

P.o.P (POWER OF PRINT) SUMMIT '24  
**SHARE THE KNOWLEDGE**

# **CLASS NOTES**

**Mental Wellbeing**





# Mental Wellbeing

## The road and resources to mental wellness.

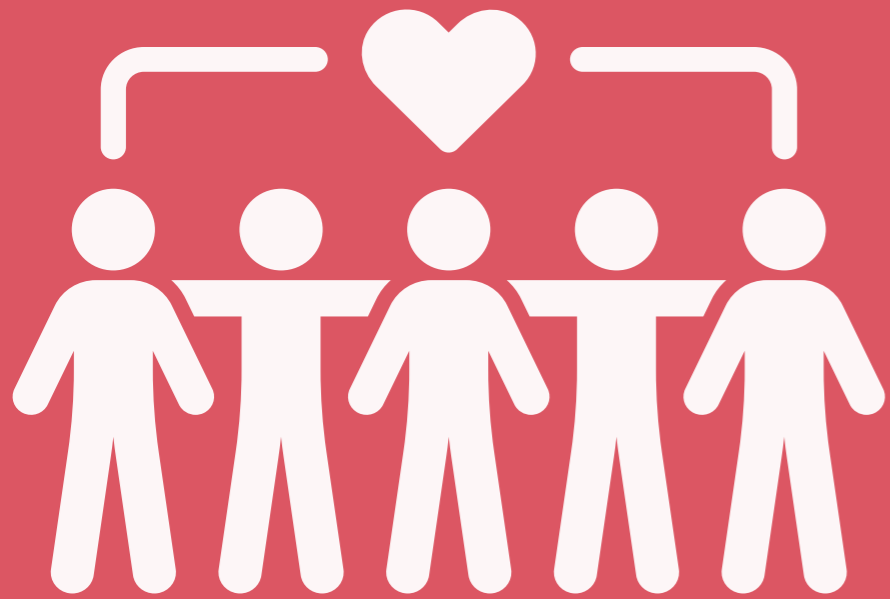


**Steven Gamble**

**Founder, Anchor Health Group**

Getting people to talk about their mental health is easier said than done. Steven Gamble from Anchor Group is here to change that. To start the conversation and empower us all to create positive change and a sustainable model to support the wellbeing of our friends, family and wider community.

Steven explores mental health being just as critical and should be provided as much priority as our physical health. Exploring how leaders, managers, employees and industry can manage burn-out and psychological safety.



“58,000 people across our industry could be affected by mental health.”

Steven Gamble

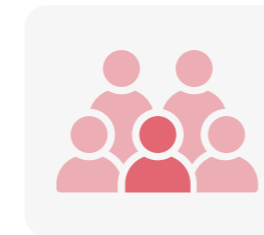
**MENTAL HEALTH -**  
WHEN IS IT A PROBLEM?

Mental illness is a diagnosable condition and can usually be identified in the early stages with changes in a persons feelings, thinking, behaviours and physical well-being.

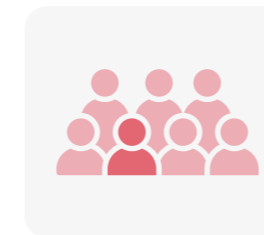
Understanding, recognising and even talking about these changes is sometimes easier when mapping them and bringing these conversations to toolbox or team meetings can include visual aids to assist the conversation.

**THE STATS -**  
AUSTRALIAN MENTAL HEALTH

Opening up dialogue is working, while the statistics haven't dramatically changed during and since COVID, we are seeing some improvement in mental health engagement and dialogue which is providing some balance to the statistics.



**1 in 5 Australians**  
between 16 - 85 yrs will experience a common mental illness in a 12- month period.



**1 in 7 Australians**  
between 12 & 17 yrs will experience common mental illness in a 12 - month period.



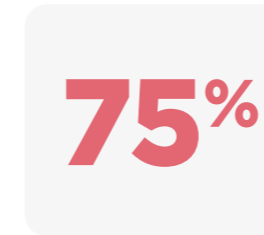
**Only 50% of people**  
living with a mental health disorder seek professional support.



