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WELCOME

ICBE Lunchtime
Bite-Sized Webinar

Becoming More Comfortable Talking about Mental Health

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Wellbeing Coach.



Today's Webinar....



Examine some of the MHWB terminology

Demonstrate our Mental Health Journey through life's ups and downs

Present some data to highlight the reality of MHWB

Look at the impact of some of the more common Mental Health Issues at work

Show some of the common signs that someone might be in distress

Suggest how we might approach a Mental Health conversation

What is Mental Health?



Mental Health

Mental Health is the emotional resilience which enables us to enjoy life, and survive pain, disappointment and sadness.

Mental health can include a range of experiences or conditions that affect the health and wellbeing of everyone.

Our mental health is very important for our overall wellbeing.

Research Ibec 2020

What is Mental Illness?



Mental Illness:

Mental illnesses are health conditions involving changes in emotion, thinking or behaviour (or a combination of these). Mental illnesses are associated with distress and/or problems functioning in social, work or family activities.

American Psychiatric Association

Mental illness is the general name given to a collection of conditions which can negatively impact your mental health and is normally used when referring to conditions that have been diagnosed by a mental health professional such as a psychiatrist or psychologist

Spunout 2023

Poor Mental Health: Mental Health Issues/Problems: Mental Ill-Health:

- Used to describe the experience of milder forms of mental ill-health symptoms without having a diagnosable Mental Illness
- Symptoms can emerge during challenging periods in our lives
- May not be as severe or long lasting but can still be distressing and disruptive to the person experiencing them.
- They usually pass with time, however, without support they can sometimes lead to the development of a mental health condition in the future

Important:

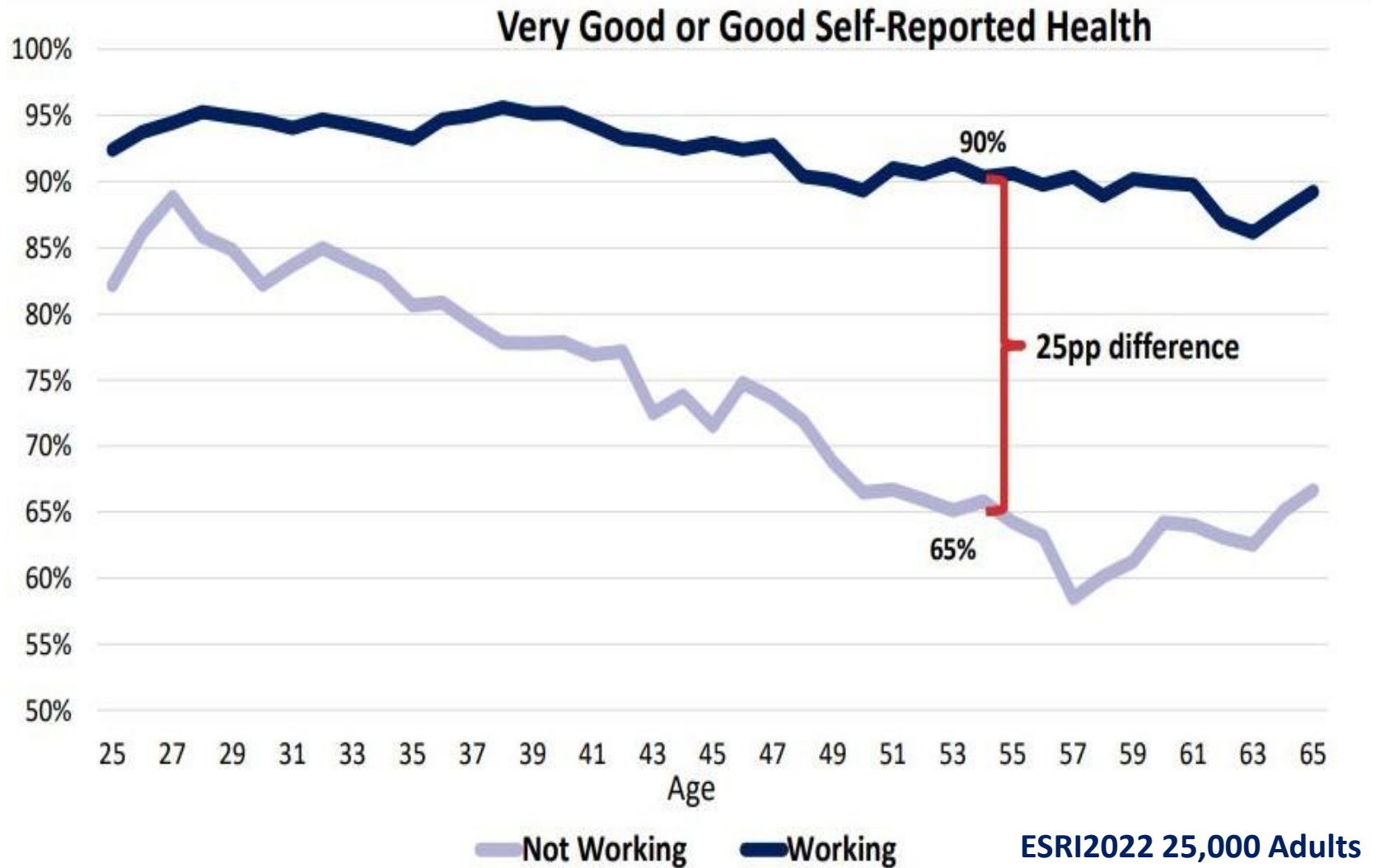
- Not to minimise the impact of mental health challenges
- To understand that experiencing one or two symptoms is not the same as living with a diagnosed, more severe or long-lasting form of mental illness.

