



AN INTRODUCTION TO STRESS, ANXIETY AND DEPRESSION FOR MANAGERS

KATH CHEER




Learning Outcomes

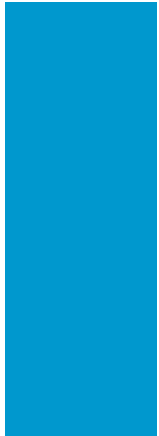
- Mental health facts and figures
- Greater understanding of stress, anxiety and depression
- Opportunity to think about how to support staff
- Greater understanding of The Charity for Civil Servants and what it can do for you and those you manage

Our vision is a lifelong
community of people
offering effective support
for each other when life
takes a turn for the worse.

What does the term ‘mental health’ mean to you?



Mental health influences how we think and feel about ourselves and others and how we interpret events. It affects our capacity to learn, to communicate and to form, sustain and end relationships. It also influences our ability to cope with change, transition and life events



How can I tell if someone has poor mental health?

Change of some sort

Visibly distressed

Performance issues / poor concentration

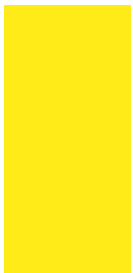
Complaints of tiredness / aches and pains

More conflict

Withdrawal

Taking on too much


They tell you



Who is in my office?

- People who have a mental health diagnosis but have good mental health
- People who have a diagnosis but have poor mental health
- People who don't have a diagnosis and have good mental health
- People who don't have a diagnosis but have poor mental health

Mental Health: Facts & Figures

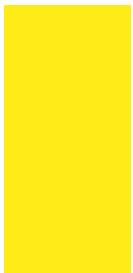
- 1 in 4 of us will be affected annually
 - 9 out of 10 people experience stigma/discrimination
 - Women are diagnosed with depression twice as much as men
 - 6,122 suicides in 2014 in the UK - 76% were male (ONS)
 - Suicide is biggest killer of men under 35 in the UK but the highest rate is in men aged 45-59
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Facts & Figures (in the workplace)

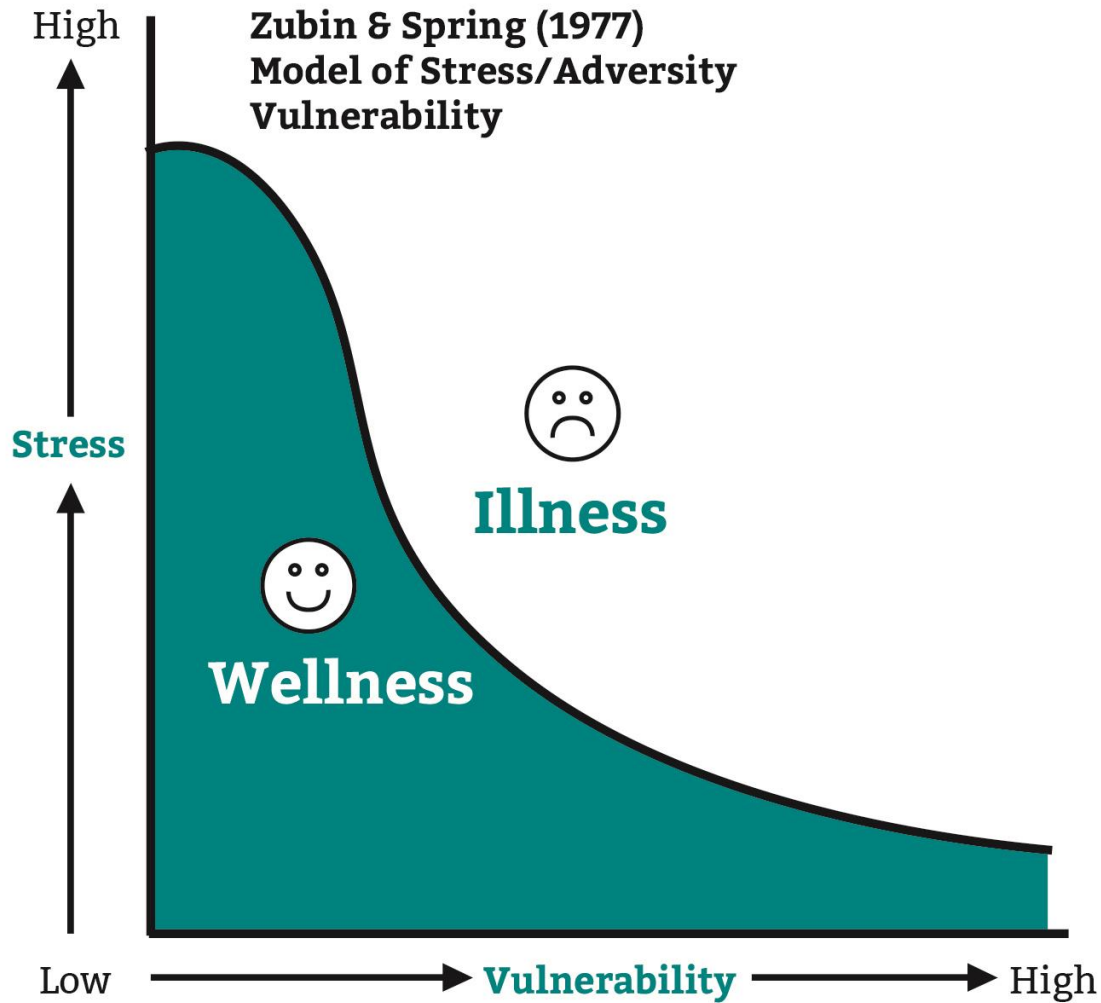
- Stress, anxiety and depression responsible for 15 million working days lost in 2013
- 1 in 5 people take the odd day off with stress but 90% feel unable to be honest about the reason for their absence
- 49% of people would feel uncomfortable talking to their employer about mental health
- Presenteeism accounts for 1.5 times more losses in productivity than absences
- In research 1 in 5 middle managers had felt stressed for more than one year and 1 in 10 felt close to breaking point

