



How to Cope with Mental Health Challenges in the Workplace

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Your Host Today...



Imrah Mughal
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Analyst

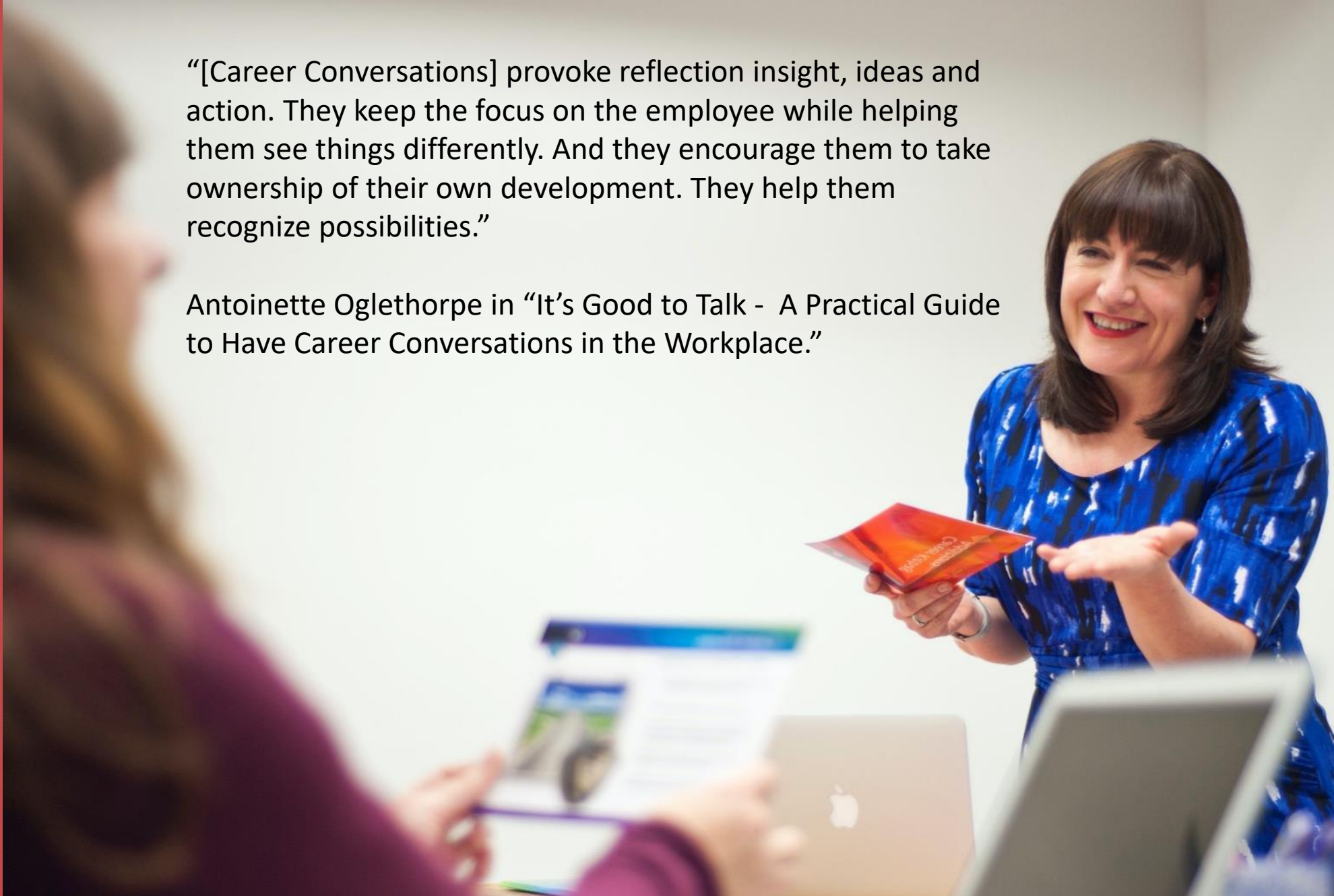
Antoinette Oglethorpe

>25 years of experience
developing leaders in the
Private Sector and now
consulting with the UN
System

- Speaker and Author on
Talent Development
- Professional Career Coach
and Counsellor

“[Career Conversations] provoke reflection insight, ideas and action. They keep the focus on the employee while helping them see things differently. And they encourage them to take ownership of their own development. They help them recognize possibilities.”

