

Revolutionising Mental Health at Work and Beyond

**PVL**



**Leading Well**



## What we'll cover

- Mental Health Awareness
- Psychological Safety
- Role modelling
- Investing in yourself and your team

# What challenges do you see in your teams?





## What is mental health?

A state of **wellbeing** in which an individual realizes their own potential, can **cope** with the normal stresses of life, can work **productively** and **fruitfully** and is able to make a **contribution** to their community.

~ World Health Organization



Physical  
health

T H I S  
F U N  
T A K E N  
S E  
R I O -  
U S L Y

THIS IS ABOUT BEING YOUR BETTER SELF.

adidas | adiZero

RISE  
THROUGH  
ADVERSITY

Rise  
Above

adiZero **Rose** 1.5

- Increased **strength** & breathability
- Lighter & improved **quickness**

as

**PUMA**

www.puma.com

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Mental health?



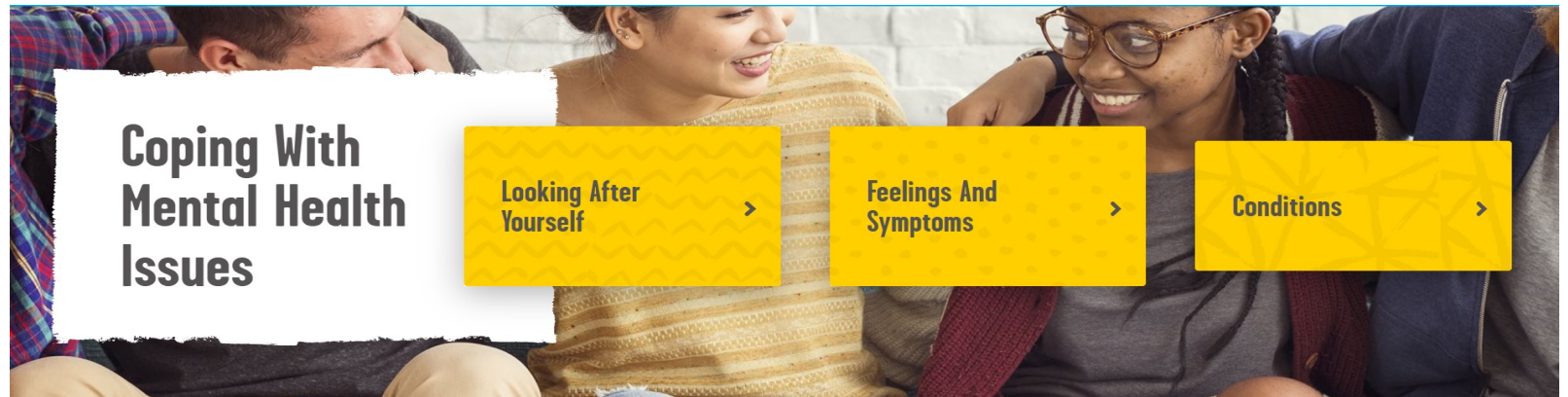
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<https://www.mentalhealth.org.uk/>



<https://www.mentalhealth.org.uk/>



<https://youngminds.org.uk/>

# The mental health continuum







## Breakout

- How is your mental health?
- What's one thing you do to invest in yourself?

People won't  
always give  
you a sign...



# How to build a mentally healthy culture





## **What is Psychological Safety?**

A climate in which people are comfortable expressing and being themselves. They feel comfortable sharing concerns and mistakes without fear of retribution or embarrassment.

