

Mental health and wellbeing at work



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Mental health in the workplace

Government
Health & Safety Lead

New Zealand Government

Mental Health at Work

Promoting Wellbeing in the Workplace

Shaun Robinson

The Mental Health Foundation

Who are we?

Independent charity

40 years old

Vision “ A society where all people flourish”

Promote
Positive
Mental
Health

Reduce
Stigma &
Discrimination

Suicide
Prevention

Advocacy
&
Commentary
on Services &
Policy

Information
and
Guidance

Mentally Healthy Workplace

A Whole System/Organisational Culture Approach



Safe Manaakitanga

Psychologically healthy environment



Feel good Oranga

Positive feelings & life satisfaction



Supportive Āwhinatia

Fair & empathetic approaches



Function well Mātauranga

Doing things that provide meaning & purpose



Strong Kia Tautoko

Boosting mental wellbeing & resilience



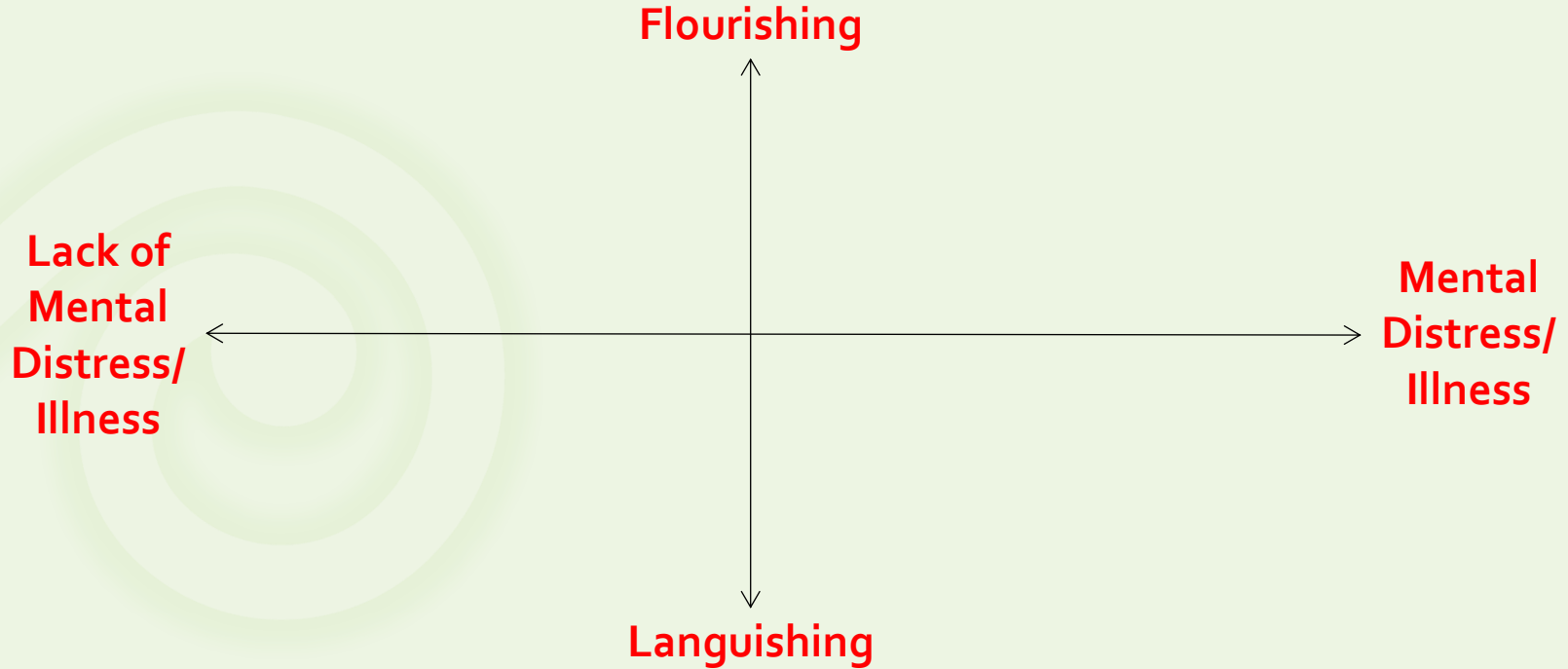
Connected Whanaungatanga

Sense of belonging & feeling valued

What is Mental Health?

