

‘Mental wellbeing @ work and home’

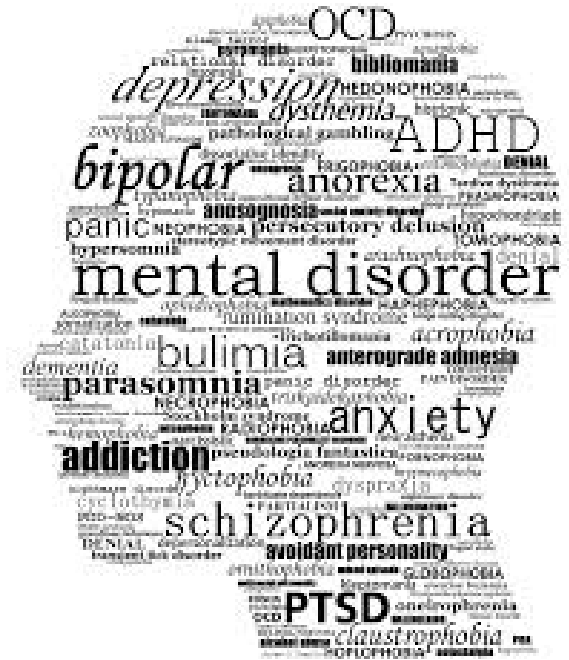
- A strengths based kaupapa

A workshop for NZNO Gerontology Section
Waikato 2018



‘The capacity to feel, think and act in ways that enhance our ability to enjoy life and deal with the challenges we face.’

Te taha hinengaro – *emotional wellbeing*



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What is 'Psychological Trauma'?

Any single event or series of events that have the potential to shut down or to overwhelm the normal coping mechanisms of an individual.

CIMA Crisis Intervention and Management
Australasia

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Common experiences

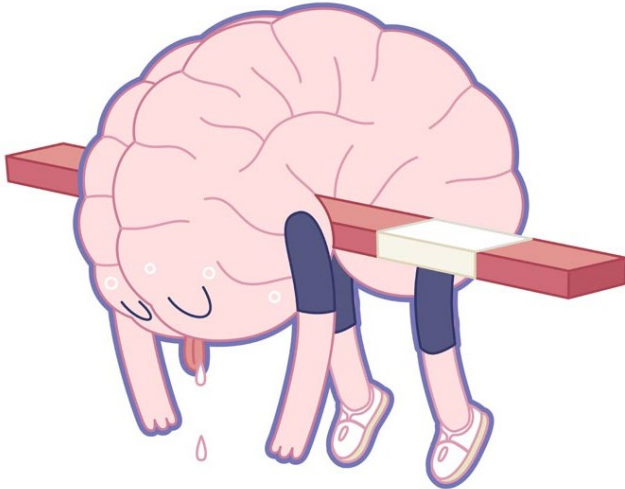
- 1:5 New Zealanders will experience a mental health issue
- Anxiety disorders are the most common group of disorders (15%) followed by mood disorders (8%), then substance abuse (3.5%). Eating disorders are rare (0.5%).
- The onset of most disorders occur in people aged 16-24 yrs.
- Only 39% of people with a mental health disorder have contacted health services
- Latest NZ Suicide statistics - 664 people in the last year
- Police investigated 118,910 incidents of family violence in 2016 or about one every 5 minutes.

We are thoughtful about these experiences being common and what this means for our workplace and our people - there will be people here who live with this experience.

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Mental Health as a continuum

