Maintaining Positive Mental Health in Work Environment

Tutor's Handbook

ON CALL

Lay Community Health Advisors

Mental Health in Work Environment

Our Work

Mental health is defined as **'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.'**

In today's world work plays an important part of our lives and workplace is an essential environment when it comes to mental health. Discussing the topic of mental health in relation to work environment with members of your local group you should help them to understand that having a satisfying jow is good for their general well-being. It gives people a sense of purpose and helps to satisfy their needs. On the other hand, negative work environment may impact their mental health with various negative factors such as work-related stress, discrimination, pressure, or bullying.

Mentally Healthy Work Environment

Mentally healthy work environment is a place where the demands are realistic, and balance the needs of employees and the employer. It is a place of positive work culture based on respect and trust, that encourages open discussion about mental health issues of team members.

To help people understand how important it is to work in a mentally healthy workplace, you can underline that high level of mental health increases work productivity, creativity and learning capacities. It also supports work satisfaction, positively influences general well-being, promotes pro-social behaviours and physical health and encourages to take effort for greater professional and personal development.

It is important to remind, that building mentally healthy workplace is not only a responsibility of managers but employees have their role to play as well. Both groups should create a positive work culture where mental health conditions are not an issue of stigma but support. In this handbook you will find some tips that you can share with your working group on what they can do to maintain their positive mental health at work.

Strategies for supporting Positive Mental Health in Work Environment

Limit Overhours

Working overtime is something that very few employees enjoy. Often employers themselves are not happy to see their workforce staying extra hours, as it produces extra labour costs. Working overhours has negative effect on mental and physical health as well as productivity.

Set Realistic Deadlines

Tight deadlines are one of the most popular reasons for intensive stress at work. Managing everyday schedules so that you were up to date with routine tasks, help minimise the pressure.

Take Breaks

Taking regular breaks during the day is extremely beneficial, both physically and mentally. First of all, breaks are essential for body and brain functioning – they give a chance for delivering proper nutrition.

Breaks help to refresh attention span and sustain concentration. They are beneficial for maintaining high creativity and productivity levels.
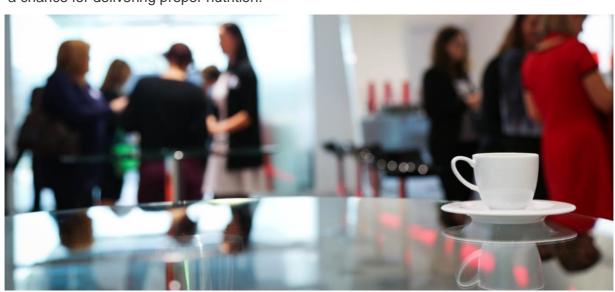
Try Not To Take Work Home

The key to long and happy carrier at any profession is not taking work home. Together with the work employees bring related to it stress and later take it on their families and friends. Taking work home is a popular reasons why people are not able to build a healthy work-life balance.

Learn To Say 'No'

It is not always easy to say 'no'. But you need to remind members of your group that they also have the right to set work limits when expectations start to exceed their work abilities or capacities.

How To Use this Resource In Your Work With Local Group?

In this handbook you will find basic information on what is mental health and how it can be influenced by work environment. In the presentation on *Maintaining Positive Mental Health In Work Environment* that constitutes an element of this health literacy resource, you will find more detailed information on what mental health in relation to workplace is and why it is so important to maintain it. Use the presentation to:

- Talk to the members of your local working group about qualities of mentally healthy work environment.
- Try to bring their attention to risk factors that can influence their positive mental health at work.
- Describe popular symptoms that should be warning signs that something wrong might be happening to their state of well-being.

- Present them with useful tips on the strategies how to support their own positive mental health at work.

Group Activity

Once you share with members of your local group the video and presentation on *Maintaining Positive Mental Health In Work Environment* you should encourage them to start discussion that will help them to better understand the importance of maintaining positive mental health. Here are some questions that might be helpful to moderate the conversation:

- Have you ever experienced mental health problems or witnessed any of your colleague's issues due to work? What were the symptoms?
- Do you think your workplace influences positively your mental health? Why/Why not?
- What is the influence of your work environment on other spheres of your life?

ON CALL

Lay Community Health Advisors

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