A Manager's Guide to

Preventing & Managing Mental Health Issues

in the workplace

Thanks to In Equilibrium Associate, Michelle Spirit
who created this infographic and gave us permission to share it.
https://www.in-equilibrium.co.uk/trainer/michelle-spirit/

*Developed from an idea by Brabban and Turkington (2002)

Manage external factors
which fill the bucket

- Realistic deadlines
- Clear objectives
- Relationship issues resolved
- Behaviours adapted
- Work-life balance role-modelled
- Untethering from technology encouraged

Stress can cause and exacerbate mental health conditions. Managing it is crucial to workplace wellness.

Manage internal factors
which determine the size of bucket

Such as: Perfectionism. Control freakery. People pleasing. Low self esteem.

- Build good rapport and trust
- Offer 1:1s, supervision and catch ups
- Short team surveys, pulse checks
- Monitor Workloads
- Provide balanced reassurance
- Use Psychometrics such as Insights Discovery to build self awareness

Encourage ways of taking things out of the bucket

Physical :

Regular exercise | Good quality sleep | Nutrition

Psychological :

Regular breaks. Noticing the good. Effective Boundaries. Talking to those that can help resolve issues. Focusing on what can be controlled. Avoiding rumination. Connecting with others.

Emotion control : BEAT IT

- **B**reathe into stomach and then out slowly
- **E**xercise and take regular breaks
- **A**ccept the situation
- **T**ranscend thoughts:
  Name 5 things you can see, touch, hear
  Imagine somewhere you feel calm and safe
  Take another breath and relax any tense muscles in your body.

Stress Bucket

Spot the early signs of struggle when bucket overflows

- Lack of energy and focus
- Behaving differently
- Arguments
- Withdrawal
- Mood swings
- Excess sensitivity
- Physical appearance
- Time off
- Lateness

Helpful conversations

- "I've noticed that...everything okay?"
- "How can I/we support you?"
- "Do you have any ideas that might help?"
- "Is work contributing?"
- "Tell me..."
- "Are you aware of external and internal support on offer?"
- "Remember that if you seek support this will be confidential"
- "What information do you want colleagues to know?"
- "Take care and let me know if there is anything else I can do to help"

For those struggling a Wellness Action Plan can help individuals explain their challenges, triggers and what you and the team can do to help.