

Looking after our mental health at work



Mental health issues affect one in four adults and come in many forms, but in the workplace the most common ones are stress, anxiety and depression.

Managing stress effectively is important in supporting your mental health. A degree of pressure is inevitable sometimes both at work and in life outside work, but excessive pressure can tip over into stress. Stress is a psychological state not a medical condition, however prolonged exposure to unmanageable stress can be linked to more serious psychological conditions, including anxiety and depression.

It is too easy to go about our busy lives and not notice symptoms of physical or mental illness.

Five warning signs that we need to pay attention to are:

- 01 Extremely high and low moods
- 02 Long-lasting sadness or irritability
- 03 Excessive fear, worry, or anxiety
- 04 Social withdrawal
- 05 Dramatic changes in eating or sleeping habits

Things that can contribute to positive mental health and wellbeing

Good mental health and wellbeing mean different things to different people and every person has to find their own way to a life that is meaningful and satisfying for them. Some suggestions are:



Spending quality time with close friends and family



Having someone to talk to who can provide support and reassurance



Working in a job or finding an activity that is meaningful, which can provide a sense of purpose



Experiencing new things such as trying different foods, travelling, or meeting new people



Finding a hobby (such as gardening, playing sport, cooking, or arts and craft)



Spending time with people who share similar interests



Spending time outdoors



Eating healthily, exercising regularly, and getting enough sleep



Giving to others by volunteering, being there for friend in need, or caring for animals



Finding ways to relax and let off steam



Learning a new skill such as painting, singing, knitting, or a foreign language which can provide a sense of pride and achievement



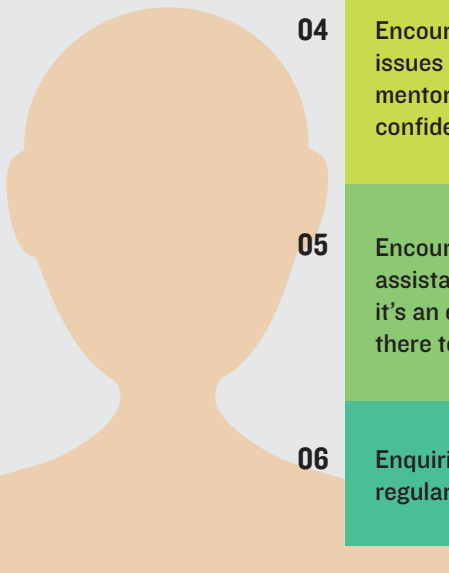
Set goals - to introduce a regular routine and structure to your days. Setting and achieving goals can help to organise your time, and can give you a sense of purpose in life

Lichfields pledge

We ask you to review this pledge and help create supportive environments for those who are, or might be, suffering from mental health issues.

Our pledge to support good mental health

We would like everyone to commit to:

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- 01** Building awareness and reducing stigma in this area of health and well-being
 - 02** Creating a supportive and flexible work environment and one where we openly appreciate one another
 - 03** Looking out for signs of stress and over-work and actively manage such situations
 - 04** Encouraging each other to share problems or issues with line managers, senior directors, mentors, HR or whoever may be appropriate, confident that we will do our best to help
 - 05** Encouraging the use of Empathy - our employee assistance programme - in the knowledge that it's an entirely independent and expert service there to provide support on any matter
 - 06** Enquiring about each other's wellbeing on a regular basis e.g. weekly or fortnightly

Where to get help



A colleague or a friend at Lichfields



Wellbeing team



Empathy telephone service and online resources -

To log into 'Well Online' please go to:

<https://www.well-online.co.uk/>

Username: empathylogin **Password:** wellbeing



AXA PPP - if eligible



MIND website – www.mind.org.uk



Your GP



Doctor care anywhere app