

Managing and supporting mental health in the workplace

A GUIDE FOR
MANAGERS AND
LEADERS

go
VOX

For the conversations
that matter

What is mental health?

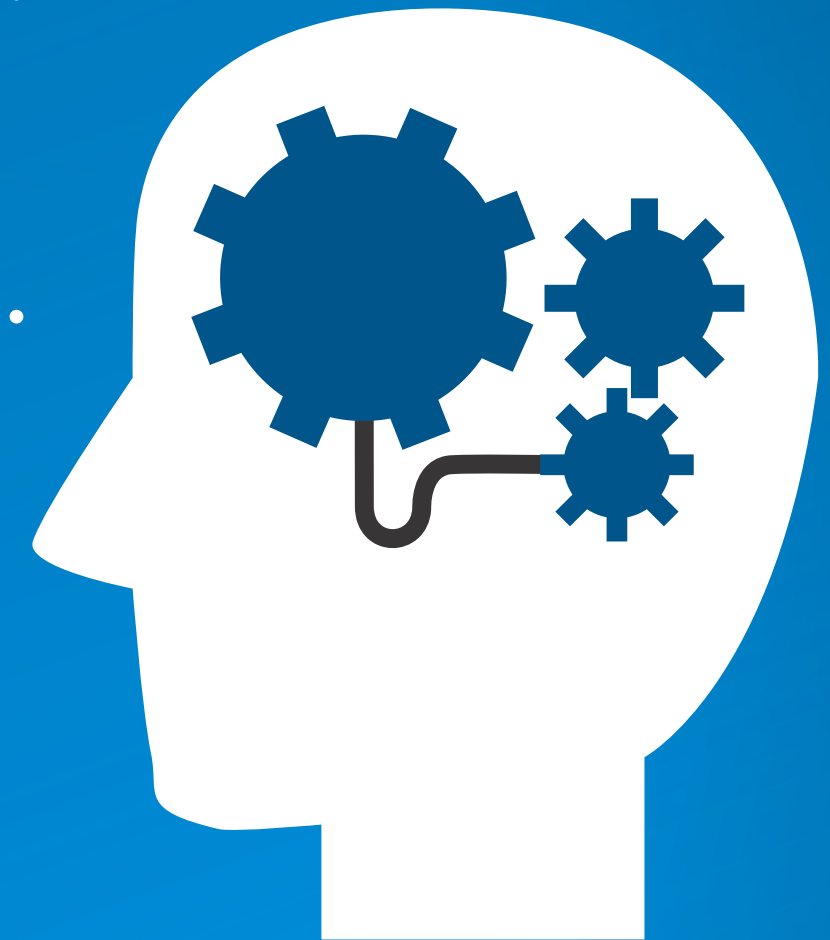
"A person's condition with regard to their psychological and emotional well-being."

Oxford dictionary, 2020

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According to Mind, in any given year, 1 in 4 people will experience a mental health problem.

.....
A mental health problem can be a number of different things; from anxiety, depression to bipolar disorder and schizophrenia; they impact people in different ways.

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Experiencing a mental health problem can seem very isolating for an individual. It is a key responsibility for the leaders and managers amongst us to ensure those who we work with and employ feel supported. We need to let everyone know that they are not alone.





Managing mental health according to the Mental Health Foundation

TALKING ABOUT YOUR FEELINGS

By getting your employees to open up about their feelings it can help to reduce any sense of isolation and loneliness.

KEEPING ACTIVE

Regular exercise releases chemicals into the brain which are known to help boost one's mood.

EAT WELL

By having a good diet, the brain and body receives a variety of different nutrients which helps to keep you physically fit and furthermore psychologically fit.

DRINKING SENSIBLY

Alcohol can be seen as a way to cope with problems, however, any relief can be short lived and in fact alcohol can make things worse.

KEEP IN TOUCH WITH PEOPLE

Keeping in touch with people can help deal with the stresses and issues of life. It's important to know that you are not alone.

ASK FOR HELP

Asking for help isn't a sign of weakness, instead it is actually a sign of strength. If you don't ask, you will never know the answer.

TAKE A BREAK

A 5 minute break or a weekend away can provide the body with time to reset and rest.

DO SOMETHING YOU ARE GOOD AT

Completing something that you are good at or you enjoy can provide a sense of achievement and reduce stress.

ACCEPT WHO YOU ARE

Some people are naturally better at some things. Don't get frustrated if you can't compete with them.

CARE FOR OTHERS

Caring for others can make both parties feel better and form a closer bond.

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HOW CAN THIS BE APPLIED?

TRAINING

Investing in training can provide managers with the tools to help those that are under their command which are at the most risk.

TRUST

Trust your managers and leaders to be able to help with employees who are suffering from mental health issues.

CREATE A SUPPORTIVE ENVIRONMENT

By creating a supportive environment, people are more likely to open up and speak.

How to support a person with mental health issues



INCLUDE THEM

For many people going through a mental health issue, they can feel very isolated. By including them as much as possible, they are less likely to feel this way.

When going through a mental health issue there is a chance of feeling almost alienated and so by proactively including them it helps to remove this feeling.

OFFER THEM HELP

Offering an employee help with a task can help them to feel valued as a member of the business and in turn help to motivate them. This motivation can help them to stay productive.

When an individual is busy and engaged on task, they are more likely to be solely focussed on finishing the task which can help to take their mind off other issues in their life.

BEING PATIENT

If you are offering help to an employee or trying to include them but they are refusing or removing themselves from the situation don't give up on them. Be patient and carry on supporting them.

Even if it feels like you are wasting time, you helping to show the employee they have people to talk to.

How can GoVox Help?

GoVox can help to identify at-risk individuals through a series of simple, targeted questions. Results are analysed and placed into the Dashboard.

GoVox helps to prioritise the conversations that matter by enabling direct insight into who may benefit from some support, and in what key areas.

Our service is incredibly confidential for employees, with results of each survey going only to the relevant manager(s), helping to protect the privacy of the employees.

Employees are able to voice concerns which can not only help in bettering mental health of the individual, but often the wider workforce too.

GoVox questionnaires help to support employees across a wide spectrum of wellbeing-related areas. GoVox on its own is a useful tool but when combined with great management and mental health awareness, it is truly invaluable.