Our vision: a society where all people flourish.

Mental Health has Four Dimensions



Keyes 2002

Our vision: a society where all people flourish.

Flourishing (mostly)

“Feeling Good and Functioning Well -positive emotion, engaged, emotionally stable, vital (energetic), optimistic, resilient, good self-esteem, competent, sense of meaning and direction and positive relationships”



Languishing (mostly)

“ A Hollow or Empty Life - lack of purpose, frequent low mood, disengaged, emotional instability, sluggish, pessimistic, fragile, low self-esteem, poor competence, lack of meaning/directionless and dysfunctional relationships”

What does Mental Health look like in New Zealand?

The Four Dimensions of Mental Health In Aotearoa/New Zealand

Breakdown Roughly

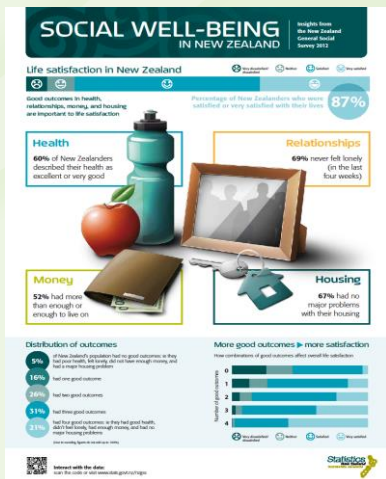
- 25% flourishing
- 25% doing okay
- 30% languishing
- 20% experiencing mental distress this year

Our vision: a society where all people flourish.

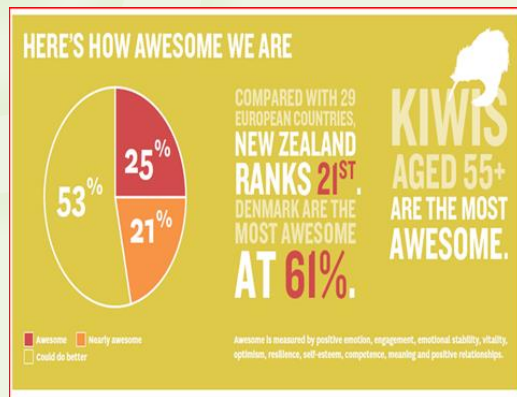
Range of Evidence

One in Two Zealanders will experience a common mental illness in their lifetime (47%, or 2,200,000 people) NEW ZEALAND MENTALHEALTH SURVEY 2006

One in Five adults had a diagnosable mood and/or anxiety disorder in 2013/14. (18.6% or 680,000 people) Ministry of Health Statistics

