



# SUPPORTING MENTAL HEALTH AS LEADERS

*Looking after the psychological health and safety of your people*

## THE CHALLENGE

A 2022 survey showed that **69% of people in the workplace saw their managers as having the greatest impact on mental health over their doctor (51%) and therapist (41%)**. Further, recent findings indicate that up to **25% of employees may be suffering from depression** and up to 50% may see their work life affected somehow by depression (New Zealand Workplace Barometer, 2018).

Poor wellbeing is undoubtedly a huge cost business and the economy. Unwell employees cost business in absenteeism, presenteeism (estimated to cost 3 times that of absenteeism), reduced work performance, increased turnover rates, poorer health, poor organisational citizenship behaviours and greater counterproductive work behaviours.

Unfortunately, we have limited access to mental health care in NZ. The future of successful business and leadership looks very different from its past. It considers organisational sustainability to mean more than lean practices and green policies, it means investing in the wellbeing of your workforce.

Synapse, our training solution focuses on leaders as the spark that supports the organisation and individuals with mental health.

## THE SOLUTION - SYNAPSE

So what does investing in workforce mental health training for your leaders involve?

### Mental health education and awareness about:

- the reality of mental health in New Zealand
- the risks and costs of reactive, poorly managed mental health approaches
- the benefits of proactive, supportive mental health approaches
- the truths and myths surrounding mental health

### Growing understanding of

- triggers to poor mental health.
- the role of the brain and the impact of the modern world on its functioning and health.
- building resiliency into the workforce for workers who demonstrate adaptability and grit.
- creating a supportive workplace culture where people have each other's back and the confidence and skills to have supportive conversations.

**Below is three different training options we can approach support with. Again, these are not the only options however I hope these can be used as a guide.**



# OPTION ONE - 1 DAY WORKSHOP

## VIRTUAL OR FACE TO FACE

In this three-part face-to-face workshop facilitated by one (or two) of Glia's Psychologists, we will discuss our role as leaders to help people mentally flourish and move through mental illness. Elements of the workshop can be made culturally appropriate to ensure we protect the people who attend.

Section	Key Content
<b>Identify</b>	<ul style="list-style-type: none"><li>• The Mental Health continuum</li><li>• Defining Mental Health and Mental Disorder</li><li>• Signs of distress</li><li>• Identifying Trauma and Burnout in the workplace</li><li>• Myths and facts</li></ul>
<b>Support</b>	<ul style="list-style-type: none"><li>• M.A.T.E.S conversational framework for managing people who are struggling</li><li>• Managing high risk situations</li><li>• Understanding who to go to for what</li></ul>
<b>Protect</b>	<ul style="list-style-type: none"><li>• How to take a prevention approach</li><li>• Understanding the risks in your environment</li><li>• Learning how to manage psychosocial risks</li></ul>

Leaders will be provided with a pdf workbook which will include all the required information for them to refer to when they need to.

# OPTION TWO - 2 PARTS

## VIRTUAL OR FACE TO FACE

In this two-part face-to-face workshop facilitated by one (or two) of Glia's Psychologists, we will discuss our role as leaders to help people mentally flourish and move through mental illness. Elements of the workshop can be made culturally appropriate to ensure we protect the people who attend.

### WORKSHOP OVERVIEW - PART 1 (3.5 HOURS)

Section	Key Content
<b>Identify</b>	<ul style="list-style-type: none"><li>• The Mental Health continuum</li><li>• Defining Mental Health and Mental Disorder</li><li>• Signs of distress</li><li>• Identifying Trauma and Burnout in the workplace</li></ul>
<b>Support</b>	<ul style="list-style-type: none"><li>• Managing self as a leader</li><li>• High-risk situations</li></ul>

### WORKSHOP OVERVIEW - PART 2 (3.5 HOURS)

Section	Key Content
<b>Support</b>	<ul style="list-style-type: none"><li>• M.A.T.E.S framework for managing people who are struggling</li></ul>
<b>Protect</b>	<ul style="list-style-type: none"><li>• How to take a prevention approach</li><li>• Understanding the risks in your environment</li></ul>

Leaders will be provided with a pdf workbook which will include all the required information for them to refer to when they need to.

# OPTION THREE - 3 PARTS

## VIRTUAL OR FACE TO FACE

In this three-part face-to-face workshop facilitated by one (or two) of Glia's Psychologists, we will discuss our role as leaders to help people mentally flourish and move through mental illness. Elements of the workshop can be made culturally appropriate to ensure we protect the people who attend.

### WORKSHOP OVERVIEW - PART 1 (2 HOURS)

Section	Key Content
<b>Identify</b>	<ul style="list-style-type: none"><li>• The Mental Health continuum</li><li>• Defining Mental Health and Mental Disorder</li><li>• Signs of distress</li><li>• Identifying Trauma and Burnout in the Workplace</li></ul>

### WORKSHOP OVERVIEW - PART 2 (2 HOURS)

Section	Key Content
<b>Support</b>	<ul style="list-style-type: none"><li>• Managing self as a leader</li><li>• High-risk situations</li><li>• M.A.T.E.S framework for managing people who are struggling</li></ul>

### WORKSHOP OVERVIEW - PART 3 (2 HOURS)

Section	Key Content
<b>Support</b>	<ul style="list-style-type: none"><li>• M.A.T.E.S framework in action</li></ul>
<b>Protect</b>	<ul style="list-style-type: none"><li>• How to take a prevention approach</li><li>• Understanding the risks in your environment</li></ul>

Leaders will be provided with a pdf workbook which will include all the required information for them to refer to when they need to.

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**Glia**  
Workplace Psychologists