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Supporting Australian businesses to create mentally healthier workplaces

Catherine Doherty, Workplace Engagement Manager, *beyondblue*

It is not a static state

Positive, healthy
functioning

Severe impact on
everyday functioning

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HEALTHY
WORK
PLACE ALLIANCE

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Signs and symptoms

Physical	Feeling	Thinking	Behavioural
• Disturbed sleep • Appetite changes • Sick and run down • Fatigue	• Overwhelmed • Indecisive • Lacking confidence • Irritable	• Negative thinking patterns • Hopeless, helpless and worthless • Suicidal thoughts	• Poor concentration • Reduced Productivity • Alcohol and other drug use • Social withdrawal

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Anxiety, depression and suicide

AROUND
2 MILLION PEOPLE
IN AUSTRALIA LIVE WITH
ANXIETY

AROUND
1 MILLION PEOPLE
IN AUSTRALIA LIVE WITH
DEPRESSION

NEARLY
8 AUSTRALIANS TAKE THEIR OWN LIVES EVERY DAY
6 OF WHOM ARE MEN

1 IN 3 WOMEN
&
1 IN 5 MEN
ARE LIKELY TO EXPERIENCE
ANXIETY IN THEIR LIFETIME

1 IN 6 WOMEN
&
1 IN 8 MEN
ARE LIKELY TO EXPERIENCE
DEPRESSION IN THEIR LIFETIME

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A 'mentally healthy' workplace...

"Is a place where people can work smart, contribute their best effort, be recognised for their work, and go home at the end of the day with energy left over."

Guarding Minds@Work

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Healthy workplaces…

✓ Foster a positive workplace culture

✓ Manage stress and other risks to mental health

✓ Support people with mental health conditions

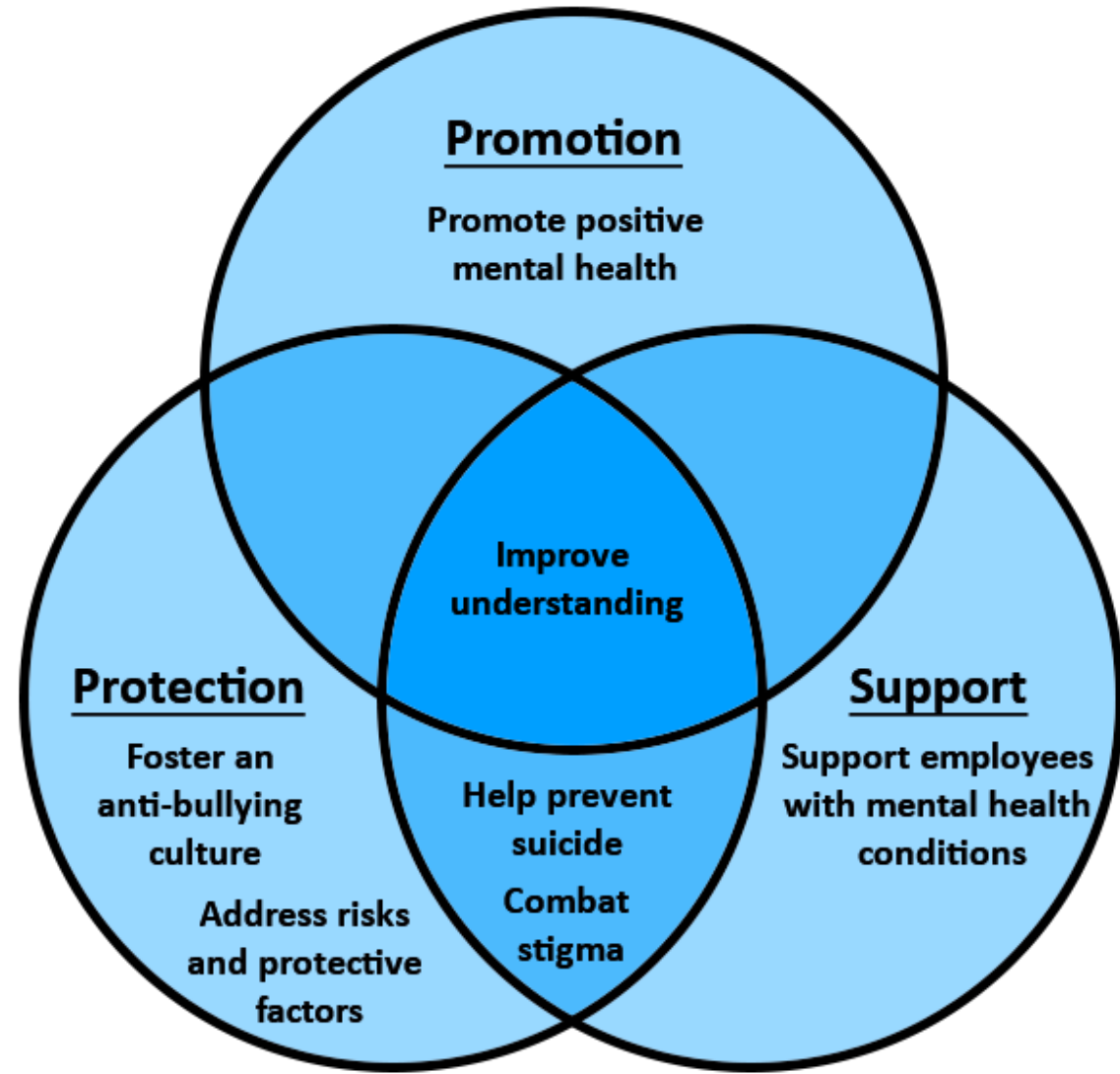✓ Take a zero-tolerance approach to discrimination