**Amy Edmondson**

The Fearless Organization



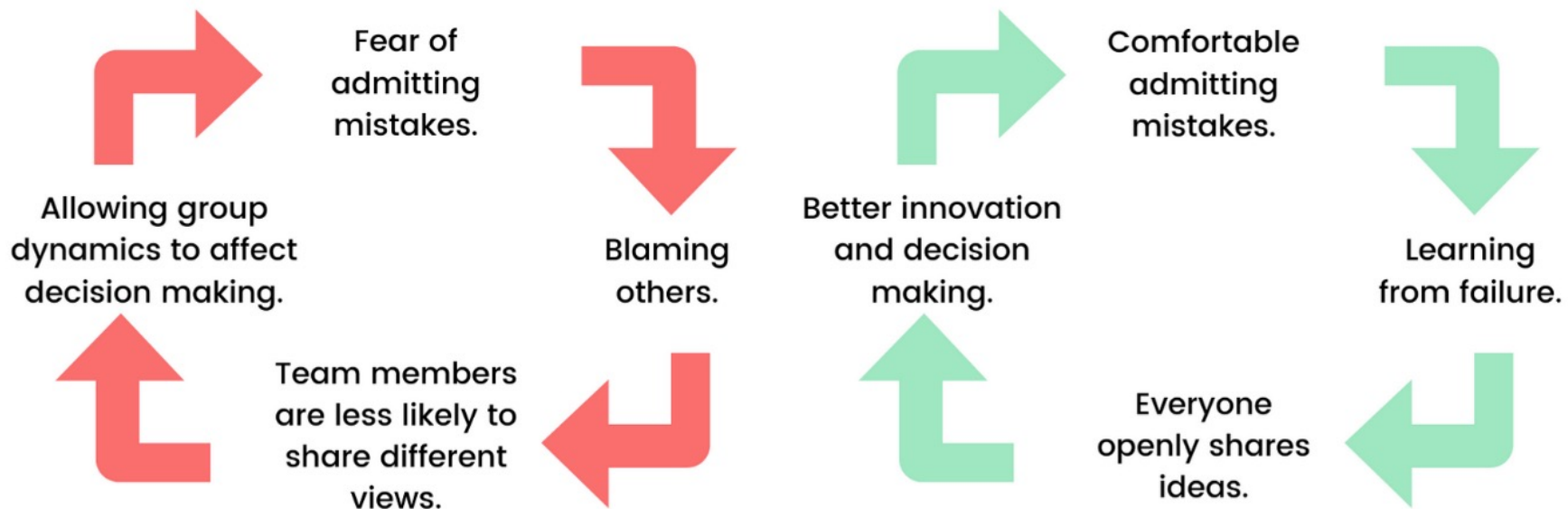


VS



## PSYCHOLOGICAL DANGER

## PSYCHOLOGICAL SAFETY



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## A mentally healthy organization is...

- Psychologically safe
- We can fully be ourselves
- We know where to go for support
- We focus on mental health not just mental illness

What do you think are the  
key skills for supporting your  
people?



# The skill of empathy

## The Five Attributes of Empathy

1. Taking the other's perspective
2. Understanding the emotion you are hearing
3. Staying out of judgement
4. Communicating your understanding about the emotion

*Leaders must either invest a reasonable amount of time attending to fears and feelings,*

OR SQUANDER AN UNREASONABLE AMOUNT OF TIME TRYING TO MANAGE INEFFECTIVE AND UNPRODUCTIVE BEHAVIOR.



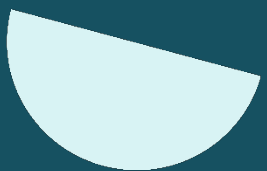
Brené Brown





Trust is earned in the smallest of moments. It is earned not through heroic deeds, or even highly visible actions, but through paying attention, listening, and gestures of genuine care and connection.

~ Brené Brown



# Questions for supportive managers

What's the biggest challenge you're facing at the moment?

Are you able to sleep, eat well & exercise these days?

Thank you for sharing that with me. I'm here for you. How can I help?

What kind of things do you do to look after yourself?

I don't know much about \_\_\_\_, can you tell me more about how it affects you?

Do you know about the services we offer that support mental health?

Do you have someone that you can talk to about this?

When you were feeling better, what kind of things helped?

*It starts with You!*

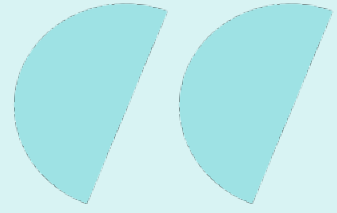
A hand holding a red marker is shown on the right side of the image, drawing a thick red horizontal line that underlines the text 'It starts with You!'. The text is written in a black, cursive font on a white background.

**Self care & leading by example**

# Burnout

1. **Emotional Exhaustion** – the fatigue that comes from caring too much, for too long
2. **Depersonalization** – the depletion of empathy, caring and compassion
3. **Decreased sense of accomplishment** – feeling that nothing you do makes any difference

- Herbert Freudenberger, 1975



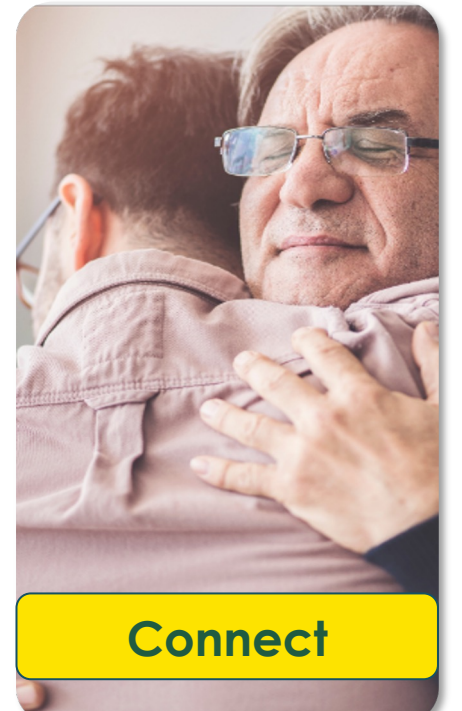
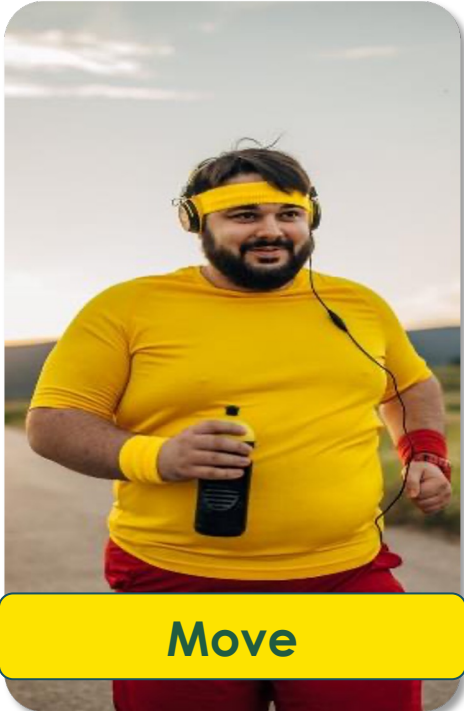
The most important quality of a leader  
is to **model the way**

THE FIVE PRACTICES OF EXEMPLARY LEADERSHIP

2011



# How do you model behaviour?



# A short survey...

