

Mental Health at Work

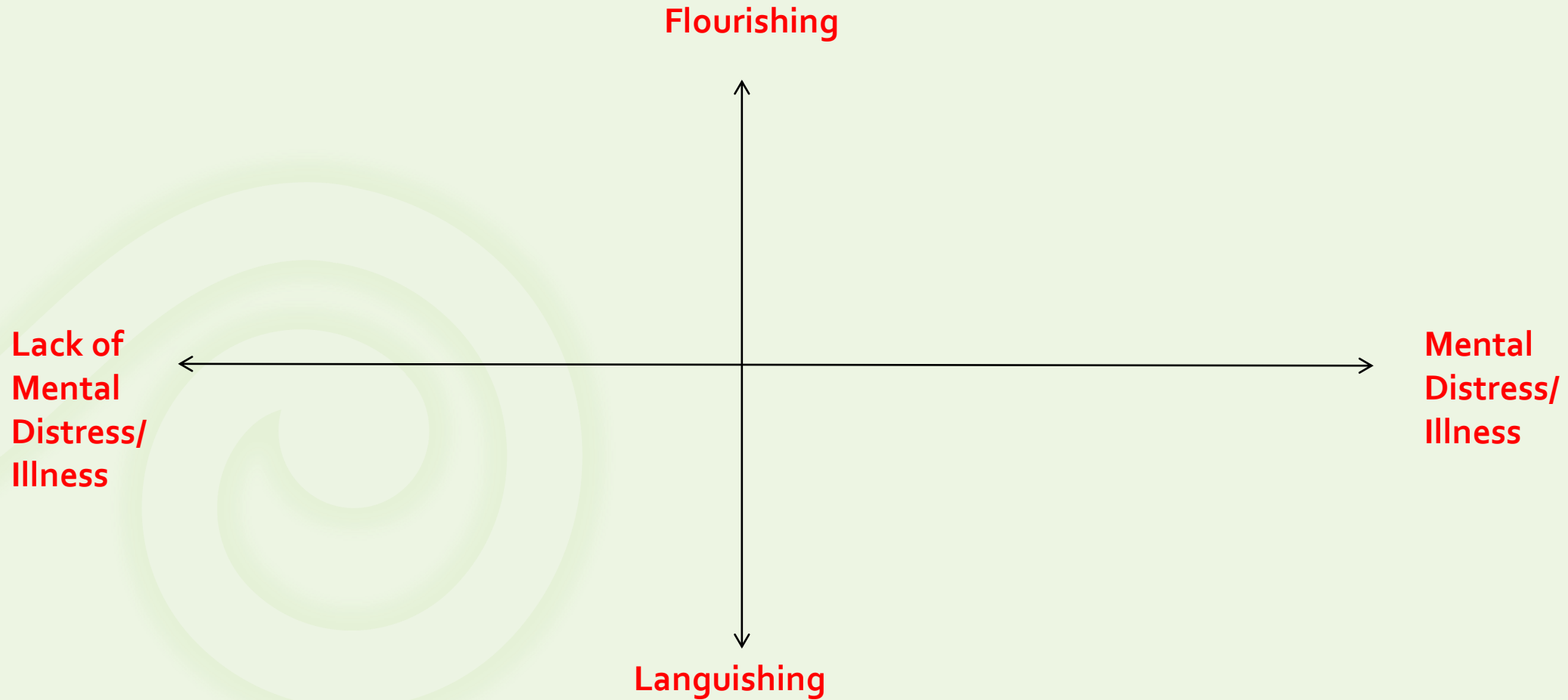
Promoting Wellbeing in the Workplace

Shaun Robinson

What is Mental Health?

Our vision: a society where all people flourish.

Mental Health has Four Dimensions



Keyes 2002

Our vision: a society where all people flourish.