**1 in 5 Females**  
will experience depression, and 1 in 3 females will experience anxiety over a 12-month period.



**1 in 8 Males**  
will experience depression, and 1 in 5 males will experience anxiety over a 12-month period.



**75% of all suicides are male.**  
Suicide is the leading cause of death in males between the ages of 15 & 44.

**MENTAL HEALTH -**  
3 STEP FOCUS TO WELLBEING

- 1 PREVENTION**  
Early intervention with open and safe dialogue is really important. Identifying feelings of being overwhelmed, energy depletion, feelings of negativity, job stressors that would not normally have impact, self-doubt and mental distancing from those around you. Understanding these signs as symptoms is the first step.
- 2 RECOGNITION**  
Recognising the signs and symptoms across emotional stress are important and each crisis is different to each person. There is positive stress which we can manage and mitigate, however burnout or crisis stressors, are more psychological stressors that impact everyday life.
- 3 TREATMENT**  
Building open and transparent conversations with our colleagues, employees, employers and loved ones is very important as communication has significant impact. Exercise, Diet, Sleep and Mindfulness are all critical to mental health and wellness. Professional support will work on all of these four key areas to improve mental health and wellness.

# BURN-OUT: FACTS & STATS

It is not classified as a medical condition.

An alarming 61% of Australian workers report experiencing burn-out.

Burn-out is attributed to 40% of employee resignations.

The global average of burn-out is 48%.

Burn-out and stress-related absenteeism is costing the Australian economy an estimated \$14 billion annually.

Burnt-out employees have less awareness of their surroundings and struggle to maintain workplace safety practices.

Women reported feeling higher rate of burn-out (62%) than men (57%).

## WHAT DOES BURN-OUT LOOK LIKE?

Burn-out effects us all differently.

### PHYSICAL

- Tired all the time
- Sick & run down
- Headaches & muscle pain
- Churning stomach
- Loss or change in appetite
- Significant weight loss or gain.

### FEELING

- Overwhelmed
- Guilty
- Irritable
- Frustrated

### BEHAVIOUR

- Withdrawn
- Not able to complete tasks
- Relying on alcohol or drugs
- Lack of concentration
- Abstaining from social events
- Procrastination
- Reduced connection with family
- Reduced ability to cope with conflict
- Conflict with team
- Reduced enthusiasm

- Low confidence
- Unhappy
- Indecisive
- Disappointed
- Miserable
- Sad

## PREVENTION -

### 4 KEY AREAS TO SUPPORT WELLBEING

#### COMMUNICATION

Staying connected to others, having open and transparent conversations about mental health. Set clear and defined boundaries.



#### EXERCISE & DIET

Exercise relieves tension and stress, boosts physical and mental energy and enhances wellbeing through the release of endorphins. Eat a healthy balanced diet to feel your best.



#### SLEEP

Sleep is key for brain development and helps regulate mood. The average adult requires 9 -7 hrs of sleep a night. It's not quantity its about quality.



#### MINDFULNESS

Practicing meditation and breathing exercises combined with regular sleep will support brain health and improve wellbeing.



## EARLY INTERVENTION -

### BUILD YOUR STEPS

#### One step at a time:

##### > KNOW THE SIGNS

Identifying the early signs and symptoms of a mental health disorder and burnout is key to early intervention.

##### > REACH OUT

If you feel a change in your feelings, thoughts, behaviours or physical wellbeing reach out for support.

##### > REACH OUT TO GIVE SUPPORT

If you see someone in your life showing signs, it is important to reach out.

##### > SEEK CLINICAL SUPPORT

It's important that you seek the support from a health professional to work on a health plan.

Think of three people you could reach out to. They could be anywhere, they do not need to be professionals, as people you can lean into are not there to fix things, rather they are there to provide assistance to navigate strategies. Removing the stigma to clinical support is also important, health is health. As you would see a physio for an ankle injury, your mental health is just as important should clinical support be needed.

## TREATMENT AND SUPPORT -

### WHAT ARE MY OPTIONS

There are many different types of supports that can help with treatment:

##### > HEALTH PROFESSIONAL

- GPs
- Counsellor
- Occupational therapists
- Psychologist
- Psychiatrist

##### > TREATMENTS & SUPPORTS

- Workplace conciliation
- Medical treatment
- Psychological treatment
- Complimentary & lifestyle changes
- Support groups & recovery programs outside of family & friends



“Psychological safety is defined by a person’s ability to feel that they won’t be shut down, punished or humiliated for speaking up with ideas, questions, concerns or for mistakes within the workplace.”

