

How is the Mental Health of Your Team?

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Absenteeism, Presenteeism and Turnover cost UK employers

45 Billion
per year



- There is now greater support for mental health within organisations
- There is greater social awareness
- There has been a reduction in the stigma attached to mental health



- Two thirds of employees who are struggling financially show at least one sign of poor mental health
- 17.2% of 18- to 20-year-olds suffer with depression

Warning Signs to Watch for...

- **ENGAGEMENT:** lower email engagement, reduction in participation
- **WORK PERFORMANCE** is suffering
- **THEY PRESENT DIFFERENTLY** in meetings: lower participation, camera off



WHAT CONTRIBUTES TO MENTAL HEALTH ISSUES WITHIN THE WORKPLACE?

- Not supported in their role
- Negative work relationships (with colleagues and direct manager)
- Don't feel they can trust their manager
- Feel stuck in their progression
- Bullying or harassment from manager
- Feeling lonely at work
- Role is not clearly defined
- Don't know how well they are doing – no feedback
- Uncertain future of employment



WHAT CAN YOU DO?

- Invest in prevention
- Measure stress levels and identify reasons for stress
- Provide mechanisms to help reduce stress
- Encourage boundaries – give people permission to “switch off”
- Touch base and have non-work chats
- Give people permission to check-in and talk
- Increase physical social interaction – have a social gathering
- Offer EAP online counselling and resources
- Offer on-site counselling if possible



TEACH MANAGERS TO ENABLE GOOD MENTAL HEALTH

- Encourage all levels of leaders to provide regular **FEEDBACK AND COACHING** to their employees. This lets people know they are important, how they are doing in their role and gives them an opportunity to discuss any challenges.
- Encourage **MENTORING**. Working virtually means employees no longer have access to ad-hoc mentoring. They are missing the opportunity to ask questions and receive support from colleagues and managers. This enhances the sense of isolation. Offering a mentoring program gives people an opportunity to feel that they belong and have someone to talk to.
- Let your employees know you **VALUE THEM**. 39% of employees said they don't feel appreciated at work (Hubspot). Employees are 2x more likely to be disengaged if they feel ignored by their manager (Hubspot).



1. FEELING
VALUED by
their manager



2. FEELING
VALUED by their
organisation



3. A
sense of
BELONGING

According to a 2021 study by McKinsey, the three most important things that employees want right now are:

We provide these things through communication, feedback, coaching and mentoring. These are the basic supports we can provide to protect mental health in the workplace.

If you or your managers needs any development or support in this area please let us know. It is the most important thing you can engage in right now.



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