Flourishing (mostly)

“Feeling Good, Functioning Well, Strong Connections - positive emotion, engaged, emotionally stable, vital (energetic), optimistic, resilient, good self-esteem, competent, sense of meaning and direction and positive relationships”



Languishing (mostly)

“ A Hollow or Empty Life - lack of purpose, frequent low mood, disengaged, emotional instability, sluggish, pessimistic, fragile, low self-esteem, poor competence, lack of meaning/directionless and dysfunctional relationships”

What does Mental Health look like in New Zealand?

The Four Dimensions of Mental Health In Aotearoa/New Zealand

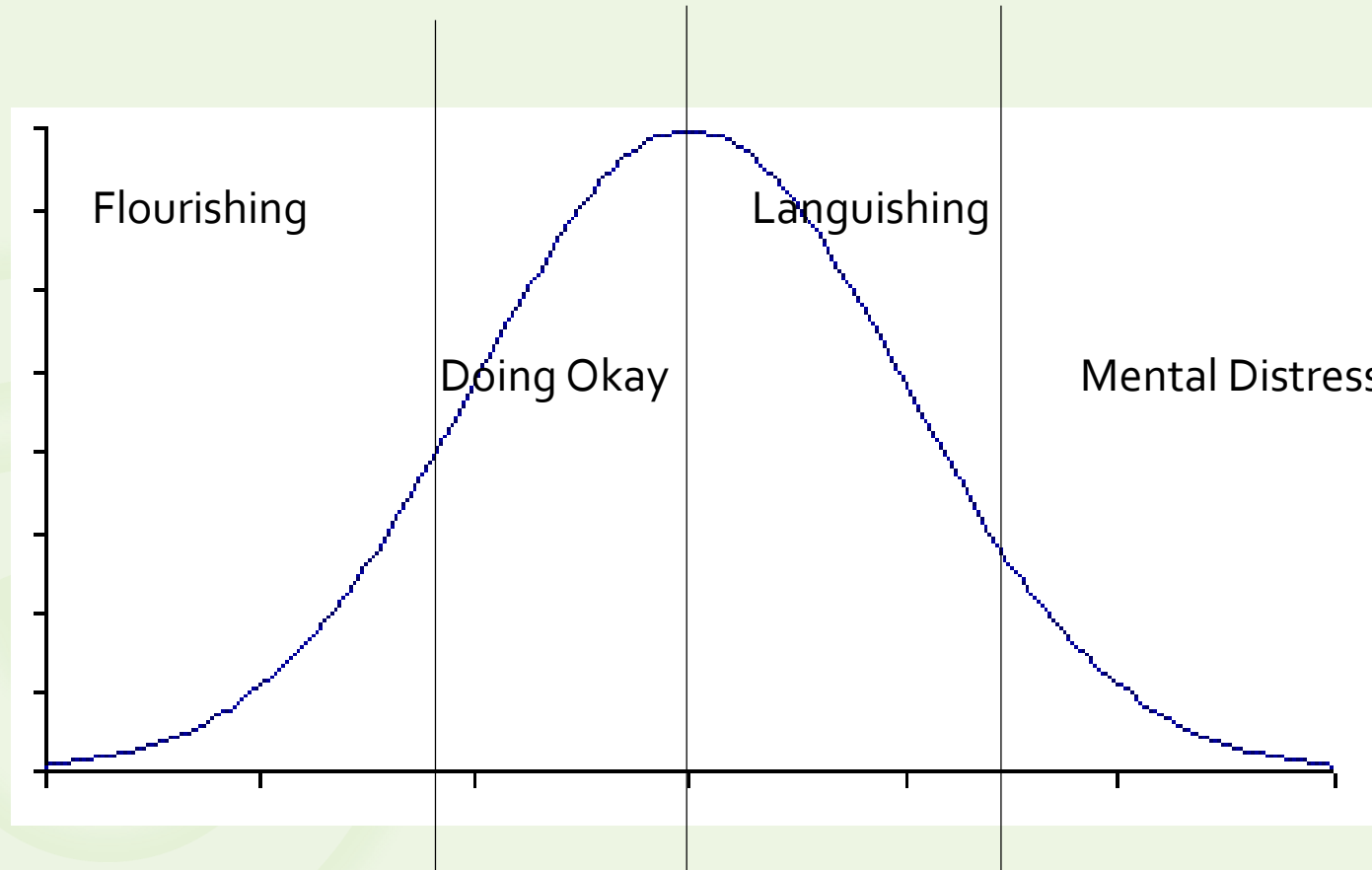
Breakdown “Roughly”

- 25% flourishing
- 25% doing okay
- 30% languishing
- 20% experiencing mental distress this year

Note: people move between these experiences over time and can experience more than one state simultaneously

Our vision: a society where all people flourish.

