



# STRATEGIES: MENTALLY HEALTHY WORKPLACE

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## IN THIS SESSION

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- 3 Levels
- 6 Key Domains
- Organisational
- Team
- Individual
- Rest & Recovery

# How much is mental ill health **costing your business?**

Mental illness costs the Australian economy over \$11 billion per year in lost productivity.

The estimated total employer cost for depression in the workplace is \$8,025 per affected individual per year.



Up to **1 in 6**  
of the working population  
are currently experiencing  
a mental illness

*Source: Black Dog Institute*



# The case for **investing in mental health and wellbeing** is compelling



Research shows that the majority of mental illness seen in the workforce is treatable, and possibly even preventable.

Establishing a mentally healthy workplace increases productivity, reduces turnover, reduces costs incurred from absenteeism, presenteeism and worker compensation claims. Your organisation attracts and maintains talent, becoming an employer of choice.

Moving beyond a risk management approach to a focus on mental health and wellbeing becomes a lever to improve organisational performance.

*Source: Black Dog Institute*





**Engaged, enthusiastic, fulfilled, productive**



# What Defines a Mentally Healthy Workplace?

Where risk factors are acknowledged and appropriate action taken to minimise their potential negative impact on an individual's mental health

- Reduce Risk Factors
- Increase Protective Factors

*Source: Developing a Mentally Healthy Workplace, 2014*

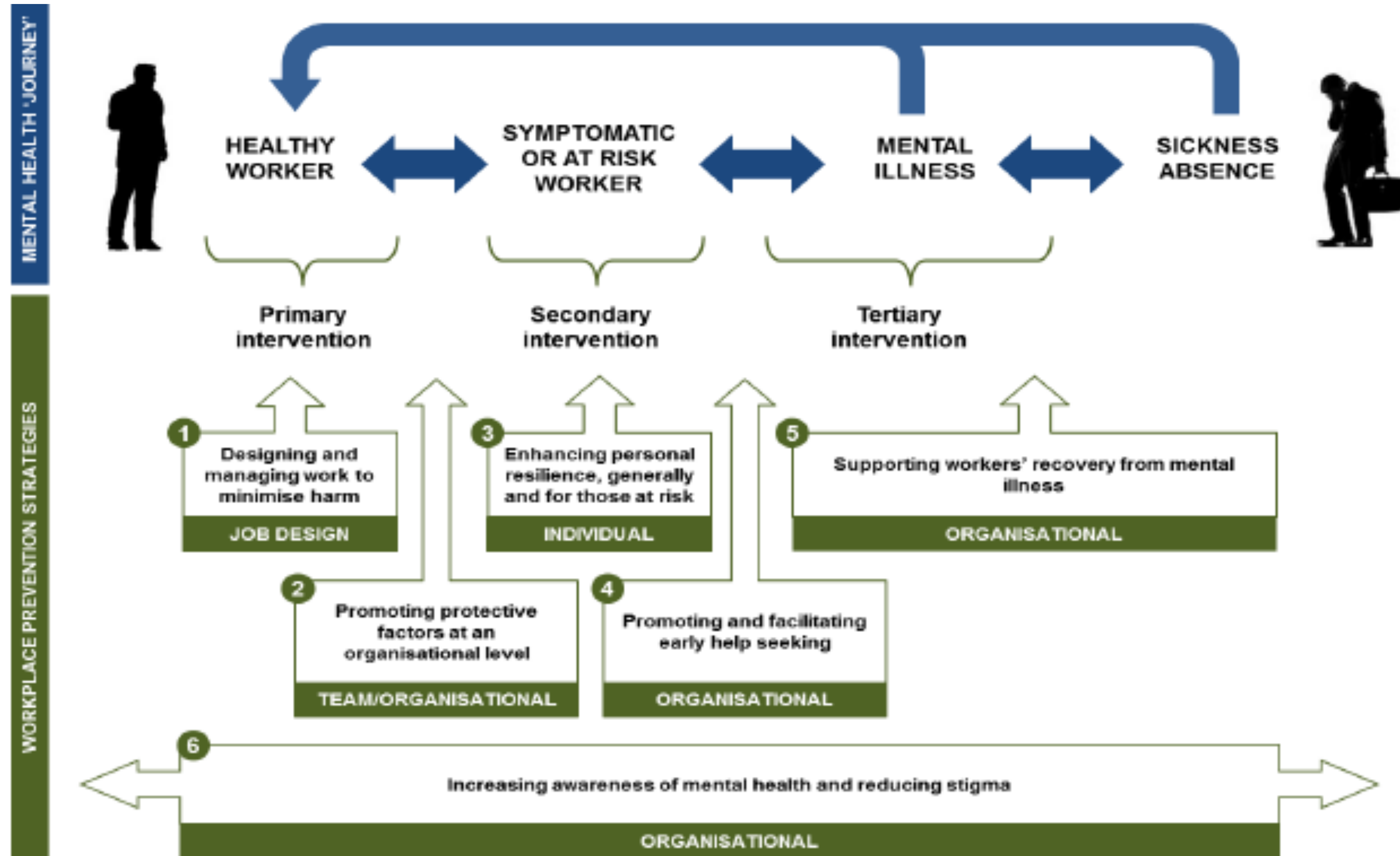
# Focus on Develop Optimal Wellbeing

## 3 Levels

1. Organisation - policies and procedures
2. Team - working relationships within and between
3. Individual - capability and capacity

*Source: Developing a Mentally Healthy Workplace, 2014*

# 6 Key Domains to a Mentally Healthy Workplace





# 6 Key Domains to a Mentally Healthy Workplace

1. Smarter work design
2. Promoting protective factors at an organisational level
3. Enhance personal resilience
4. Promote and facilitate early help seeking
5. Support recovery
6. Increase awareness of mental health and reduce stigma





# Organisational

- Culture - how things are done around here  
What is your organisational culture?
- Be supportive
- Environment
- Adequate resources
- Working days & hours
- Scheduling
- Lunch Breaks
- Holidays and time off
- Clients