Antoinette Oglethorpe in “It’s Good to Talk - A Practical Guide to Have Career Conversations in the Workplace.”



As a result of this webinar, you will be able to:



Articulate why mental health is a critical component of overall workplace well-being



Identify early warning signs of mental health challenges, both in yourself and your colleagues



Use a toolkit of practical coping mechanisms and strategies to manage stress, anxiety, and other mental health challenges

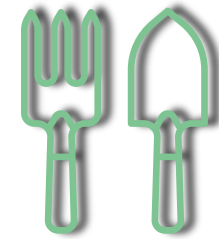
What we'll cover in this webinar



Understanding
the Importance
of Mental
Health



Identifying Early
Warning Signs
of Mental
Health
Challenges in
the Workplace



Toolkit for
Coping with
Workplace
Mental Health
Challenges



Understanding the Importance of Mental Health



Question



What are your thoughts on why mental health is important in the workplace?

PLEASE TYPE YOUR ANSWERS INTO THE CHAT BOX

The Hard Facts: Statistics and Data Points

1 in 5 adults experience mental health issues !

Untreated mental health disorders cost employers between \$79 to \$105 billion annually !



The Road
Forward
Impacts Us

Anonymous Poll

Q1: HAVE YOU EVER FELT MENTALLY DRAINED OR EMOTIONALLY OVERWHELMED WHILE AT WORK?



A) Yes, often



B) Occasionally



C) Rarely



D) Never

Anonymous Poll

Q2: HAVE YOU EVER CALLED IN SICK BECAUSE YOU WERE EMOTIONALLY OR MENTALLY UNABLE TO FACE WORK?



A) Yes, more than once



B) Once



C) Considered it, but didn't



D) Never

Anonymous Poll

Q3: HOW COMFORTABLE WOULD YOU FEEL DISCUSSING MENTAL HEALTH ISSUES WITH YOUR IMMEDIATE SUPERVISOR OR HR?



A) Very Comfortable



B) Somewhat comfortable



C) Neutral



D) Uncomfortable



E) Very Uncomfortable

The Business Case for Mental Health

Companies with strong mental health programs see a return on investment (ROI) of 4:1

A man in traditional African attire, including a patterned headwrap and a dark jacket with a decorative pocket, is holding a long wooden staff. He is standing on a tennis court with a blue grid pattern. The background shows trees and a clear sky. The entire image has a light blue overlay.

The Pragmatic Way Forward



Empowered lives.
Resilient nations.



Reflection

How does this resonate with you?
Have you seen examples of mental health challenges having a negative impact in the workplace?

Please type any comments or questions into the chat box



Identifying Early Warning Signs of Mental Health Challenges in the Workplace

Early Warning Signs

Increased Absenteeism

Drop in Productivity

Changes in Behavior or Appearance

Low Energy Levels

Disengagement



Frequent Complaints of Fatigue or Unexplained Aches

Difficulty in Decision-Making

Emotional Outbursts

Increased Isolation

Procrastination

Case Study 1: Increased Absenteeism & Low Energy Levels

One-on-one meeting to discuss her well-being

Referred to an Employee Assistance Program (EAP)

Flexible working hours



Case Study 2: Drop in Productivity & Emotional Outbursts

Offer support and inquire if everything is alright

Opens up about feeling overwhelmed with his current workload

Allocates some of Tim's tasks to other team members temporarily



Case Study 3: Changes in Behaviour & Frequent Complaints of Fatigue

Candidly asks if she's doing okay

Admits she's been dealing with insomnia

Suggests speaking to HR about a temporary shift in work hours to accommodate better sleep

Condition improves with these changes, and she becomes more engaged at work



Case Study 4: Disengagement & Difficulty in Decision-Making

A conversation reveals that employee is unclear about the direction of his career

The manager suggests a career development course

Becomes re-engaged and more decisive as he gains a clearer sense of direction.





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Reflection



Are there any other early warning signs or scenarios that you would like to share?

Please type any comments or questions into the chat box



Toolkit for Coping with Workplace Mental Health Challenges



Activity: 3-minute Journaling

Write down answers to the following three questions:

1. How are you feeling right now?
2. What's one challenge you're facing in the workplace that affects your mental health?
3. What's one simple action you can take to improve this situation?