What is Stress?

- A feeling of being under too much mental or emotional pressure
- Pressure turns to stress when we feel unable to cope
- Stress can affect how you feel, think and behave and how your body works
- Stress is not an illness but it can cause illness and certainly affect wellbeing if it is not addressed



Stress Vulnerability Model



Workplace Stress (HSE)

- Workload
- Role uncertainty
- Lack of control
- Manager support
- Peer support
- Relationships
- Change

What is anxiety?

- A feeling of unease, worry or fear
- Perfectly normal and everyone experiences it at some point in their lives
- It can be helpful in some situations
- Anxiety conditions last longer, are more severe and affect day-to-day life
- Anxiety affects you physically as well as impacting how you think, feel and behave

Goldberg Anxiety Scale

Have you been:

- Feeling keyed up or on edge
- Worrying a lot
- Irritable
- Having difficulty relaxing
- Sleeping poorly
- Had headaches or neckaches
- Been trembling / tingling / dizzy spells / nausea / sweating / urinary frequency / diarrhoea
- Been worrying about your health
- Had difficulty falling asleep



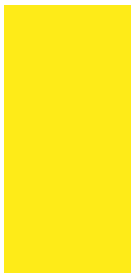
People with a high score may have an anxiety disorder

Common anxiety disorders

- Panic Disorder
- Generalised Anxiety Disorder (GAD)
- Obsessive Compulsive Disorder (OCD)
- Social Anxiety
- Phobias
- Post Traumatic Stress Disorder (PTSD)

What is depression?

- We all feel low or fed up from time to time
- Depression is when this goes on for most days for most of the time for several weeks
- It affects a person's behaviour and thinking and has physical and emotional effects
- It can affect the person's ability to get on with day-to-day life



Depression



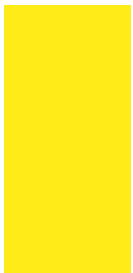
Diagnosing Depression

Signs & Symptoms (lasting at least two weeks):


- Low mood
- Loss of interest or pleasure
- Decreased energy
- Loss of confidence/
low self esteem
- Guilt
- Recurrent suicidal thoughts or acts
- Poor concentration/slowed thinking
- Disturbed sleep
- Disturbed appetite

What can I do?

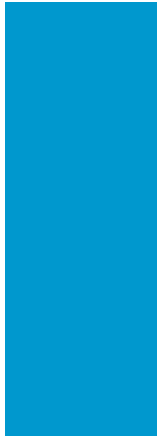
- Support your team at times of pressure
- Don't be scared of talking about mental health and wellbeing
- Stifle gossip / bullying / stigma / discrimination
- Create an open culture
- Look after your own wellbeing



Starting a conversation

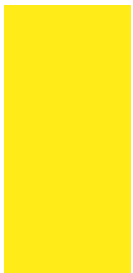


- Be prepared to listen
- Find uninterrupted time
- Be non-judgemental
- Ask how they are
- Use open questions
- Don't make assumptions
- Ask what will help
- Have they seen their GP?



What might help in the workplace?

- Reasonable adjustments
- OH Referral
- Signposting (EAP, The Charity for Civil Servants, GP, etc.)
- Host wellbeing events
- Talk about mental health



Website resources

- Stress test
- Downloadable booklets developed with Mental Health Foundation
- Live chat with a qualified relationship counsellor
- Guidance for staff and managers
- Law Express app
- Order materials for an event

What do we offer for individuals?

Supportive conversation

Assistance when deciding where to go for the best advice, information & practical help

A route to specialist charities and services where appropriate

Help for managers in supporting those who need it

Partner organisations:

Anxiety UK

Relate / Relate NI / Relationships Scotland

National Autistic Society

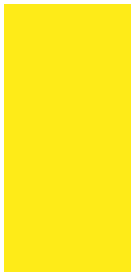
Law Express

We do not offer:

Mental health treatment, medication advice or interventions
Mental health counsellors
Guaranteed solutions to all problems
Replacement services

Other services

- Financial assistance
- Relationships
- Caring
- Law Express
- Money Advice



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and ways to get involved...

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