# Stigma

4 types of stigma to overcome to improve workplace mental health

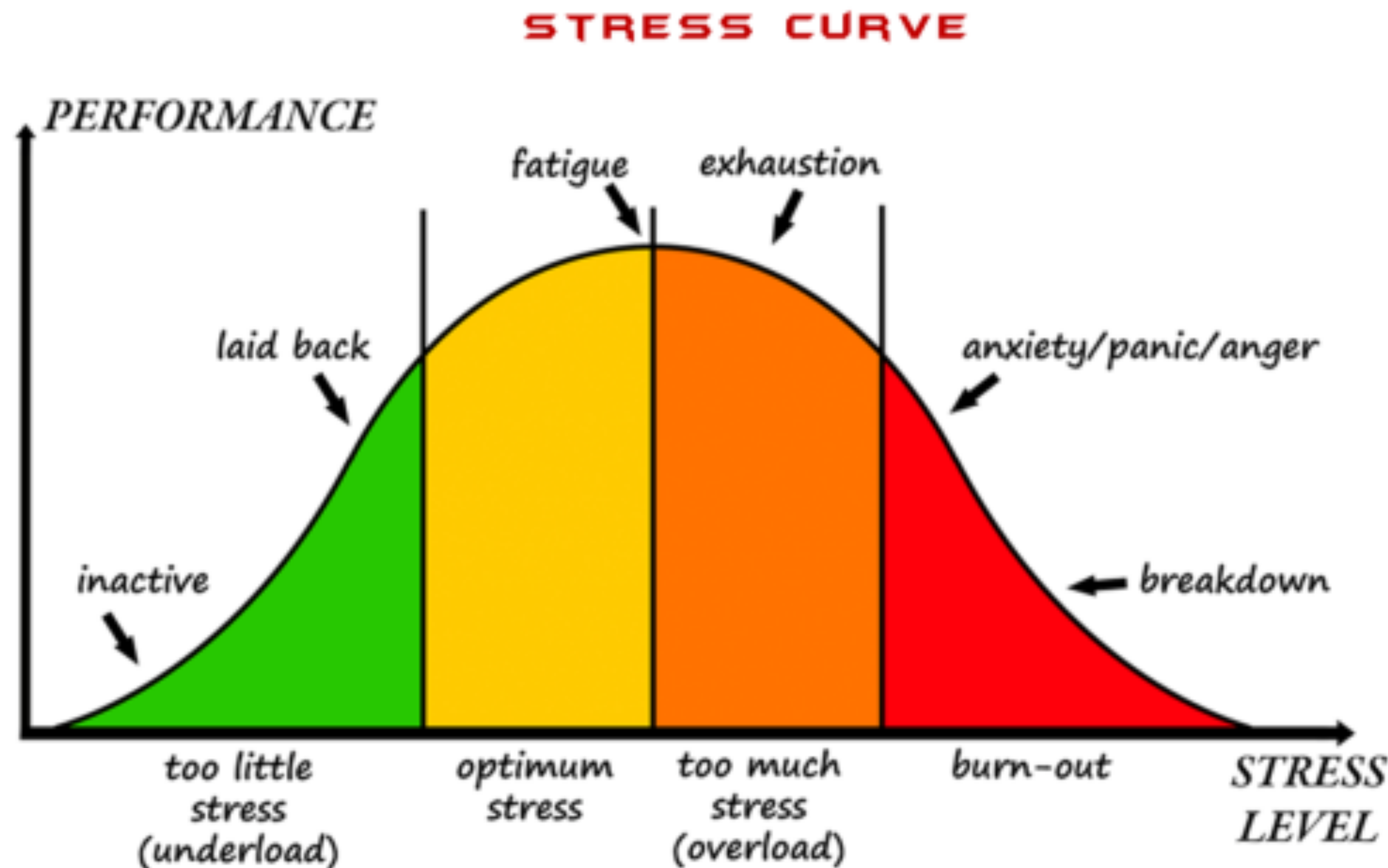
- **Personal Stigma** - “People with mental health issues need to harden up”
- **Perceived Stigma** - “People will think I’m weak if I talk about my problems”
- **Self Stigma** - “If I just hardened up, I wouldn’t be so anxious all the time”
- **Structural Stigma** - “My organisation wouldn’t support me anyway, even if I did ask for help”



# Rest & Recovery

High Pressure, High Strain

- Need time to Rest & Recover
- Introverted Style need time to switch between tasks
- Task focussed people find dealing with people exhausting
- > 8 hour days, cognitively depleting
- Demanding Clients







# Team

- Support is critical
- Interpersonal relationships
- Leadership
- How is feedback given?
- What is your Positivity Ratio?  
Ratio of Positive:Negative  
Aim > 3:1





# Individual

Build resilience to stressors,  
leverage strengths and capabilities  
to increase wellbeing

- Personal Insight
- What is their strengths
- Awareness of Stressors -  
internal & external
- Capacity





# Self Care

Healthy fit brain and body to withstand stress:

**Sleep:** 7-9 hours of restorative sleep

**Exercise:** 30 minutes, 5 times/week

**Diet:** healthy, nutritious food

Get outside every day - Vitamin D!





# Individual - RISKS

- Type A driven
- Very achievement driven
- Career is their life
- Perfectionists
- Don't like to make mistakes or fail
- Highly empathetic & sensitive





# Individual

- Work & achievement can't define happiness
- Aim for fulfilment
- Aim for Excellence & Mastery
- See mistakes as feedback
- Take time to recharge & refresh
- Encourage hobbies & fun outside of practice





**NEXT STEP**

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# QUESTIONS

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## FURTHER RESOURCES

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