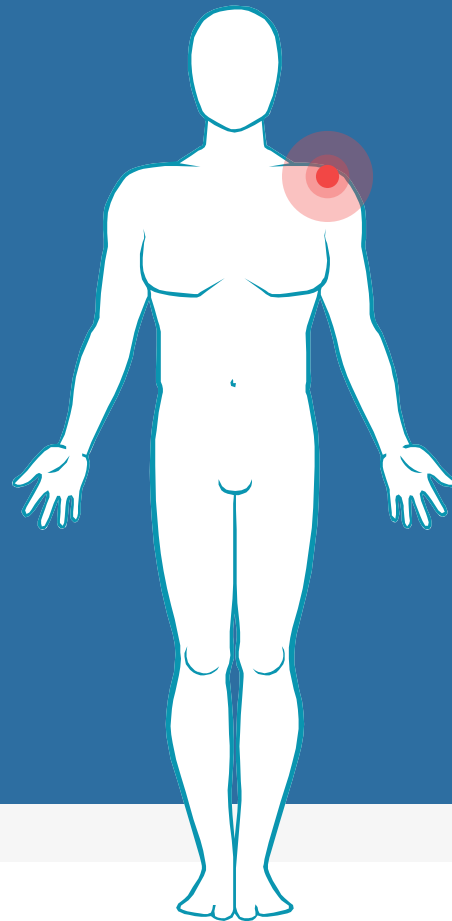


On-Call

103: Digital Toolkit of Health Literacy Resources

Maintaining Positive Mental Health in Work Environment



IN THIS PRESENTATION YOU WILL LEARN

- ▶ What is Mental Health
- ▶ What is mentally healthy work environment and how you can support it
- ▶ Mental Health risk factors in work environment
- ▶ Strategies to support positive Mental Health in workplace



MENTAL HEALTH

A man and a woman are smiling and looking at each other in a modern office setting. The man is wearing a blue denim shirt over a white t-shirt, and the woman is wearing a dark top. They are sitting in front of a large glass wall that reflects the office interior. The background is slightly blurred, showing office furniture and windows. A large green text box is overlaid on the bottom half of the image, containing the definition of mental health and the WHO logo.

A state of well-being in which every individual realizes her or his own potential, can cope with the normal stress of life, can work productively and fruitfully, and is able to make a contribution to her or his community.

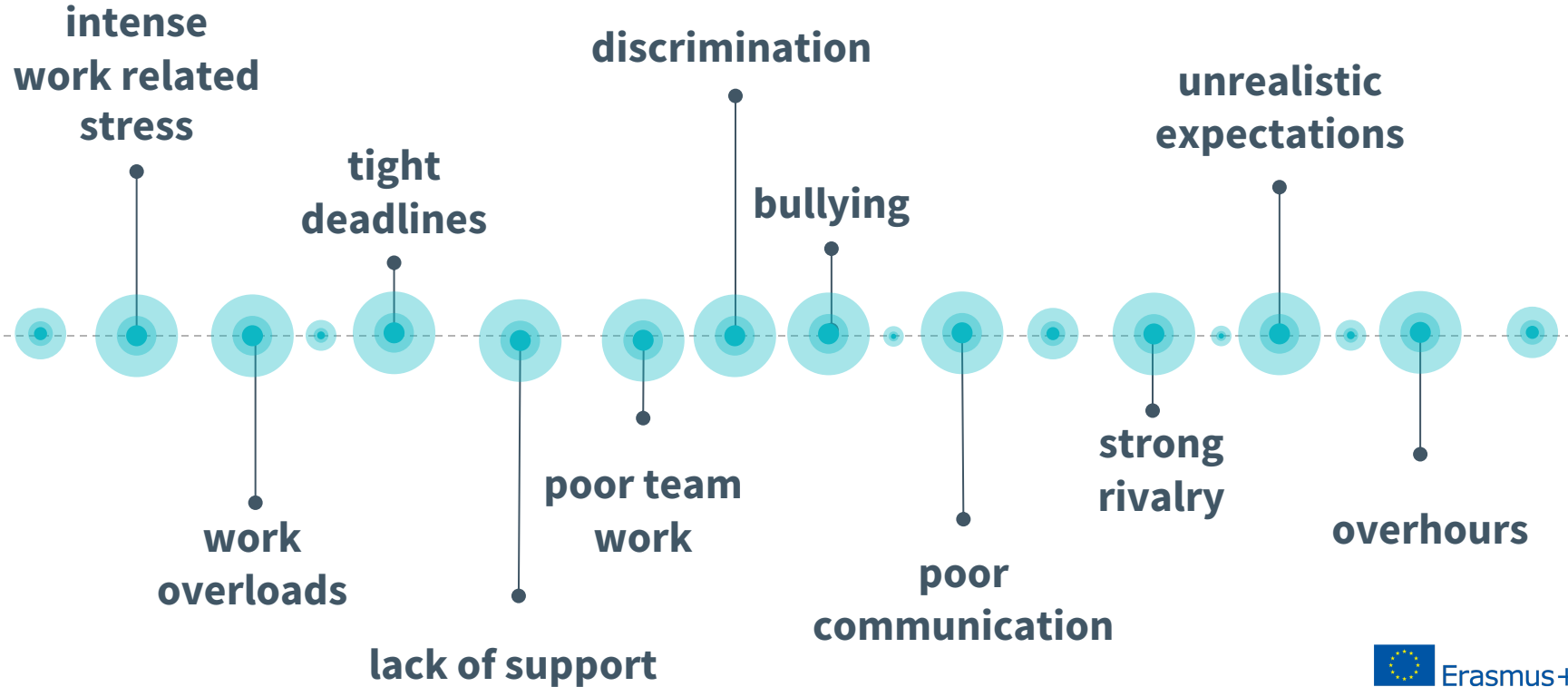
World Health Organisation (WHO)