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An Integrated Approach

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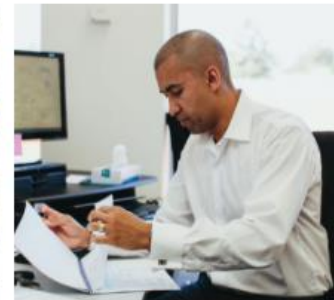
Healthy Workplaces

What is a healthy workplace?

Find out what it takes to create a mentally healthy workplace that is positive and productive, and gets the best out of people.

Why it matters

Why invest in mental health? Besides benefitting employees, a mentally healthy workplace is more productive and better for your bottom line.

Workplace stress

Common risks to workplace mental health include job stress, bullying, harassment, and workplace trauma.

Workplace bullying

Legal rights and responsibilities

Strategies for healthy workplaces

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Your Mental Health

What is good mental health?

Our working environments can affect us positively or negatively and mental health can impact our jobs.

Taking care of yourself

Ideas for looking after your mental health at work and achieving a good work-life balance.

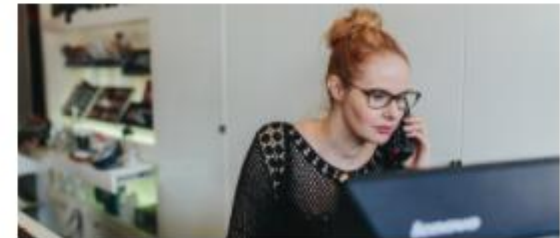**Looking after yourself as a small business owner**

There are a number of unique stressors faced by small business owners. Learn how you can take care of yourself and stay well.

Mental health conditions

Working with a mental health condition

Bullying & information for employees

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Supporting Others

Are they Ok?

If you're concerned about a workmate or someone you manage, learn what to look out for.

Starting a conversation

Tips and steps around having a conversation with a work mate or staff member you are concerned about.

If you manage others

When employees feel they're being supported by their manager, they'll work better, care more about their jobs, and want to do their best because the organisation treats them well.

Help others stay at work

Providing ongoing support

Managing others for small business owners

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Training & Resources

Personal stories and case studies

Find out what's worked for other businesses and individuals through our collection of case studies and personal stories.

Education and training

Build up your expertise or the skills of employees, to improve mental health in the workplace.

National Workplace Program

The *beyondblue* National Workplace Program is a training program aimed at increasing the knowledge of staff, managers, HR and organisational leaders to address mental health conditions in the workplace.

Training programs

Toolbox talks

Further reading

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Toolbox Talks

3 x 5-minute toolbox talk sessions:

1. About anxiety and depression
2. The relationship between the workplace and mental health
3. Taking action to support someone at work

Videos, case studies and individual and group activities to guide learning.

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Home > Who does it affect? > Men > Looking out for your mates

Looking out for your mates

We know that men get a lot of support and connection by just hanging out and knowing what's going on with their mates.

Yet, blokes aren't always too good at starting the conversation to check in if they're worried about a friend.

Many men are wired to keep their feelings to themselves, to just 'get on with it', 'she'll be right'.

Men are told directly and indirectly, time after time, that talking about how they're feeling is somehow weak or un-manly. This kind of thinking can be really harmful, not just for men themselves, but for the people around them, too.

Young people

Men

Know the signs and symptoms

Looking out for yourself

Looking out for your mates

Healthy Families

Welcome to Dadvice.
Because babies change everything

PROTECT YOURSELF WITH A SUICIDE SAFETY PLAN

FOR YOUR FEET

FOR YOUR BALLS

FOR YOUR HEAD

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