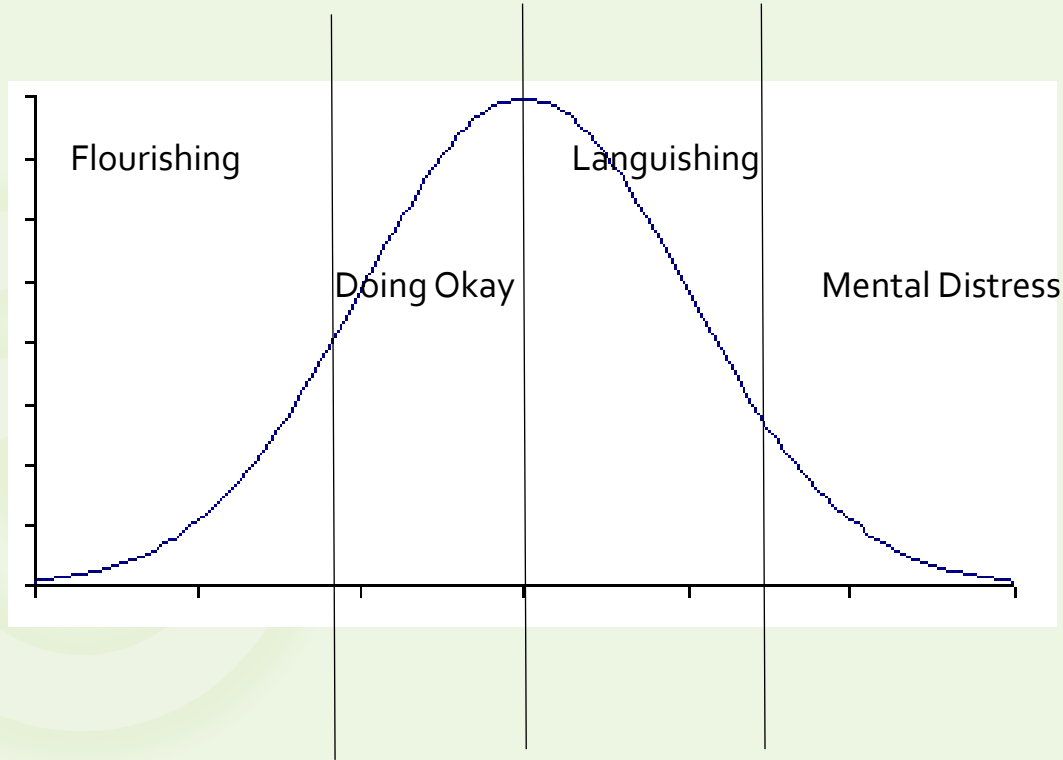


47% of Kiwi's had 2 or less areas of their lives functioning well for their wellbeing
Dept Stats Wellbeing Index



25% of Kiwis have flourishing (Awesome) lives
53% "could be doing better"
Sovereign Wellbeing Survey

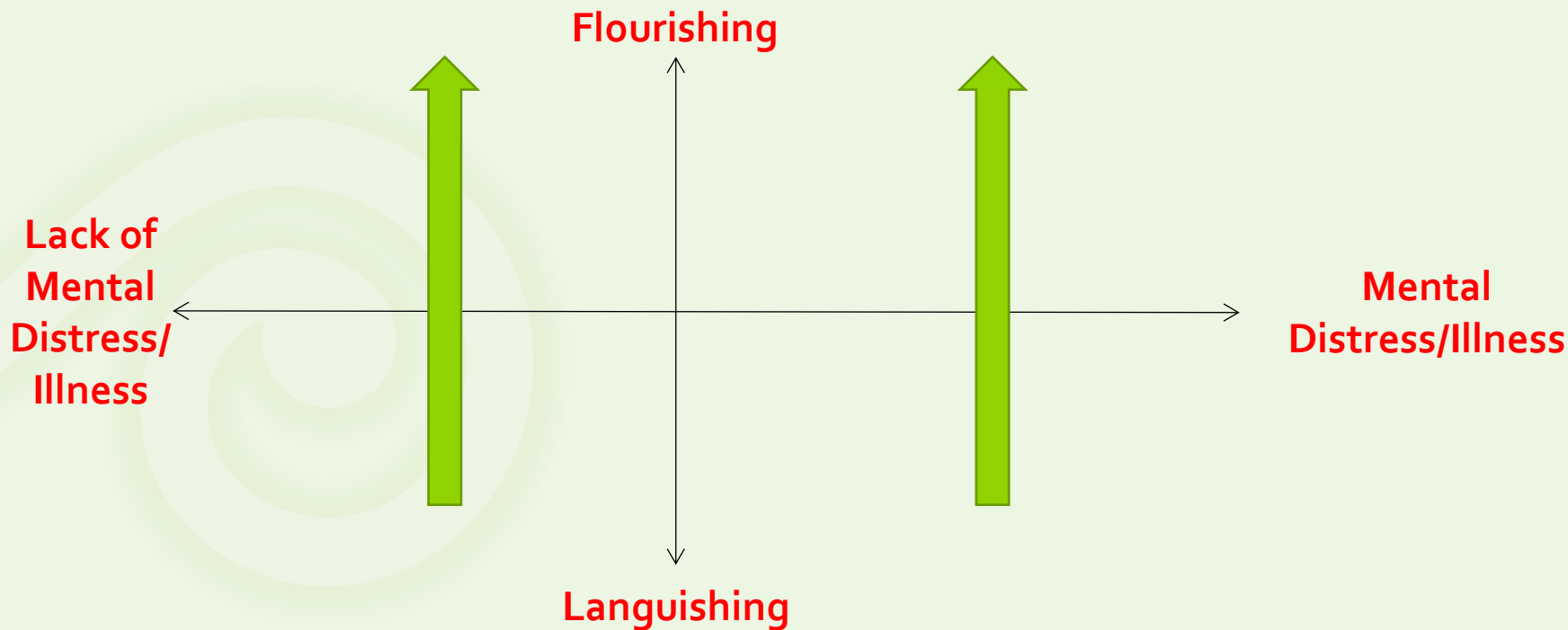
Average Workplace?