Average Workplace?



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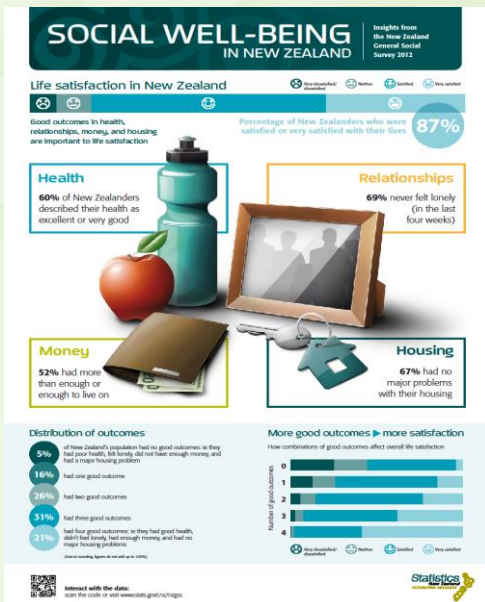
Our vision: a society where all people flourish.

Range of Evidence

50% to 80% of New Zealanders will experience mental health and/or addiction challenges in their lifetime
Mental Health and Addictions Inquiry Report 2018

Around One in Five adults will experience mental illness or significant mental distress in any year.
Mental Health and Addictions Inquiry Report 2018

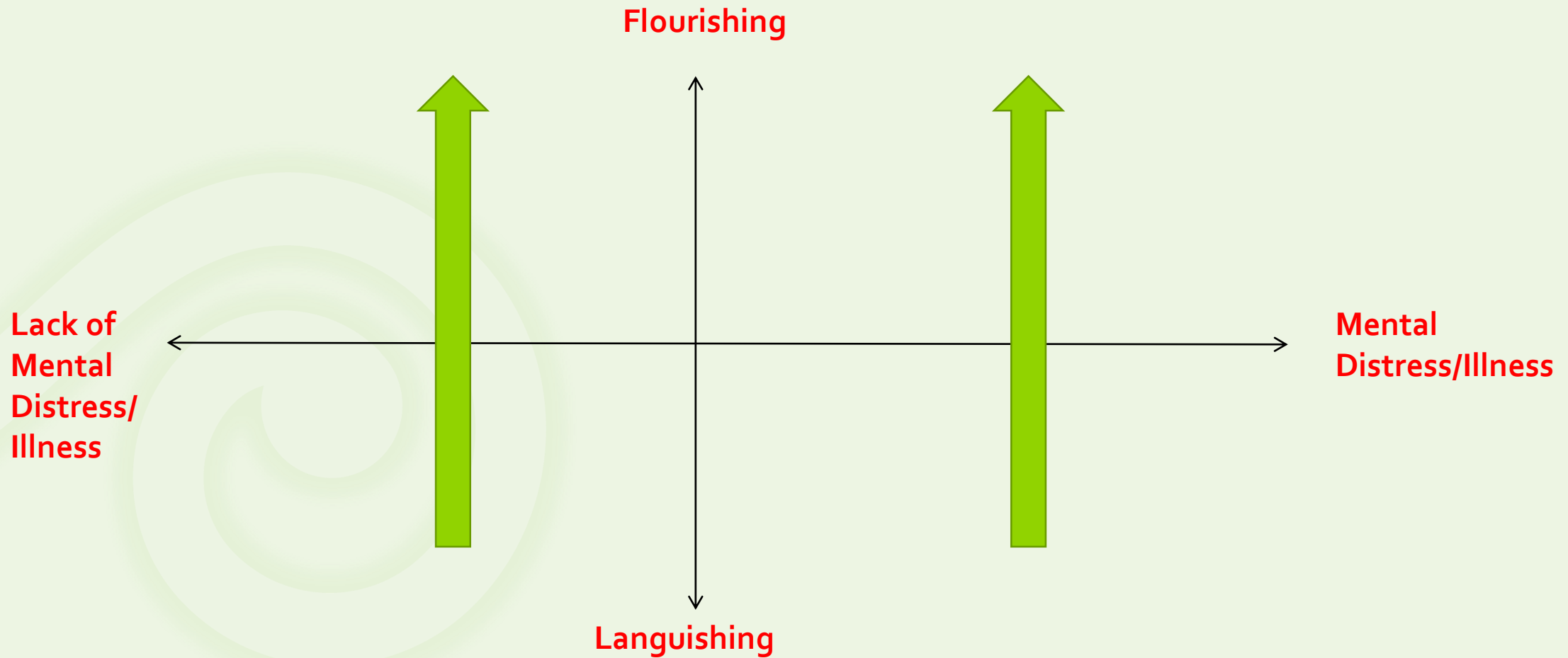
47% of Kiwi's had 2 or less areas of their lives functioning well for their wellbeing
Dept Stats Wellbeing Index



