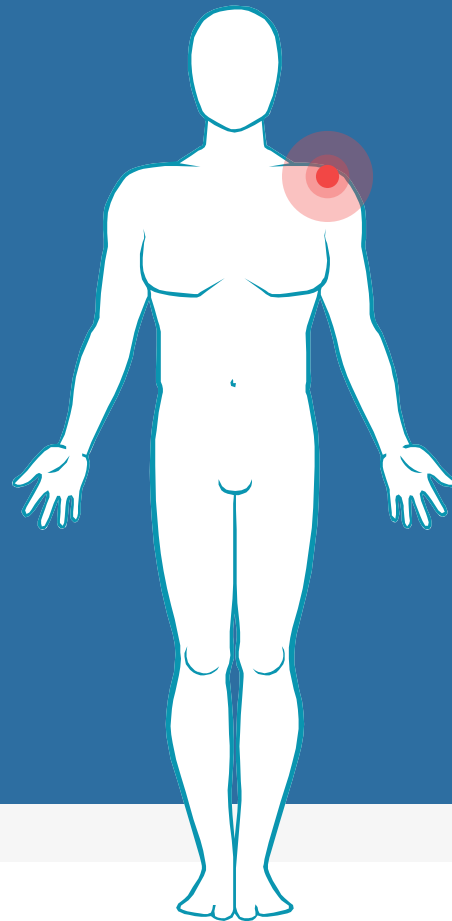


On-Call

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 a laptop 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 at a desk with a laptop. The background shows a glass-walled office space with other people working. A large green text box is overlaid on the bottom left of the image.

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.

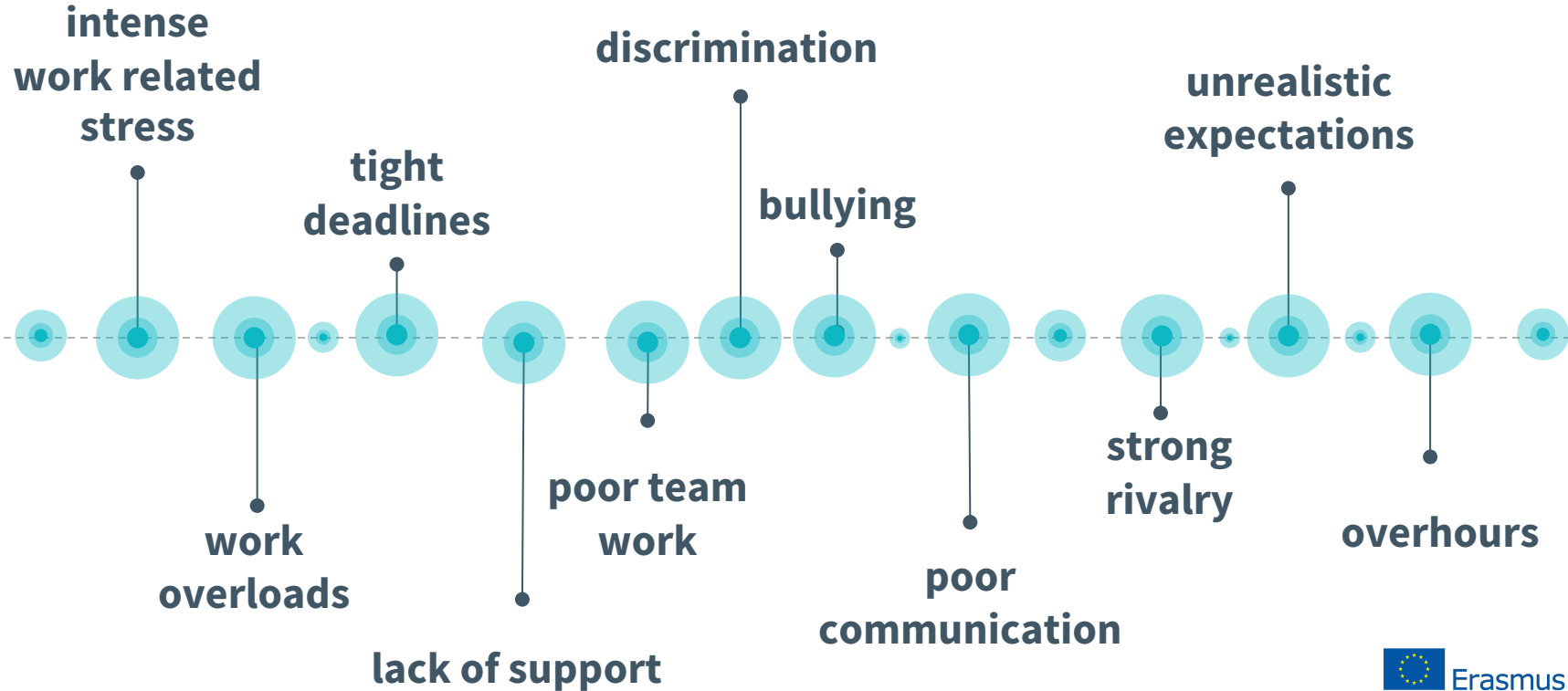
World Health Organisation (WHO)

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

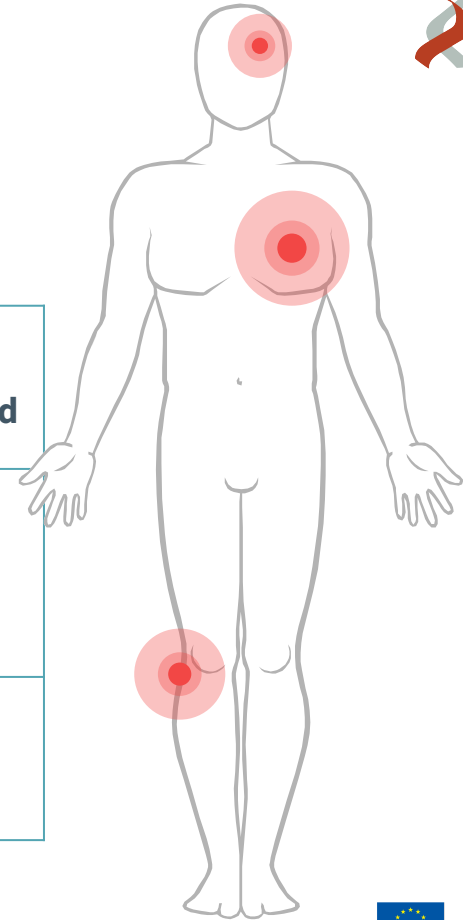


MENTAL HEALTH RISK FACTORS

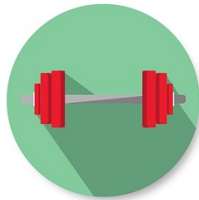
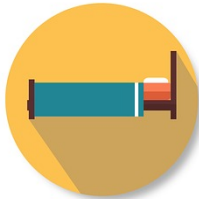


POPULAR SYMPTOMS OF MENTAL HEALTH PROBLEMS

| | | | |
|--|--|--|------------------------------|
| 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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