

Session 2 - Mental Health & Wellbeing in the workplace for Managers

Spotting the signs of poor mental health in the workplace



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CORPORATE WELLBEING

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| Stress and mental health statistics

- 1 in 4 people in the UK will experience a mental health problem each year
- In England 1 in 6 people report experiencing a mental health issue in any given week
- 82% of recruitment consultants claim they are stressed while at work
- 300,000 people with a mental health condition lose their jobs each year

| Spotting the signs of stress in the workplace

It is the changes in people that indicate they may be experiencing poor mental health.

- Withdrawn and quiet or loud and argumentative
- Uncooperative
- Angry, irritable or 'snappy'
- Erratic time keeping or working more
- Absent from work through sickness
- Poor performance
- Crying or upset

| Absenteeism, Presenteeism & Leaveism

- Cost to employers is approximately £45bn per year
- Presenteeism – employees are in work but shouldn't be in work as they are not well enough to work, leading to poor productivity
- Leaveism – employees unable to switch off from work leading to low morale and burnout

Causes of work related stress

- Demands of the job – targets, deadlines, workload, time pressures
- Lack of control in workload or how the job is done
- Lack of understanding how their job fits into the organisation
- Inadequate training or skills to be able to do the job
- Poor relationships with managers, colleagues, candidates or clients
- Lack of managerial support
- Poor change management
- Job insecurity

To learn more visit

www.rec.uk.com/mental-health



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