



Strengthen Mental Health Awareness in the Workplace

Mental Health Awareness Week - 13th-19th May 2024

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At Wellbeing People we believe that the role of businesses is **to create a workplace environment where everyone can thrive.**



“What mental health needs is more sunlight, more candor, and more unashamed conversation.”

Glenn Close

We all have mental health, just as we all have physical health. Both change throughout our lives, and **like our bodies, our minds can become unwell.** The World Health Organisation describes mental health as *‘a state of mental wellbeing that enables people to **cope with the stresses of life**, to realise their abilities, to learn well and work well, and to contribute to their communities. **Mental health is an integral component of health and wellbeing** and is **more than the absence of mental disorder.**’*

For many people, work is where they spend the majority of their lives and sadly, mental health is still far from being a comfortable subject to talk about. In our guide we highlight ways to **engage**, **educate** and **empower** employees to inspire change by creating a conversation around mental health and mental fitness in the workplace.

Mental Health Awareness Week

Increasing awareness of mental health during the week of the **13th to the 19th May** will help **break the stigma** and **misunderstanding in the workplace**, and help build a **positive wellbeing culture**. The focus for 2024 is **movement** and we will highlight why building a foundation of movement is essential for our wellbeing.

Action for Mental Health at Work

Good working environments can **protect the mental health of employees** as it:

- Provides the chance to be **part of a community** by building **positive relationships**
- Supports personal **development, purpose, confidence** and **achievement**
- Offers **structured routines**

A **poor working environment** can have a **negative effect on mental health** and this includes poor working conditions, discrimination, inequality, excessive workloads as well as low job control and job insecurity. When employees don't feel connected then morale and company culture are likely to decline which results in reduced business performance.

Many people with mental health issues will suffer in silence and therefore it is vital to keep the doors of communication open to ensure that employees feel safe to talk.



Did you know?

1 in 4 of us will experience a **mental health problem** in any given year



The importance of movement



Our bodies are designed to move so leading a sedentary lifestyle can have a significant impact on the functioning of our bodies. We burn fewer calories and our metabolism slows down, our heart becomes weaker (it is a muscle that needs to be exercised too), it affects our blood flow, nerve cells, joints and the list goes on! It can also affect our mental health with a higher risk of depression and anxiety.

Inactivity is described by the Department of Health and Social Care as a “**silent killer**”. Evidence shows that sedentary behaviour, such as sitting or lying down for long periods, is bad for our health. Research by the Mental Health Foundation has found that people who are **inactive have three times the rate of moderate to severe depression of active people.**

What are the mental health benefits of movement?

The benefits of regular movement extend far beyond the physical benefits as it impacts our mental health and overall wellbeing.

Engaging in physical activity strengthens our mind-body connection, aiding in the prevention of mental health issues through the release of “feel good” hormones that reduce feelings of stress and anger.

The UK Chief Medical Officer’s physical activity guidelines emphasise that people who are the least active have the most to gain from doing more. Even small increases in physical activity levels can result in a range of physical and mental health benefits: **“Any activity is better than none, and more is better still”.**

What is the difference between movement and exercise?

The terms movement and exercise are often used interchangeably, but they hold distinct meanings, particularly in the context of physical activity and health.

Movement refers to any bodily activity, from daily chores to walking, emphasizing the body's natural interaction with the environment to promote an active lifestyle without specific fitness goals.

Exercise, however, is a deliberate, structured form of movement aimed at improving physical fitness, including activities like running, swimming, and weightlifting, pursued for their health benefits or to achieve fitness objectives.

Essentially, while exercise is a targeted form of movement with specific goals, movement encompasses all forms of physical activity.

Inspire Action

For many people there is a **'light bulb' moment**. Engagement triggers a **journey of exploring** and **delving** into their own **health** and **wellbeing**, highlighting areas that need attention.

Our **Interactive Health Kiosk** creates those 'light bulb' moments with an **8 minute Health MOT** as it takes a quick, confidential snapshot of users **physical, mental** and **emotional health**. The Interactive Health Kiosk raises **self-awareness** and **inspires positive lifestyle changes**.



Tips for improving movement in the workplace

1.

Encourage Regular Active Breaks

Taking a break shouldn't be a luxury. Encourage employees to take short, frequent breaks to stand, stretch, or take a brief walk.

2.

Implement Movement Reminders

Create a habit of regular movement by integrating movement reminders into the workplace with email notifications or apps.

3.

Organise Walking or Standing Meetings

Encourage teams to conduct meetings on the go or at standing meeting tables. This approach not only injects physical activity into everyone's day but also may lead to more dynamic and creative discussions.

4.