Our vision: a society where all people flourish.

What are we Trying to Achieve? And Why?

The Objective of Promoting Positive Mental Health



Keyes 2002

Our vision: a society where all people flourish.

How Do We Respond? How Do We Get the Benefits

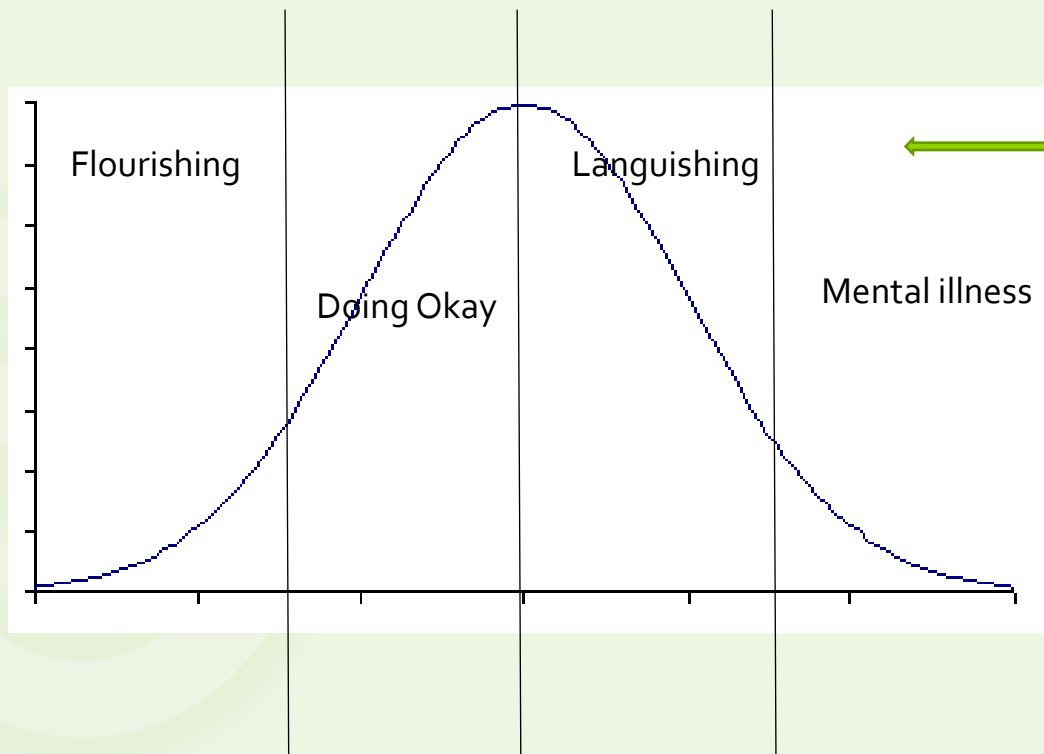
Treat Individuals



Supportive
Āwhinatia

Fair & empathetic
approaches





**Individual
treatment**

Our vision: a society where all people flourish.

Limitations of Individual Responses

Individual Responses Won't Address Cultural Issues



1/3 of Kiwi's with mental health problems expect employment discrimination

48% of Scottish workers say people don't tell their employers about mental health problems for fear of losing their job