Mental Health – Mental Illness Continuum

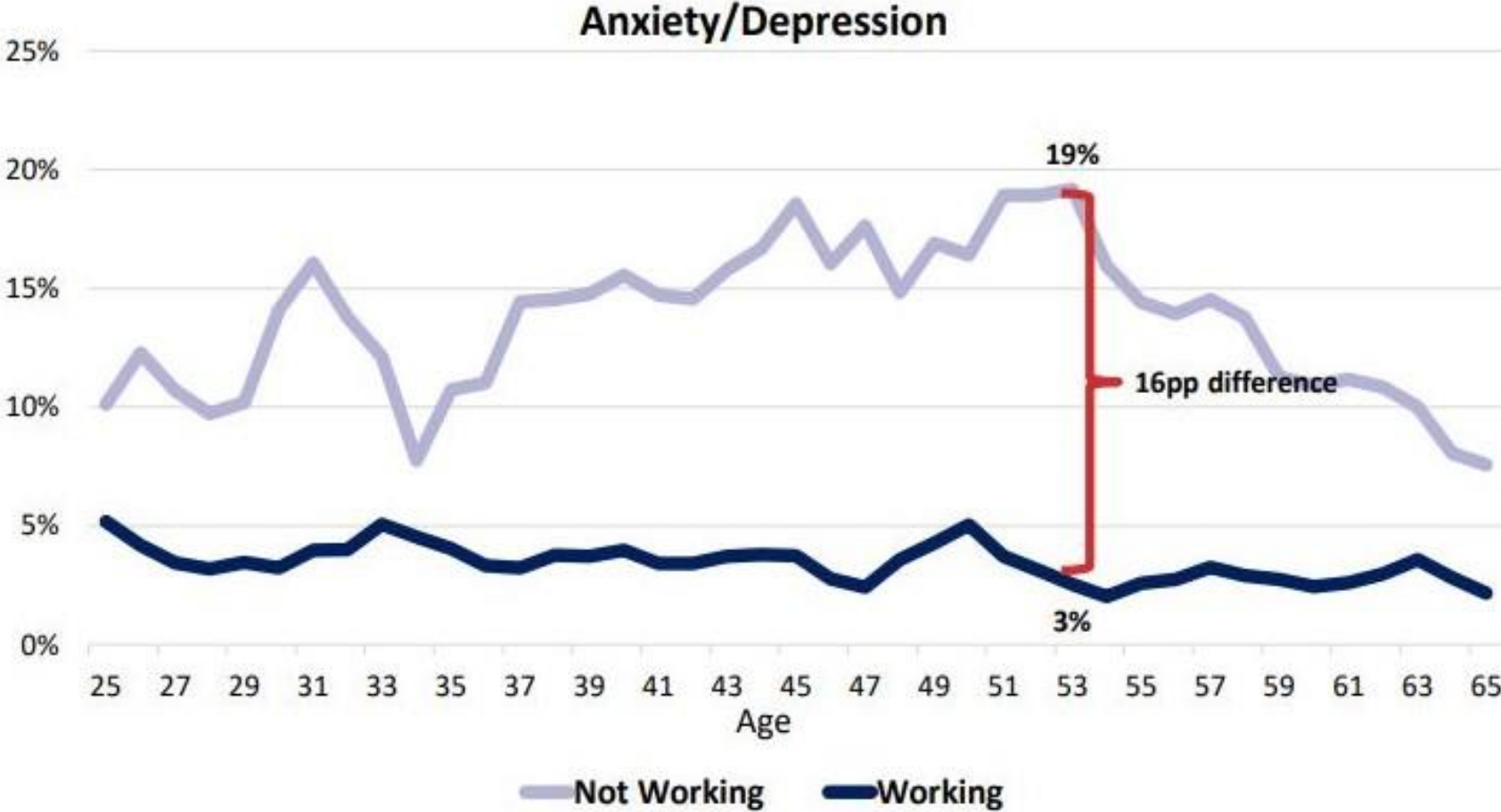
Health ←————→ Illness

Mental Health Problems		
Well-being	Emotional Problems or Concerns	Mental Illness
Occasional Stress to Mild Distress	Mild to Moderate Distress	Marked Distress
No Functional Impairment	Mild to Temporary Functional Impairment	Moderate to Disabling or Chronic Functional Impairment

Workers have higher self-reported health



Anxiety and Depression Higher in Non-Workers



Source: See Figure 3.1 in "Mental health"



Relevant Data:

70% of Irish workers are concerned that disclosing a mental health issue would impact on their job and lead to them being treated differently by colleagues and managers(1)

42% of adults in Ireland met diagnostic requirements for at least one mental health disorder. (4)

Concerns for employee's mental health has increased significantly among Irish HR leaders - one in three business owners and HR leaders (33%) reporting that they are very concerned about the mental health of employees 2020

Cost of mental health in Ireland €8.2 billion due to decreased labour supply, unemployment, absenteeism. (3)

1. Sea Change 2021
2. Ibec Research 2020
3. Dept. Health, 2019
4. MU, NCI & Trinity Health Research 2022

2 Key Stress Hormones

Adrenalin: Prepares the body to defend – fight / flight response

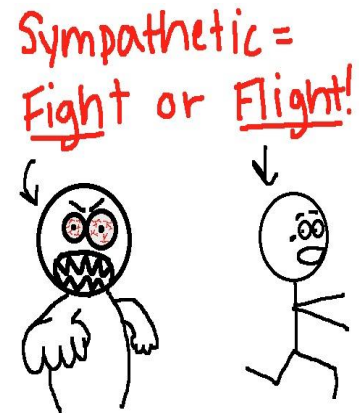
Redirects blood to major muscle groups including heart and lungs

Cortisol: :Complex natural alarm system

increases sugars (glucose) in the bloodstream – energy for stress response

Keeps you on high alert

Levels can remain elevated for several hours