Steven Gamble

## PSYCHOSOCIAL HAZARDS - COMMON HAZARDS AT WORK

A psychosocial hazard is anything that could cause psychosocial harm (e.g., harming someone’s mental health).

- > Job demands
- > Low job control
- > Poor support
- > Lack of role clarity
- > Poor organisational change management
- > Inadequate reward and recognition
- > Poor organisational justice
- > Traumatic events or material
- > Remote or isolated work
- > Poor physical environment
- > Violence and aggression
- > Bullying
- > Harassment, inc. sexual or gender based harassment
- > Conflict or poor work relationships and interactions

## PSYCHOSOCIAL SAFETY - 6 STEPS EMPLOYEES CAN TAKE



**Be transparent — this builds trust.** Make sure your employees are the first to know about changes. Be transparent about how and why decisions have been made.



**Take a supportive and consultative approach to leadership.** Check in with team members regularly and build a rapport. Run workshops. Up-skill in communication and mental health.



**Establish an open and respectful communication culture.** Provide a variety of channels where people can share thoughts and feedback. Communicate with empathy.



**Set clear expectations.** Setting concrete goals and articulating them clearly. Supporting your employees in reaching their goals.



**Reframe failure and mistakes as learning opportunities.** Own your own failures and mistakes. Consider how you talk about “failure” and “mistakes”.



**Everyone** has a role to play across psychological safety **in the workplace.**



**Q: How can managers or organisations support employees who are experiencing burnout?**

A: It's about consultation, transparency, being empathetic, and hearing the persons pain points in work and home life to help set reasonable adjustments for that person for that point in time. It's also important to set check in times be it weekly or fortnightly to help both parties (employee and employer) measure what needs to be the next step. If you have an Employee Assistance Program (EAP) and you're a leader within the organisation, you need to understand how the EAP works so you refer to it and remove some of the fear of your employee engaging with it.

During times of hardship for your employees, it is especially important to take a supportive and consultative approach to team leadership. Use this time as an opportunity to up-skill in communication and mental health.

**Q: Are there any industry specific tips?**

A: We're such a diverse group of businesses but the most important thing we can do is have regular check ins with our team, that's the most important.

What's working, what's not working and what could we do better are great questions to ask. If staff members are part of this conversation, then they feel like there is ownership in there and it takes out the guessing game for leaders while nipping any issues in the bud before they arise.

**Q: Having these conversations with a younger generation vs an older generation can be difficult, are there any tips for both of those cohorts?**

A: Old school thought around mental health is "toughen up", but that's not the case anymore. People say that "mental health wasn't around then" but that's not true,

it was, it was just masked in so many different ways. It's about having one-on-one consultation and bringing that person onboard but also having inclusive conversations about mental health.

If you've got younger team members working with more senior team members, you'll see those little lightbulb moments especially around conversations about mental health, it's a journey. As we grow and we learn more about wellbeing and social and emotional health people have to come onboard.

If the older cohort don't support themselves, they're not going to be around to support the people that they care about. The old hard heads around mental health always want to be around for the people that they care about so they're going to have to change.

**Q: As an employer, what are the do's and dont's when an employee comes to you directly with mental health concerns?**

The first thing you must remember here is your limitation to "fix their problems" and the opportunity to support them. Regular check-ins, suggesting advice and support for your employee are crucial. Humanise the process and share your own experiences with mental health, burn-out or times of hardship - being vulnerable builds trust.

Making sure they connect with professional people that can help them is the most important. Suggest seeking psychological treatment, making complimentary & lifestyle changes and reaching out to support groups or recovery programs.

