

Creating Mentally Healthy Workplaces

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Charlene is a Clinical Psychologist, Gestalt Psychotherapist and the founder and director of paths Clinics, two private psychology clinics with a team of over 30 psychologists, psychotherapists and counsellors.

In her clinical practice, she supports clients who are struggling with symptoms of depression and anxiety, including those experiencing generalised anxiety disorder, panic disorder and phobias. Charlene is passionate about helping people to achieve fulfilment and success at work, whilst leading happier, healthier and more balanced lives. She helps clients and employees to manage stressors in a healthier way and supports those who are experiencing burnout.

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p_ths
ways to flourish



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Think of a time when you were **ENGAGED** and **THRIVING** at work.

What contributed to making you feel this way?

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Help &
Feedback

I felt engaged and thriving at work when...

Waiting for responses ...

Factors contributing to mental health at the workplace

- The design of the job
- Team/ group factors
- Organisational factors
- Home/ work conflict
- Individual biopsychosocial factors



The 4 most
common mental
health issues we see
at work



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Anxiety



Generalized Anxiety Disorder (GAD) Symptoms



**Excessive anxiety
and worry**



**Increased muscle
aches or soreness**



**Impaired
concentration**



Fatigue



Irritability



Restlessness



Difficulty sleeping

DIFFERENT TYPES OF ANXIETY



Generalised Anxiety Disorder:

Persistent and excessive worry that tends to interfere with daily activities.



Phobias:

Persistent and excessive fear around a particular object, activity, or situation.

Social Anxiety Disorder:

Intense anxiety about being embarrassed or rejected in social situations.



Panic Disorder:

The main symptom is panic attacks, physical and psychological distress episodes.





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Depression



Symptoms Of Depression



Little interest or pleasure in doing things.



Feeling down, depressed, or hopeless.



Trouble falling asleep or staying asleep, or sleeping too much.



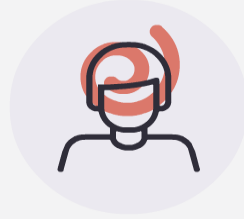
Feeling tired or having little energy.



Poor appetite or overeating.



Feeling bad about yourself, that you're a failure, or you've let yourself or your family down.



Trouble concentrating on things like watching television or reading.



Moving or speaking so slowly that others notice, or restlessness and moving around a lot.

9 Causes of Depression

Lost Connections (Johann Hari)

- Disconnection from **meaningful work**
- Disconnection from **other people**
- Disconnection from meaningful values
- Disconnection due to childhood trauma
- Disconnection from status and respect
- Disconnection from the natural world
- Disconnection from a hopeful or secure future
- Genes
- Changes in the brain



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Given this information, when someone is depressed, what support or work adjustments can we suggest to help them feel better?



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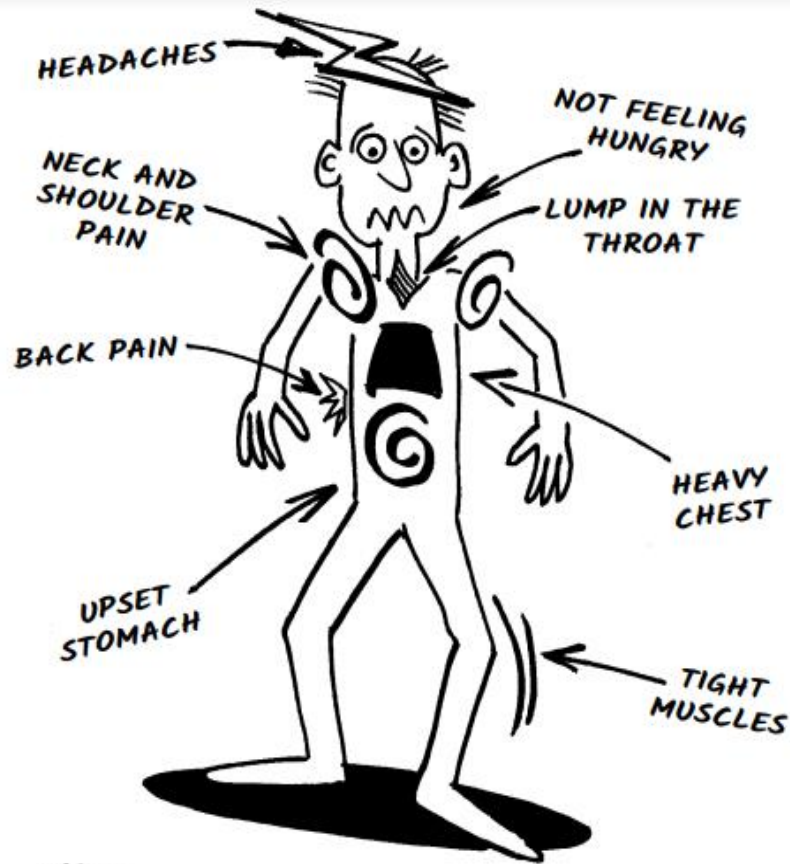
Stress and Burnout





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Stress: a process in which environmental demands tax or exceed the adaptive capacity of an organism, resulting in psychological and biological changes that may place persons at risk for disease.



When they are stressed, many people ...

...cannot focus



...get angry easily



...cannot sit still



...have difficulty sleeping



...feel sad or guilty



...worry



...cry



...feel very tired



...have changes in appetite.



Other people find their body gets sick – skin rashes, infections, illnesses or bowel problems.



Burnout

The 3 defining characteristics of burnout



Feelings of energy depletion or exhaustion.



Increased mental distancing or feelings of negativism related to one's job/responsibilities.



A sense of ineffectiveness and lack of accomplishment.



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When you are struggling with your own mental health, what is the one thing that you would like your colleagues or manager **to know**?

And what would you like them **to do**?

When you are struggling with your own mental health, what would you like your colleagues and manager to know? And do?

Waiting for responses ...





Tips to help someone who is struggling with mental health issues



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To help someone who is struggling

- Learn about the symptoms of their condition
- Allow a **flexible but structured** work schedule
- Ask them to tell you about the support they need
- Create space for **meaningful connections**
- **Simplify** work scope
- Share deadlines as needed
- **Celebrate positive outcomes**
- Criticise less
- Refer to professional support



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Social Permaculture













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1. Observe and interact



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2. Catch and store energy



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3. Obtain a yield



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4. Apply self-regulation
and accept feedback



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5. Use and value
renewable resources
and services



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6. Produce no waste



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7. Design from patterns to details



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8. Integrate rather
than segregate



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9. Use small and slow solutions



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10. Use and value diversity




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11. Use edges and
value the marginal



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12. Creatively use and respond to change



Thank you!
Q&A

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