Unwell



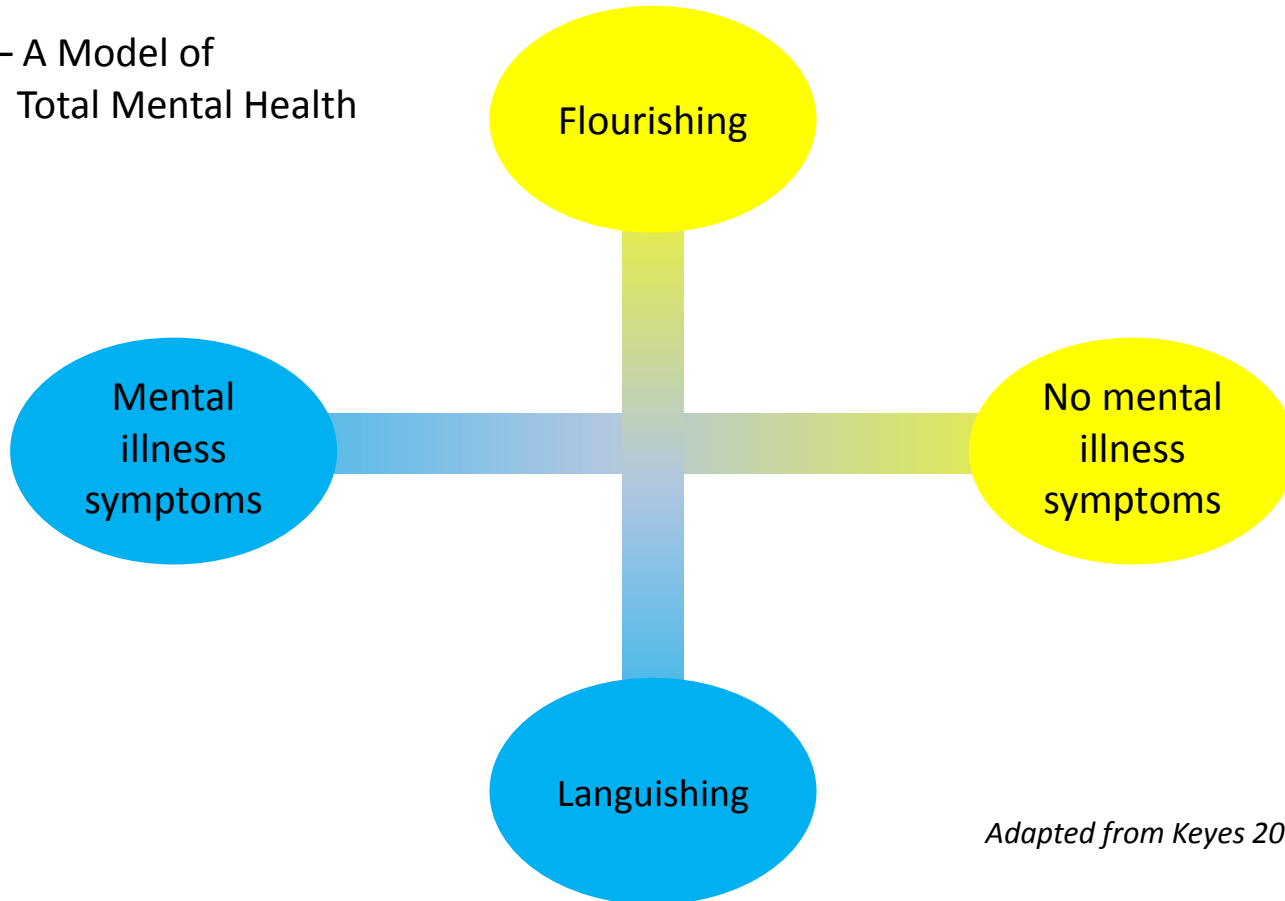
Well



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NZ Mental Health Foundation

Fig 1 – A Model of
Total Mental Health



Adapted from Keyes 2007

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What is a strengths based approach ?

A focus on valuing and building on the range of coping ability, talents ,capacities ,resilience that a person has.

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Counselling

Why we put our hands up about what commonly worries us:

PERSOAL reasons:

- 
- A black silhouette of a person wearing a jacket, positioned behind the 'PERSONAL' text.
- Grief and loss
 - Mental health
 - Relationship issues

WORK

- 
- A black silhouette of a person wearing a suit and a hat, positioned behind the 'WORK' text.
- Change
 - Money

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Self Reflection



What is
happening for
you at work
and at home
at the
moment?



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Workplace strategies



Evidence based interventions that work from the literature

- Work and job design
- Promote protective factors
- Enhance personal resilience
- Promote and facilitate early help seeking
- Support workers recovery from mental illness
- Increase awareness of mental illness and stigma



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Psychosocial health at work

Psychosocial hazards –

aspects of design and management of work, and its social and organisational context that can have the potential to cause psychological or physical harm

- Excessive workload
- Work pressure
- Workplace bullying
- Harassment
- Violence
- Fatigue

Acknowledgment – Associate Professor Michelle Tuckey UNSW The Asia Pacific Centre for Work Health and Safety



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What are you seeing at work ? vitae

Commonly include - tiredness, increased sickness, change in absenteeism, difficulty communicating, less productivity.