Triggers

A person in a white athletic uniform is in a starting crouch on a track, ready to begin a race. The background is a blurred track with other people's legs visible in the distance. The entire image has a light blue tint.

High Workload

Lack of Support

Job Insecurity

Work-Life Imbalance

Poor Team Dynamics

Lack of Recognition

Unclear Role Definitions

Lack of Autonomy

Personal Life Events

Change Management

Time Management Techniques

Pomodoro Technique

Work in bursts of 25 minutes, followed by a 5-minute break. It can help you focus better and relieve stress

Eisenhower Box

Prioritize your tasks into four categories: urgent and important, important but not urgent, urgent but not important, and neither. It helps take control of your workload

Mindfulness & Breathing Exercises

Deep Breathing

Pause and take deep breaths to activate your body's relaxation response

Five Senses Exercise

Ground yourself in the present by focusing on your five senses.
What do you see, hear, feel, smell, and taste right now?

Physical Activity

A photograph of three business professionals walking in a hallway. On the left, a man in a suit jacket and white shirt is talking. In the center, a woman in a dark blazer is looking at a tablet. On the right, a man wearing a turban and a light-colored shirt is also talking. They are all holding folders or tablets. The background is a modern office hallway with a glass railing.

Desk Exercises

Small stretches and movements can help release muscle tension

Walk and Talk

Instead of sitting in a conference room, suggest a walking meeting for one-on-ones

Mental Breaks

Short Breaks

Step away from your workspace for short breaks to clear your mind

Digital Detox

Limit time spent on social media and emails to avoid digital fatigue

Healthy Eating Habits

The background of the slide features a light blue-tinted photograph of a healthy eating setup. In the center, there are three tall glasses filled with a green smoothie, garnished with fresh herbs. In the foreground, there are several sliced cucumbers and tomatoes arranged on a white surface. The overall aesthetic is clean and fresh, emphasizing health and nutrition.

Nutrient-Rich Snacks

Keep a stash of healthy snacks like fruits and nuts to nourish your body and mind

Hydration

Drink plenty of water throughout the day to keep your cognitive functions sharp

Open Communication

A group of people in a meeting room. A man in a suit is standing and presenting to a group of seated colleagues. The room has a whiteboard with the text 'mashroom6' on it. The overall scene is in a light blue tint.

Speak Up

If the workload is overwhelming, speak to your manager about how to manage it better

Seek Peer Support

Sometimes talking to a colleague can provide invaluable emotional support and perspective



Positive Affirmations and Visualization

Affirmations

Use positive affirmations to counteract negative thought patterns

Visualization

Visualize completing a project successfully or managing a challenging situation well



Professional Help

Employee Assistance Program (EAP)

Use it if your workplace offers it

Counselling

Sometimes professional help is the best way to manage chronic stress and anxiety

The background of the slide features a soft, blue-tinted image of two hands holding several interlocking puzzle pieces. The hands are positioned on the left and right sides, with the puzzle pieces arranged in a circular pattern in the center. The overall aesthetic is clean and professional, with a focus on the metaphor of puzzle pieces representing learning and adaptation.

Continuous Learning and Adaptation

Upskill

Learning a new skill can provide a sense of accomplishment and control

Adjust

If something isn't working, don't hesitate to adapt or try a new strategy

Work Life Boundaries



Set Boundaries

Make it a rule not to check work emails during family time or vacations

Flexible Scheduling

If possible, arrange your work schedule to better fit your life demands



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Reflection

Write down three strategies you can implement immediately

Please type any comments or questions into the chat box



What remaining questions do you have?

Meet UNDP Well-being Team



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UNDP Resources on mental health and well-being

- For individual counselling requests please email/refer to: oshw.focalpoint@undp.org
- For resources, useful tips, webinar recordings and upcoming events visit:
 - UNDP [Wellbeing Site](#):
 - Newsletter sign up
 - Well-being Café Podcast
 - UNDP [Wellbeing Café](#) page on Yammer
 - UNDP [Wellbeing App](#): local information, valuable articles, self-assessments and announcements

Thank You!



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Resilient nations.*

For any further questions, reach out to us on:

E-mail: career.development@undp.org

Yammer: Career Development & Experience

Or visit our intranet page on:

<https://undp.sharepoint.com/teams/TalentDevelopmentHub>