Identifying early signs of distress

Changes in a person's usual behaviour

Tiredness – less energy

Increased absence

Previously punctual employees turning up late

Seeming distracted or less interested

Making uncharacteristic mistakes

Noticeable increase in alcohol consumption or smoking

Loss of humour

Being tense

Constant headaches

Lack of confidence - isolation

Changes in physical appearance

Mood changes - anger, sadness, worry, fear...



Steps to a Mental Health Conversation

- Check your intention
- Prepare to make the person's wellbeing your priority
- Ask for permission - based on your own observations only
- Assure - you will do everything you can to preserve confidentiality
- Listen: Listen: Listen
 - Play back what you hear
 - No diagnosis
 - No solutions at the outset
- Enquire
 - What do you need?
 - From me: From others?
 - Who do need?
- Care – support – trust
- Be aware of the supports available



How can you help?

Keep the topic of Mental Health and Well-being on the agenda

Discuss at meetings

- Performance Appraisal

- Regular check-ins

- Training events

Allow time to connect

Be aware of over-working - balance

Watch out for the signs

Don't fear being vulnerable



QUESTIONS



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HOW TO LEAD INCLUSIVELY

1-hour Knowledge Session with Hayley Barnard

One of the world's leading authorities on Diversity, Equity & Inclusion

FREE EVENT FOR ICBE MEMBERS ONLY



Hayley Barnard

3pm, Wednesday June 14th

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*Engaging, practical &
thought-provoking*