Is a colleague appearing different in terms of how you have come to know of them as a colleague? More anxious?

Inattentive?

Making small mistakes or missing things? Appearing distracted?

Have they had annual leave regularly and are they taking sick leave when unwell?

Is a colleague you know well acting in out of character ways? Can you describe what you are seeing in factual terms?

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Managing our personal and professional boundaries



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The challenge for all of us

The biggest challenge when it comes to our capacity to be resilient are those factors which can have a negative impact on our own adaptive and developable processes such as-

- Our ability to manage negative thinking
- Our ability to regulate our emotions and behavior
- Our capacity to build positive and supportive relationships

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Emotional triggers

Important to know what pushes our buttons



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What are Thinking Traps?



Certain types or patterns of thoughts tend to **trap** us in anxiety. These are called **Thinking Traps**. ... Whatever **thinking traps** you tend to fall into, the first important step is to recognize your personal **traps**. Below is a list of common **thinking traps**.

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Unplugging



“Each person deserves a day away in which no problems are confronted, no solutions searched for. Each of us needs to withdraw from the cares which will not withdraw from us.”

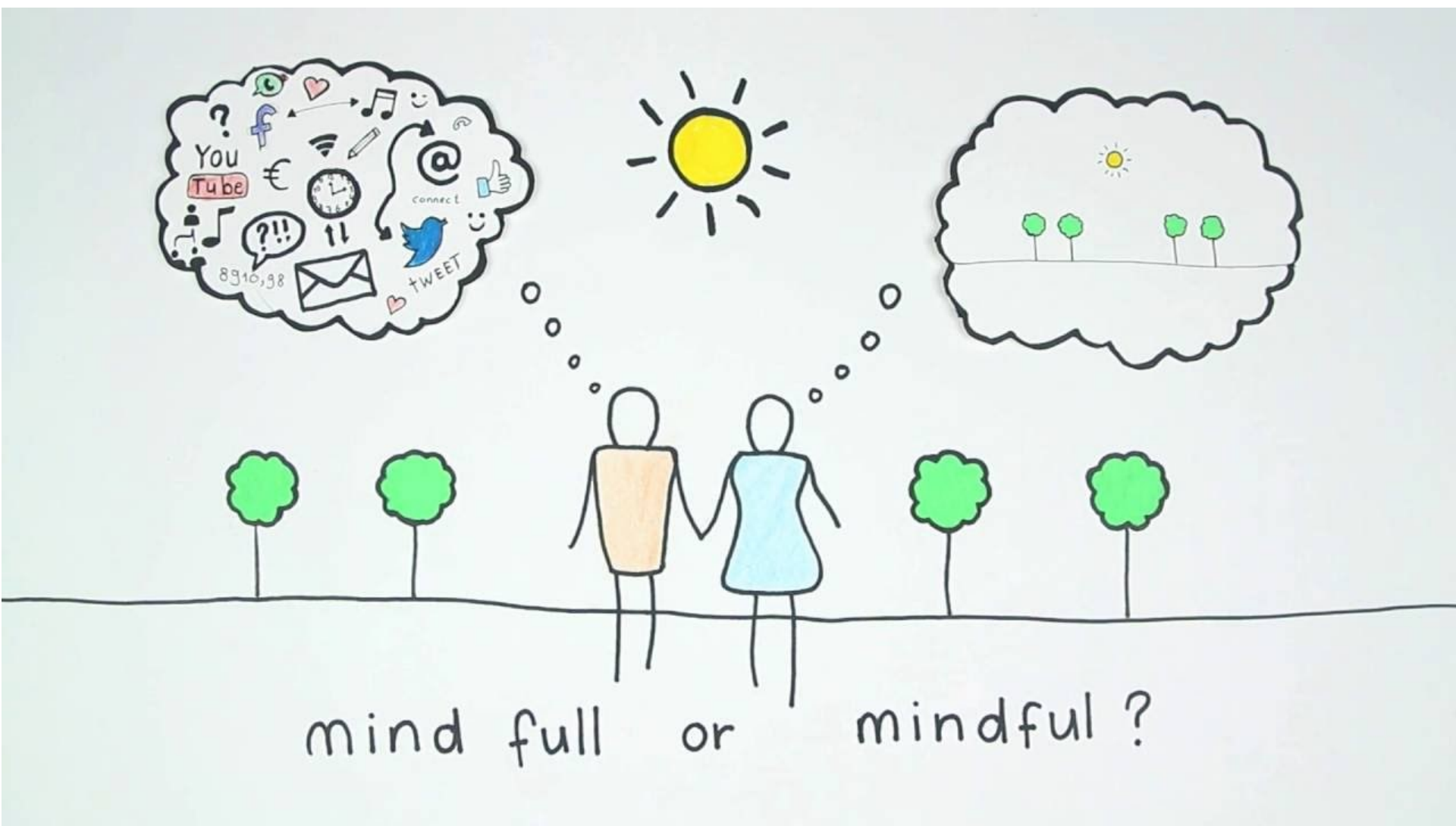
- Maya Angelou

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Managing Transition

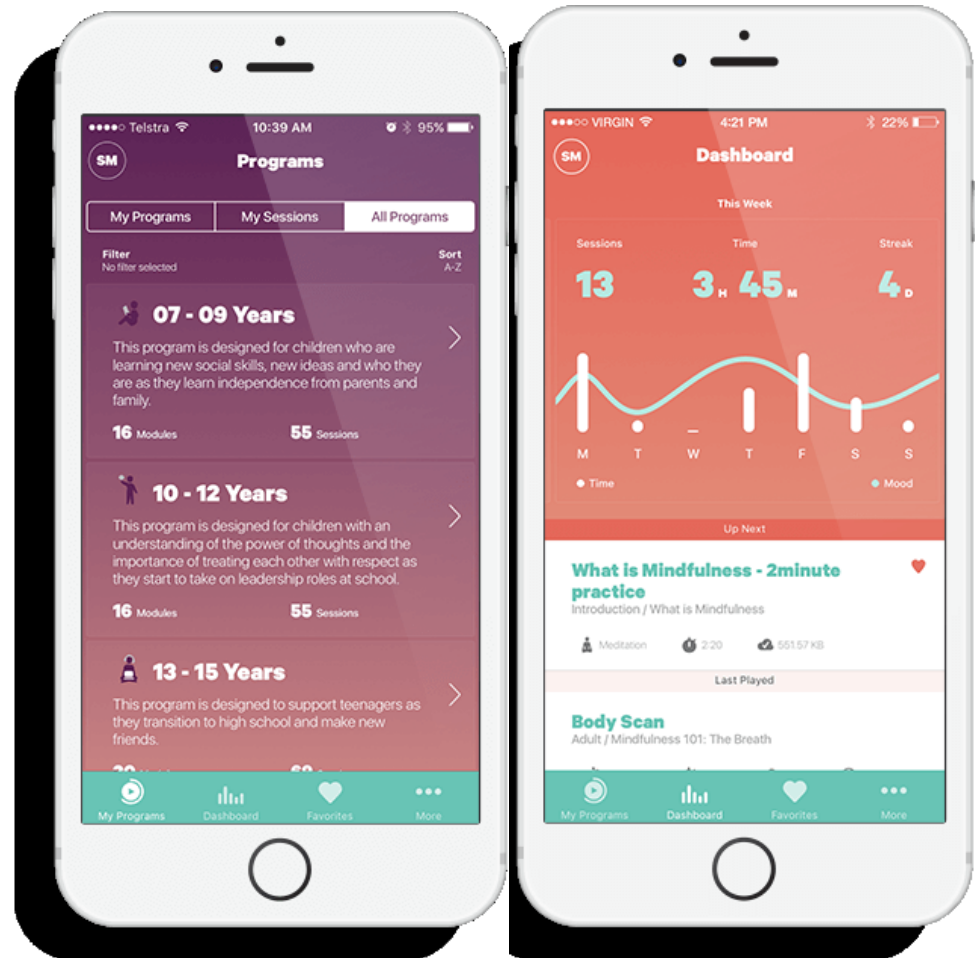
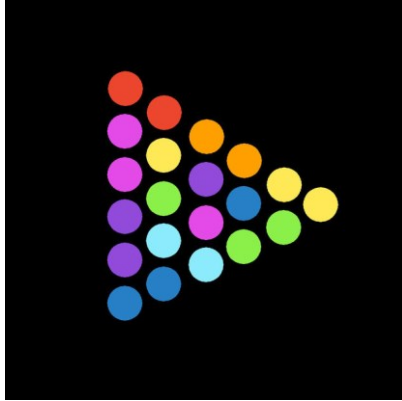


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What's current?