Bullying

How we Treat Each Other
Affects Wellbeing



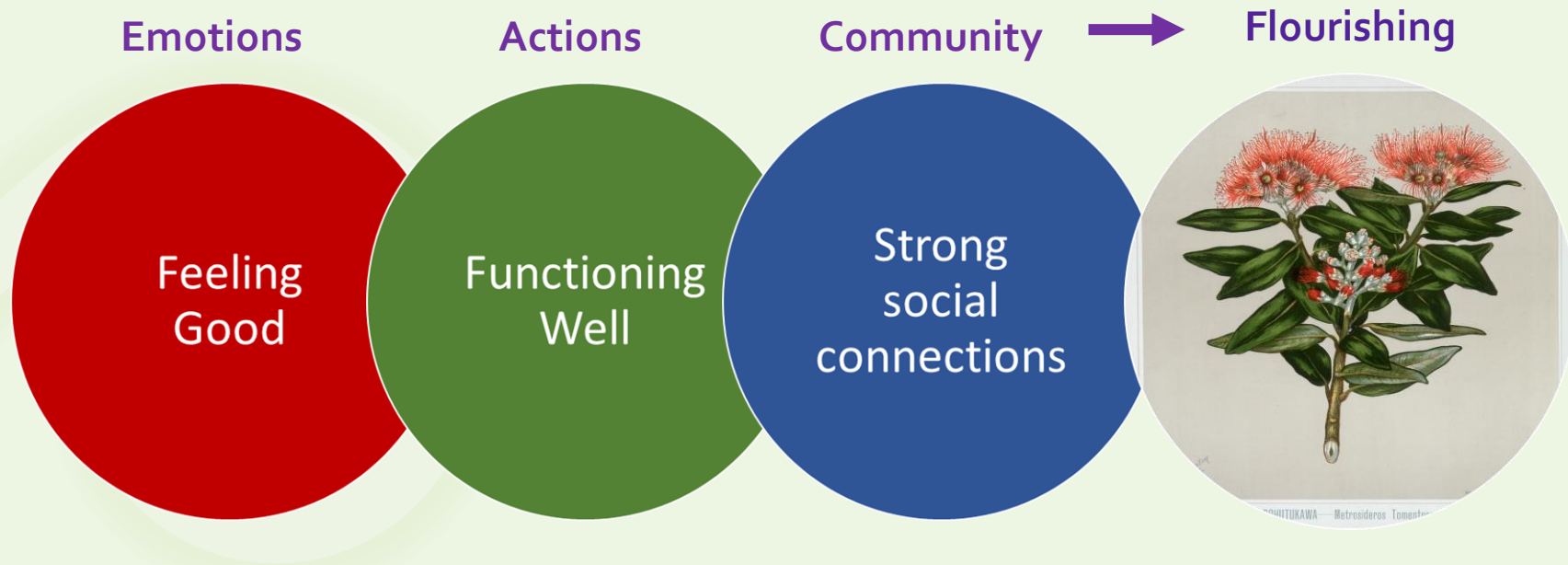
One in five New Zealanders have experienced workplace bullying

(NZ Work Research Institute)

Bullying is a significant issue that has harmful effects on workers health, wellbeing and ability to do the job (WorkSafe)

