

Oct
2021

mental health awareness



Staying Positive This Autumn

It's official, summer is over. And what a summer it was! The (sometimes) glorious weather, fantastic summer of sport and gradual return to normality has certainly made this a summer to remember – particularly after the strains of the past year or so. As we begin to enter autumn, it is important that we all try and look after one another's wellbeing and carry the positivity of the summer into the future.

We remain fully equipped to deal with all the challenges of the return to normality, as well as the mental health effects of the pandemic in general. We are aware that this is still a particularly tough time, and our counsellors, 24/7 helpline and online resources are, as always, here to help.

Steven Stanbury Managing Director – Wellbeing Solutions



Work Life Balance

Maintaining a work life balance is key to both productivity at work and wellbeing at home. However, this can be difficult given the blending of the two over the course of the pandemic. For many of us, home has become a place of work.

That is why it is so important that you are strict with yourself when it comes to working from home. Take the time to diarise a stringent work routine and establish a space solely for work. If you are going into the office, use National Work Life Week as an opportunity to ask your employer how they can help maintain that work life balance. Remember that it is a partnership. Employees need to be productive when working from home, and employers have a duty to help provide as flexible and friendly an environment as possible.

What's going on this month?



10th October | World Mental Health Day

A day dedicated to promoting worldwide recognition and understanding of mental health in all its forms

It takes about 14 to 17 years for someone with OCD to receive effective treatment.



11th – 17th October | OCD Awareness Week

An effort to raise awareness and understanding about OCD and related disorders, with the goal of helping more people access timely treatment



11th – 17th October | National Work Life Week

A week for employers to show employees how their organisation is striving for a family friendly and flexible work culture

Tips for Better Sleep

- ✓ Stick to the same sleep schedule
- ✓ Try not to nap in the day, this will disrupt your body clock
- ✓ Try and make your room as quiet and dark as possible
- ✓ Try a relaxing activity an hour before bed, like reading or mindfulness
- ✓ Try doing some exercise or go for a walk in the afternoon or evening



Mental Health at Work

Good mental health is vital when it comes to establishing a healthy and productive workplace. If you aren't feeling good about yourself your work will suffer, and your working environment will be affected too. Mental health in the workplace works both ways as well. Just as employers benefit from a healthy and motivated workforce, our personal sense of wellbeing and work-life balance is improved by employment.

Line managers are absolutely pivotal in developing a positive approach to mental health in the workplace. They are usually the ones responsible for dealing with mental health in their teams on a day-to-day basis, but they can often lack the confidence or expertise to manage this alone. Take advantage of the conversation around World Mental Health Day to ask your line managers what they are doing to ensure their team's mental health. Remind them that there is a wealth of resources out there dedicated to training and upskilling managers to be able to handle these kinds of complex and tricky subjects.

The World Health Organisation predicts that depression will become the world's most common illness by 2030, suggesting that the global burden of the condition will be greater than that of diabetes, heart disease or cancer. If they have not already done so, it is up to your employer to take preventative and proactive action to prevent these issues occurring. The reward for getting this right is a happier, healthier and more productive workforce, and a more successful organisation.

Supporting Friends and Colleagues

Sometimes we say we're fine when in fact we're not. It can feel easier to say that you are OK, especially if you are worried about how people might react.

When someone asks 'How are you?' we tend to go into auto-pilot mode and immediately say 'I'm fine'.

If you feel like someone needs help, despite their reassurance that everything is fine, do not leave them to their own devices. Instead, continue to check up on them. You do not have to force them to talk, just remind them that you are there and that there is help available.

employee assistance

Your Employee Assistance Helpline provides you and your family with counselling and advice, covering a variety of personal or workplace issues.

Whatever our age, background or role in life, we all have problems from time to time. Talking to a counsellor or advisor about a problem can help us find a way forward.

This service is paid for by your employer and is provided by an independent company, Wellbeing Solutions Management. There is no cost to you and all calls are confidential.

24/7 freephone: 0800 328 1437

Visit: employeeassistance.org.uk



Managers



Family



Addiction



Older People



Work



Mental Health



Wellbeing



Law



Money