.

Feedback has shown that confidence in being "able to spot the signs and take action" was increased in 100% of delegates. Additionally, all "agreed" or "strongly agreed" with the statement "I found Mentality to be a really valuable use of my time". Staff across the board have reported a deeper level of understanding, a change in both the language they use and the openness with which they communicate in a time when the workplace looks very different from how it looked before. ■

Judges' comments



Product is flexible, easy to use and has demonstrated that users can receive education and tools which can be transferable both in work and at home.



Great to see mental health awareness mandated to all employees and aligned to company values. A strong message and endorsement from leadership as opposed to self-selection to take part.



Enjoyed seeing Mentality support a wider conversation around mental health, and how everyone can play a role safely to support mental health through wider education beyond just a few.

Chasing the Stigma

Shortlisted

→ Improving mental health in the medical and non-medical sectors
87%

→ **People Matter Technology**