**NOTES**

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**For Mental Health support:**

**Lifeline** - 13 11 14, lifeline.org.au  
**Lifeline text** - 0477131114 (12pm to Midnight)

**Suicide Call Back Service** - 1300 65 94 67  
suicidecallbackservice.org.au

**Beyond Blue** - 1300 22 46 36  
**Beyond Blue web chat** - beyondblue.org.au

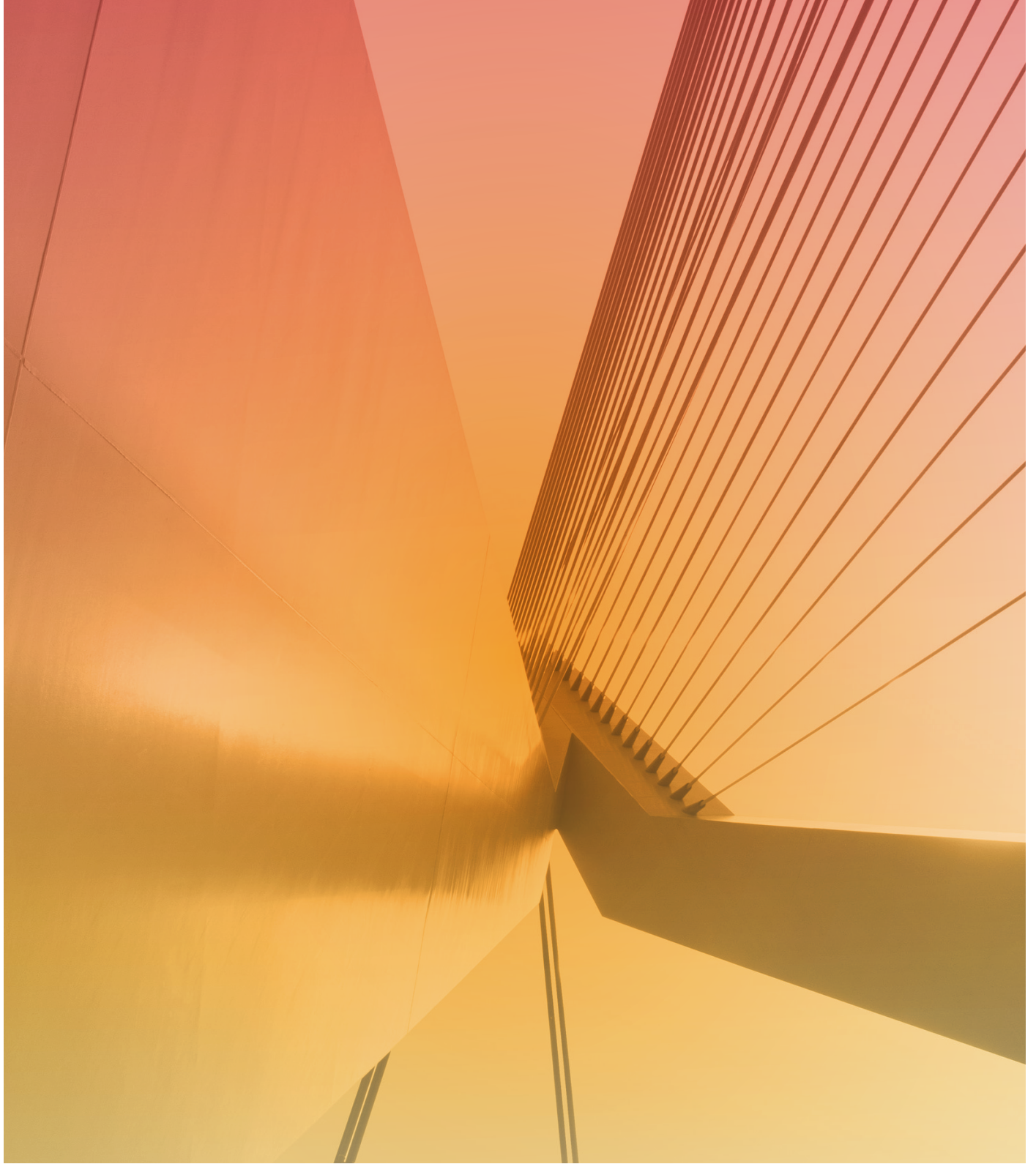
**Men's Line** - 1300 78 99 78, mensline.org.au  
**Domestic Violence Sexual Assault** - 1800RESPECT  
1800respect.org.au

**Kids Help Line (5-25y)** - 1800 55 1800  
kidshelpline.com.au

**Q-Life** - 1800 184 527, qlife.org.au

**Head Space** - headspace.org.au





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