Wellbeing Needs Community

Mental health is something we build together

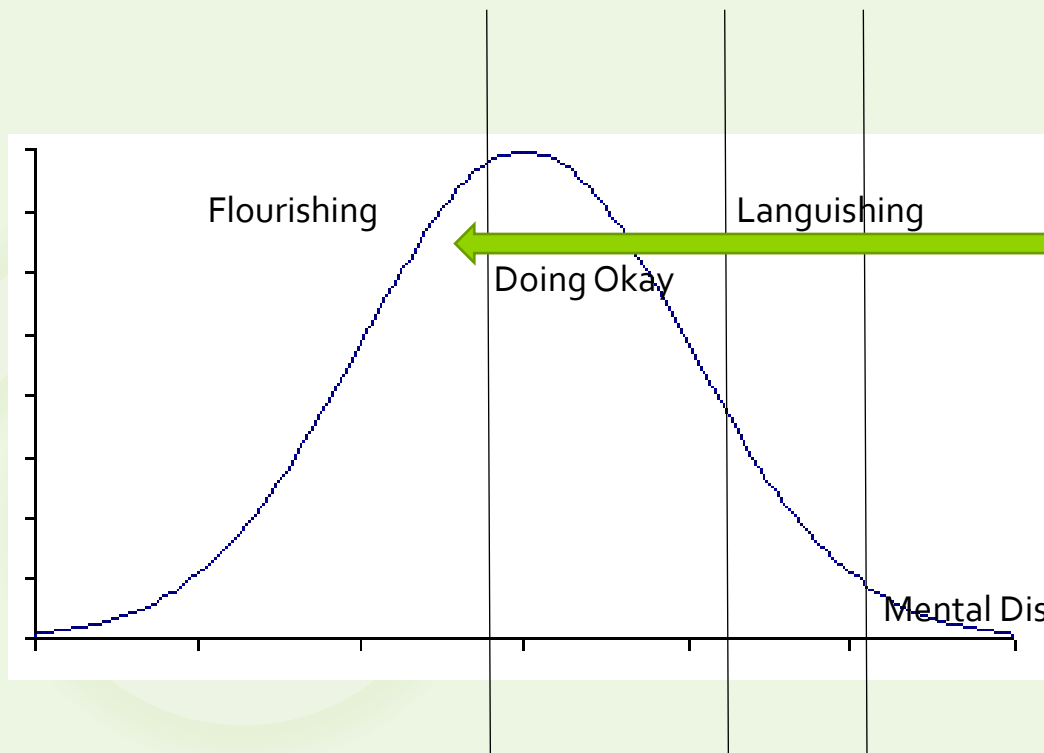


Our vision: a society where all people flourish.

Promoting Positive Mental Health



Mental Health as An Asset



FIVE WAYS TO WELLBEING



TALK & LISTEN,
BE THERE,
FEEL CONNECTED



Your time,
your words,
your presence



REMEMBER
THE SIMPLE
THINGS THAT
GIVE YOU JOY



EMBRACE NEW
EXPERIENCES,
SEE OPPORTUNITIES,
SURPRISE YOURSELF



DO WHAT YOU CAN,
ENJOY WHAT YOU DO,
MOVE YOUR MOOD

Positive Mental Health and Wellbeing

Change the Culture
Shift the Population Curve

Our vision: a society where all people flourish.

Five Ways to Wellbeing at Work

CONNECT

TALK & LISTEN,
BE THERE,
FEEL CONNECTED

Give

Your time,
your words,
your presence

TAKE
NOTICE

REMEMBER
THE SIMPLE
THINGS THAT
GIVE YOU JOY

**KEEP
LEARNING**

EMBRACE NEW
EXPERIENCES,
SEE OPPORTUNITIES,
SURPRISE YOURSELF

**BE
ACTIVE**

DO WHAT YOU CAN,
ENJOY WHAT YOU DO,
MOVE YOUR MOOD



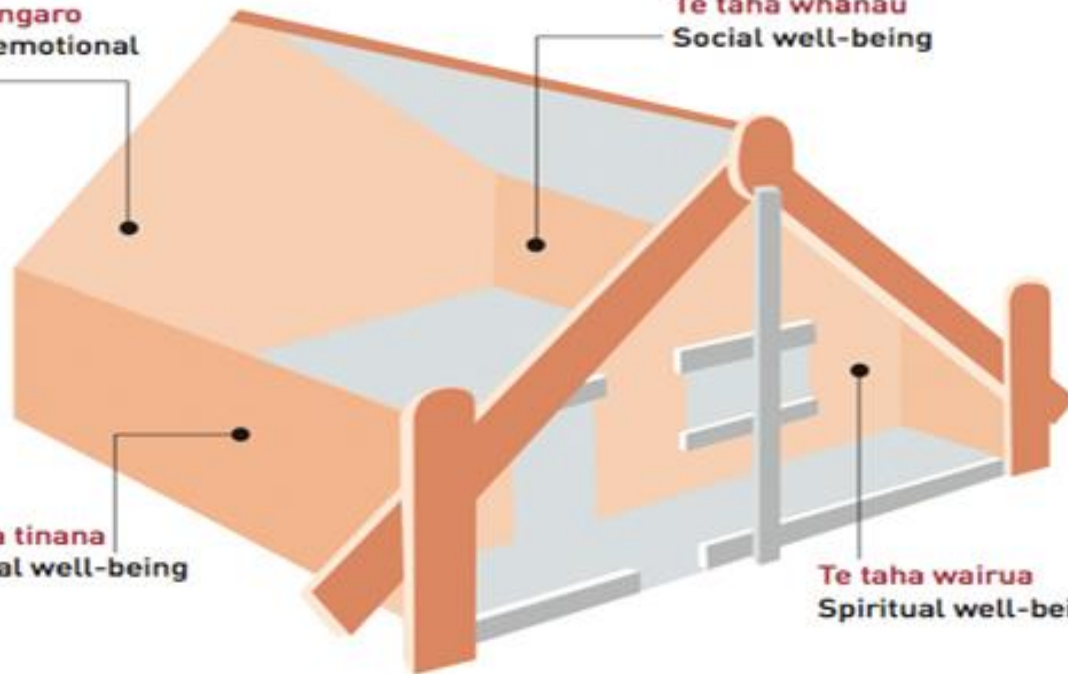
Each of these four dimensions of hauora influences and supports the others.