QUALITIES OF MENTALLY HEALTHY WORK ENVIRONMENT

- ▶ Open discussion on mental health issues
- ▶ Culture of team spirit
- ▶ Strong social networks
- ▶ Clear and realistic expectations, adequate to employees' skills and abilities
- ▶ Lack of unrealistic deadlines and heavy workloads
- ▶ Good communication
- ▶ Knowledge and awareness of Mental Health risks
- ▶ Friendly atmosphere and good work settings
- ▶ Lack of discrimination and bullying, especially towards people with Mental Health issues

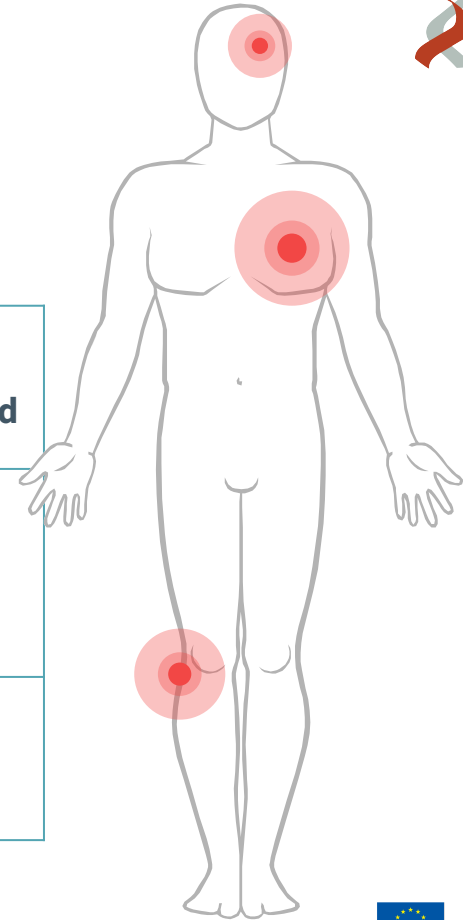


MENTAL HEALTH RISK FACTORS

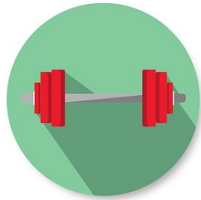
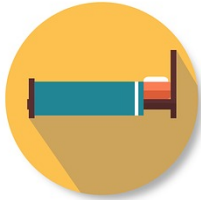


POPULAR SYMPTOMS OF MENTAL HEALTH PROBLEMS

difficulties with concentration	sleep problems	feeling of tiredness	being overwhelmed
not being able to deal with everyday work tasks	lack of motivation	being impatient and explosive	avoiding problems
social withdrawal	feeling dizzy, lightheaded or faint	low energy levels	anger/ aggression



STRATEGIES FOR SUPPORTING YOUR POSITIVE MENTAL HEALTH AT WORK



LIMIT OVERHOURS

Think of why you work overhours?

- ▶ Too much work?
- ▶ Meeting overload?
- ▶ E-mail overload?
- ▶ In-office distractions?
- ▶ Striver syndrome?



TRY NOT TO TAKE WORK HOME



Taking work home is the key reason why we are not able to build and sustain a healthy work-life balance, one of the most crucial factors supporting our Positive Mental Health.

TAKE BREAKS

Make your breaks more effective:

- ▶ Leave the workplace during lunch time
- ▶ Exercise or take short walks during breaks
- ▶ Eat healthy
- ▶ Socialise with other people during breaks



LEARN TO SAY ,NO'



You have the right to set work limits when expectations start to exceed your work abilities or capacities!

5

SET REALISTIC DEADLINES

Before you set a deadline:

- ▶ Do you have any immediate tasks?
- ▶ Will you be relaying on anyone else?
- ▶ Can you delegate other tasks?
- ▶ Does your team know what you need from them?
- ▶ Have you ever been overambitious in setting a deadline?





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