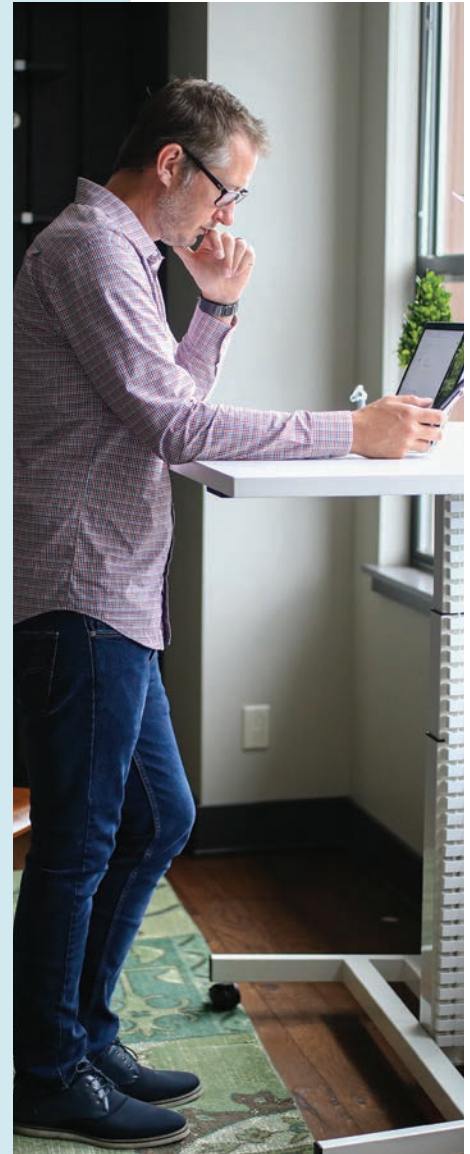
Support the Use of Standing Desks

Enable employees to alternate between sitting and standing throughout the day.

5.

Promote personal wellbeing initiatives

Exercise, sleep, hydration and a healthy diet are essential for reducing burnout and supporting optimal wellbeing.



Spark a conversation around movement and mental health

Our **Wellbeing Webinars and Workshops** initiate the conversation around health and wellbeing. They open people's thoughts by showing them how they can change their **lifestyle habits** to **boost** their **mental wellbeing**, **helping** them to **work smarter** instead of **harder**.



Movement Medicine

Movement is not just about physical fitness; it has a profound impact on mental and emotional wellbeing too. Empower your team to embrace an active lifestyle and break the modern-day **sitting epidemic**

- Discover the difference between movement and exercise
- Supercharge the immune system
- Learn tips to incorporate movement into every day life

Life By Design

Say goodbye to **burnout, disengagement, and lack of motivation**. It's time to **elevate your optimal wellbeing** by harnessing the **transformational power of action-traction!**

- Discover the secret to the growth mindset
- Learn how to set intrinsically motivated outcome goals
- Make your mantra 'progress not perfection'!



Wellbeing webinars provide essential support to your people wherever their place of work

The Optimal Wellbeing Formula

Get inspired to learn **tips and tricks** for generating **positive and sustainable** behavioural change! This fun and **interactive** workshop will introduce your team to the **four cornerstones** of **wellbeing**; mindset, nutrition, movement and lifestyle habits.

- Learn more about what optimal wellbeing means
- Life hacks for making simple lifestyle changes
- Packed with powerful and practical how-to advice
- Fun, engaging and interactive!



How To Make and Break Habits

Ever feel like you're stuck in the same **routine** day after day? This workshop helps you understand why we do what we do, how to break self sabotaging patterns and **reprogramme your habit loops** to **achieve the mind, body and life that you desire!**

- Break self sabotaging patterns to achieve more
- Understand why we form the bad habits we do
- Learn how to reprogramme your habit cycles
- Master your mind to start living your best life!



Workstation Posture and Pain

Understand how **inactivity affects your body** and **provide a plan of action** to **reduce the risk** of developing **work-related musculoskeletal injuries**.

- Understand postural distortion patterns associated with sitting
- Create an ergonomic workstation
- Learn exercises to alleviate pain and reduce stiffness





Create time to talk

Our **Personal Wellbeing Consultations** offer an opportunity for individuals to air **wellbeing obstacles** and **recognise** their **personal wellbeing goals** in a non-judgemental and confidential space with an expert Wellbeing Coach.

Participants will receive a **bespoke wellbeing action plan** with recommendations regarding their **personal metrics** and **next steps to reach their personal goals**.

Our Wellbeing Coaches will also sign-post to internal support systems such as EAPs, support networks and resources.

Create a wellbeing culture within your organisation by empowering others through actions, not opinions, and watch the ripple spread

Ideas for Mental Health Awareness Week



- 1. Walking Meetings**
Just 11 minutes of fresh air a day improves our wellbeing. See whether taking a walking meeting inspires creative ideas.
- 2. Protect Your Time**
Try scheduling an hour each day without any interruptions. Split answering the phone and responding to emails with colleagues.
- 3. Movement Medicine**
Make sure your team step away from their desk every 45 minutes or swap seats in meetings.
- 4. Time To Talk**
Prioritise your employees wellbeing. Sometimes simply talking about a stressor can be a relief and trigger change
- 5. Promote personal wellbeing initiatives**
Exercise, sleep, hydration and a healthy diet are essential for reducing burnout and supporting optimal wellbeing.
- 6. Host a Wellbeing Event**
Whether your employees are at work, home or travelling we have a wellbeing solution to suit your organisation.

How your organisation could benefit from implementing our wellbeing services and programmes



Maximised employee health and wellbeing



Improved stress management



Better staff retention



Greater work life balance



Increased productivity



Boost in staff morale and motivation



Improved company culture



Boost job satisfaction



Be an employer of choice

Get in touch

Contact our Wellbeing Team today ...



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The logo features a stylized human figure with a pink head and a teal body, positioned above the letter 'i' in the word 'wellbeingpeople'. The text 'wellbeingpeople' is written in a bold, pink, sans-serif font.