Te taha hinengaro
Mental and emotional
well-being

Te taha whānau
Social well-being

Te taha tinana
Physical well-being

Te taha wairua
Spiritual well-being



Mason Durie (1994) Te Whare Tapa Whā concept of hauora

WORKING WELL GUIDE



CREATING POSITIVE ENVIRONMENTS



ENHANCING MENTAL WELLBEING



Behaviour Affects Our Emotional Chemistry

Dopamine

- Sleep
- Routine
- Achieving goals
- Competitive games
- Knitting
- Listening to music

Oxytocin

- Hugging
- Massage or mirimiri
- Laughing with others
- Sharing a meal
- Friends
- Petting an animal
- Talking or counselling
- Hongi

DOSE

Serotonin

- Breathing exercises
- Meditation
- Yoga or pilates
- Going to the beach
- Remembering happy times
- Waiata
- Reading
- Gardening
- Clearing out clutter

Endorphins

- Jogging
- Playing sports
- Kapa haka
- Chopping wood
- Going for a walk
- Dancing

Mental Wellbeing is Collaborative

We do it Together

- Social Connection is part of mental wellbeing
- How we treat each other affects mental wellbeing
- Behavior affects mental wellbeing
- Behaviors are often done together
- Individual behaviors are reinforced by social norms and peer groups e.g. work culture





Ruby Ruby Ruby !

Leadership

Role Modelling

Teamwork



Richie Richie Richie !

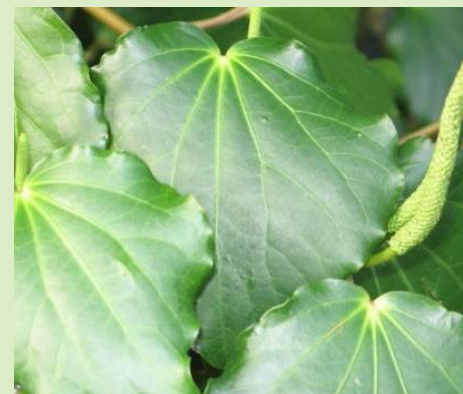
Our Mental Wellbeing is “A Thing”
Workplace Wellbeing is “A Thing”

We can work on it and build it



Putting it into Practice

Mental Health Awareness Week



More Information

Working Well:

<https://www.mentalhealth.org.nz/home/our-work/items/12/>

<https://www.mentalhealth.org.nz/home/our-work/items/13/>

<https://www.mentalhealth.org.nz/home/our-work/items/14/>

Open Minds: Stigma and Discrimination Reduction

<https://www.mentalhealth.org.nz/home/our-work/items/2/> (tips and factsheets)

<https://www.mentalhealth.org.nz/assets/Uploads/About-Open-Minds.pdf> (About Open Minds)

Five Ways to Wellbeing at Work:

<https://www.mentalhealth.org.nz/home/our-work/category/42/five-ways-to-wellbeing-at-work-toolkit>

<https://www.mentalhealth.org.nz/assets/5-ways-toolkit/Five-Ways-to-Wellbeing-at-Work-2018.pdf> (full toolkit)

Bullying Elimination - Pink Shirt Day:

<https://www.pinkshirtday.org.nz/assets/PSD-2018/PSD-2018-WORKPLACE-TOOLKIT.PDF> (workplace toolkit)