25% of Kiwis have flourishing (Awesome) lives
53% "could be doing better"
Sovereign Wellbeing Survey

What are we Trying to Achieve? And Why?

The Objective of Promoting Positive Mental Health



Keyes 2002

Our vision: a society where all people flourish.

How do we Achieve Flourishing in the Workplace

A Whole System, Organisational Culture Approach



Safe
Manaakitanga

Psychologically healthy
environment



Feel good
Oranga

Positive feelings
& life satisfaction



Supportive
Āwhinatia

Fair & empathetic
approaches



Function well
Mātauranga

Doing things that provide
meaning & purpose



Strong
Kia Tautoko

Boosting mental
wellbeing & resilience



Connected
Whanaungatanga

Sense of belonging
& feeling valued



Culture - Baked into the Bread of the Organisation

Modelled by Managers and Leaders

Constantly Reinforced and Promoted



Strong Kia Tautoko

Boosting mental
wellbeing & resilience



Connected Whanaungatanga

Sense of belonging
& feeling valued

Five Ways to Wellbeing at Work

CONNECT

TALK & LISTEN,
BE THERE,
FEEL CONNECTED

Give

Your time,
your words,
your presence

TAKE
NOTICE

REMEMBER
THE SIMPLE
THINGS THAT
GIVE YOU JOY

**KEEP
LEARNING**

EMBRACE NEW
EXPERIENCES.
SEE OPPORTUNITIES.
SURPRISE YOURSELF

**BE
ACTIVE**

DO WHAT YOU CAN.
ENJOY WHAT YOU DO.
MOVE YOUR MOOD

 **Mental Health Foundation**
mauri tū, mauri ora

 **health promotion
agency**



Mental Health Foundation
mauri tū, mauri ora
OF NEW ZEALAND
www.mentalhealth.org.nz





Build positive work culture

- civility, diversity, good communication, participation

Make mental and emotional health and safety a standing item

Actively eliminate psychological hazards

- Bullying
- Stress
- Stigma
- Racism
- Homophobia and Transphobia



- Safe environments to acknowledge and talk
- Active stigma reduction within organisational culture
- A proactive plan developed WITH the person – reasonable accomodaitons
- EAP
- Buddies/ support people within staff
- Peer networks
- Flexibility about reduced hours/ working from home
- Work is important to peoples recovery – recognise and acknowledge good work

RESOURCES

Working Well



Creating positive environments



Enhancing mental wellbeing



Minimising and Managing Workplace Stress



Positive Communication at Work



Workplace Bullying Prevention



RESOURCES

Posters



Managers' Guide



Tips & factsheets FAQ