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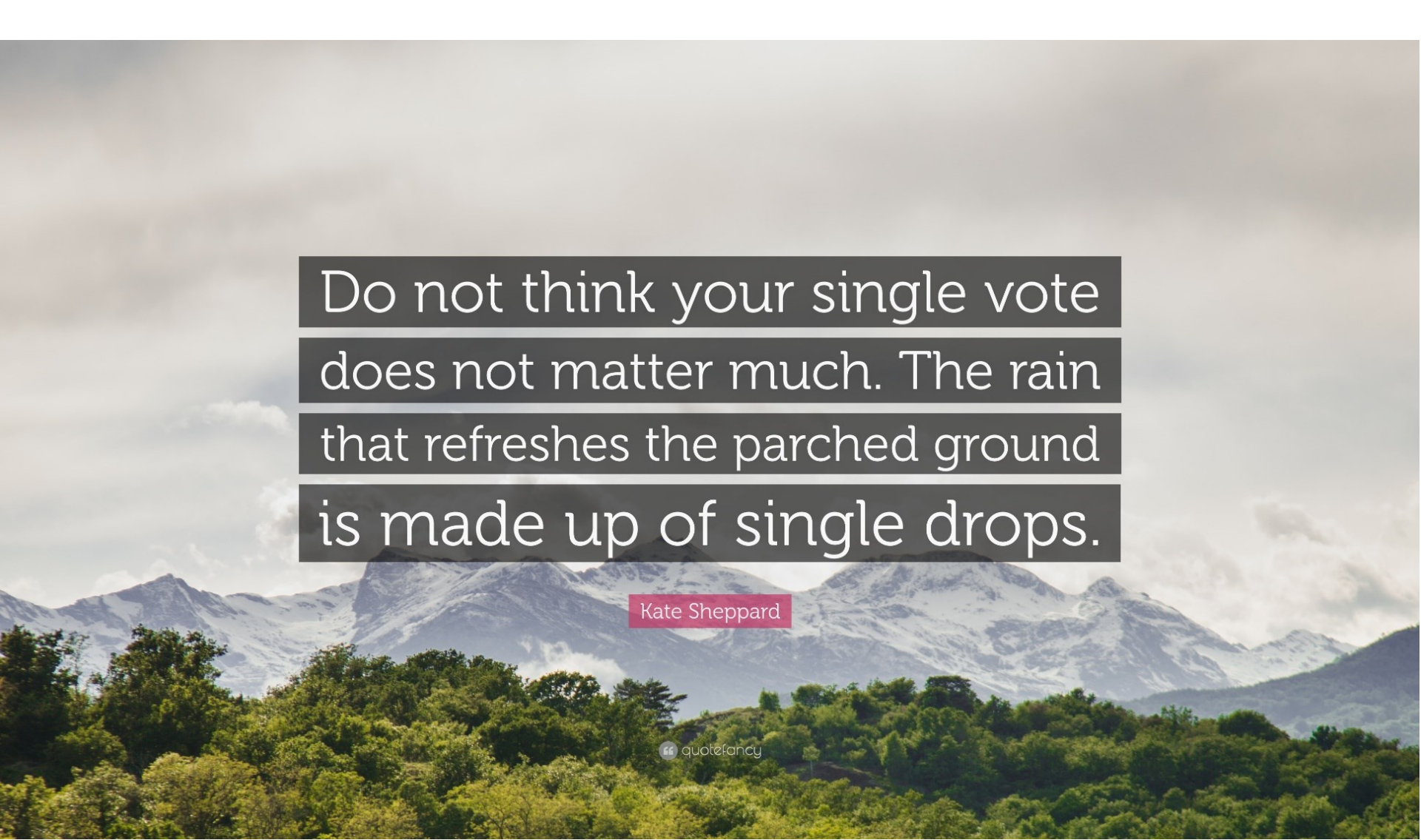
Does diet have anything to do with mental health?

Evidence that biochemical signalling between GI tract and CNS may be important for mental health

Role of hippocampus-learning memory and mood

(Acknowledgement Dr Rebecca Slykerman and others Auckland University Faculty Health Sciences 2017)

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Do not think your single vote
does not matter much. The rain
that refreshes the parched ground
is made up of single drops.

Kate Sheppard

quotefancy

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