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**Managing Mental Health
During These Challenging Times**

EMPOWERING WORKPLACE
MENTAL HEALTH

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With thanks

Our Partners



ALLEN & OVERY



Our Friends



Bloomberg



enterprise

General
Dental
Council



MERCK



OLIVER WYMAN

TESCO



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Objectives of this Webinar

- ❖ We look at ways to improve our OWN mental health and resilience to cope with exceptionally challenging times both at work and at home.

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- ❖ We look at the best ways to stay emotionally connected with your teams now they are working remotely and how to keep them engaged.

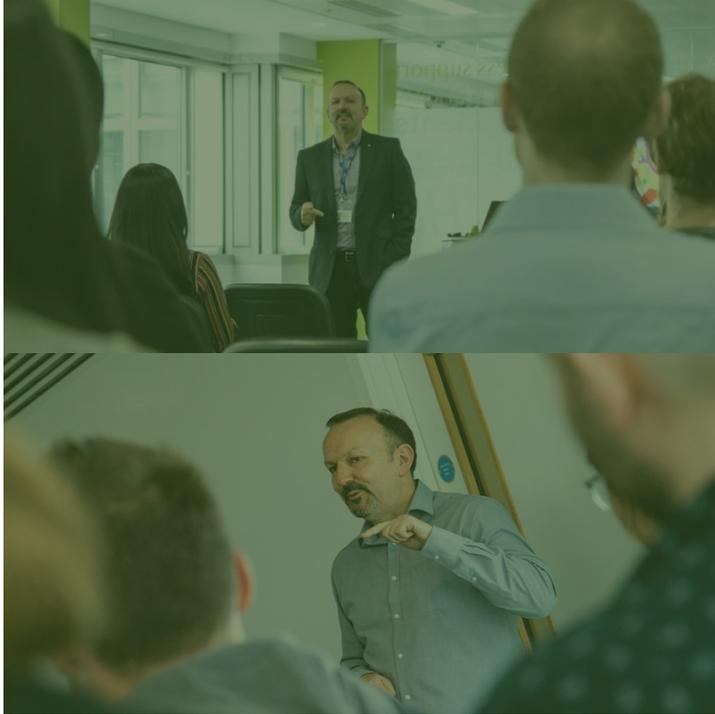
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- ❖ We give you hints and tips to help you have a productive and enjoyable day when working from home.

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- ❖ We give you hints and tips to help you have a productive and enjoyable day when working from home.
- ❖ We give you specific advice as to how to protect your mental health during the coronavirus.

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Introducing **David Beeney**

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- ❖ Engaged to Lisa
- ❖ Grown up kids – Joel, Jodie, and (step daughter) Casey
- ❖ Become a Grandad to Noah
- ❖ Live in Hemel Hempstead

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.....but on the 16th May 2016 my whole life
changed forever

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I came out after 30 years about my mental health!

- ❖ Nobody in my life had any idea
- ❖ I spent 36 years avoiding do what I am doing right now!
- ❖ How do I now avoid panic attacks?
- ❖ It's okay to not be okay
- ❖ You inspire when you share vulnerability
- ❖ I have discovered the true value of self compassion

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1 in 4

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1 in 1

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How many of you have experienced any of these?

Lack of Energy

Struggling to Concentrate

Stress

Mental Fatigue

Problems Sleeping

- ❖ **What does a training programme look like to become mentally fitter?**
- ❖ **How do we build our own resilience?**

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- ❖ Regulate Sleep
- ❖ Physical Exercise
- ❖ 'Me' Time
- ❖ Play Time
- ❖ Fun & Laughter
- ❖ Give yourself treats
- ❖ Give yourself things to look forward to
- ❖ Reduce contact with certain people!
- ❖ Healthy diet
- ❖ Be honest with yourself



- **What are the signs to look for that a family member, friend or work colleague maybe suffering with poor mental health?**
- **How do we approach them without making matters worse or getting it horribly wrong?**
- **How do we avoid coming across as judgemental?**

stigma

/'stigmə/

noun

1. a mark of disgrace associated with a particular circumstance, quality, or person.
"the stigma of mental disorder"
synonyms: **shame, disgrace, dishonour;** [More](#)

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Keeping your Remote Workers Engaged and Energised

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Four things have to happen.....



- 1 Your employees must feel that you are giving them priority over business performance

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- 3 Senior people should share vulnerability to inspire their workforce – it is not weakness

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- 1 Your employees must feel that you are giving them priority over business performance
- 2 You will need to increase communication to remote workers and the tone should always display trust
- 3 Senior people should share vulnerability to inspire their workforce – it is not weakness
- 4 Everybody needs to be kind to themselves as this will build resilience during tough times

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Key Tips for managers:

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1

Ask employees how they are and listen non-judgementally before asking about work

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Ensure the tone of all written communication is empathic and displays trust

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Ask employees how they are and listen non-judgementally before asking about work

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Think about the language you use when asking about wellbeing – e.g. ask them for a score out of ten

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Key Tips for managers:

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Think about the language you use when asking about wellbeing – e.g. ask them for a score out of ten

4

Try and speak to your employees every day but not all the conversations have to be about work

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Hints and Tips to help those working at home

1. Leave the house, even if standing on your doorstep or the garden
2. Move around the house, each time shifting to a new zone can re-energise you
3. Put some boundaries around your work
4. Stay focused and switch off distractions
5. Have some social interaction
6. Know what YOU need to have a good day

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Suggestions to protect your mental health during the Corona Virus



1. Limit the time you spend watching things which aren't making you feel better.
2. Perhaps decide on a specific time to check in with the news
3. Stay informed and avoid fake news by sticking to trusted sources of information
4. Mute key words which might be triggering on Twitter and unfollow or mute accounts
5. Mute WhatsApp groups and hide Facebook posts and feeds if you find them too overwhelming
6. Stay connected with people
7. Avoid burnout with potentially months of the coronavirus pandemic ahead, it is important to have down time.
8. Exercise, eat well and stay hydrated

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Who can I talk to in confidence?

EAP
(*Employee Assistance
Programme*)



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A little more
conversation

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EMPOWERING WORKPLACE
MENTAL HEALTH

Join us for our next webinar
on Thursday 7th May at 2pm

**Nutrition for Success, Fear &
Uncertainty**

Sign up at

<https://www.thiscanhappenevents.com/resources/webinars>