

OURMINDS**WORK**

Creating Mentally Healthy Workplaces that Thrive.

Workplace Eco-Systems for Mental Health Culture Change.

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Founder & Managing Director.



Who we are.

- **Our Mind's Work** are a team of **specialists** in the workplace mental health field.
- We design and deliver evidenced based programmes and models for **culture change** to all industries.
- Our programmes are targeted at all levels from **CEO to front line staff** making mental health **education & qualifications, skills and behaviour change** accessible to everyone.
- At Our Mind's Work, **our vision** is simple: to create mentally healthy workplaces that thrive and have a positive impact on businesses by improving people's health, wellbeing and contributing to living longer and happier lives.

Why are **we** here?

**Increase, poor
mental health and
stress in the
workplace**

**Despite increase
in MH initiatives
In the workplace**

Legal obligations

Employee needs

**New way of
looking at culture
Change for the
workplace**

What are the **benefits** of a mentally healthier workplace?

Prevention
Early intervention
quicker recovery

Suicide safer
workplace

Reduces
& improves

Awareness,
behaviour
change

Improves health
and life
expectancy

Human thriving!



**Growing Plants
is like
Growing People.**



Understanding your **Workplace** Ecosystem.

- **Mental Health & Wellbeing is the big umbrella for a thriving Ecosystem**
- **Each part has its own special role**
- **All the parts interact together in their own special way**
- **All parts contribute to the survival and thriving of other parts**
- **The ecosystem is fragile to change which causes stress**

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Social Ecological Model and mental health in the workplace.

INDIVIDUAL

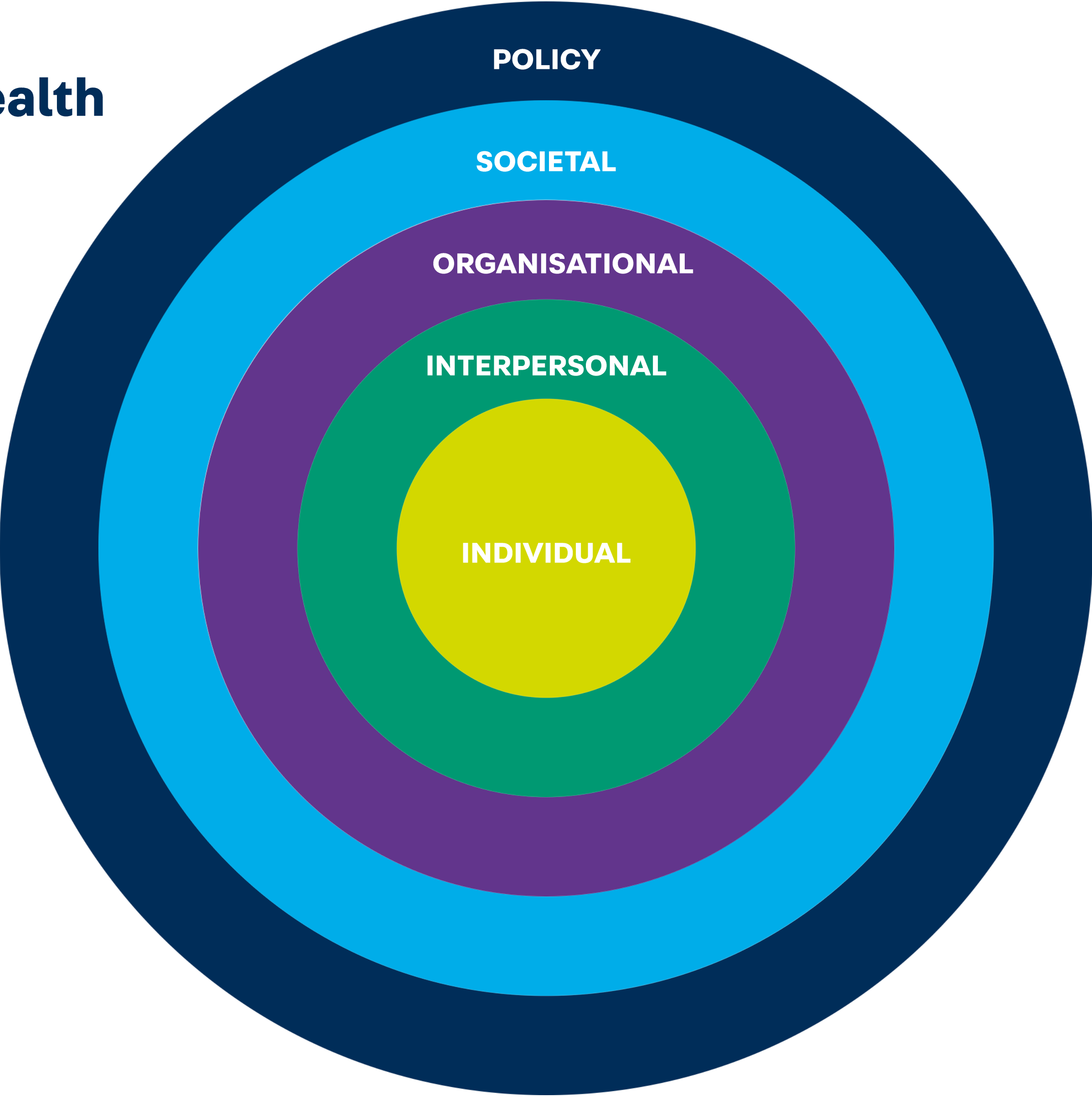
- Individual
- Age
- Sex/gender
- Genetics
- Health
- Knowledge
- Beliefs

INTERPERSONAL

- Family impacts
- Social supports

POLICY

- Best practice
- Employment law
- HSE legislation
- Internal policy procedures
- Government policy



ORGANISATIONAL

- Leadership
- Manager skills and behaviours
- Relationships with peers
- Relationships between groups
- Workplace norms
- Stigma
- Quality of work design
- Purpose
- Trust
- Interventions (effectiveness)
- Team dynamics
- Work environment
- Culture/sub cultures
- Accepts

SOCIETAL

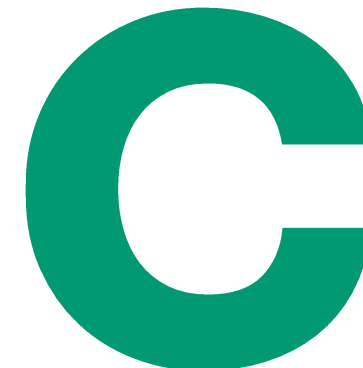
- Homelife stressors
- Access to services
- Social norms
- Culture
- Environment that accepts
- Environment that stigmatises

Using the **OurMindsWork** ECO Model.




Evaluate

Knowing where we are
helps us to recognise where
we can improve



Collaborate

Collaborative care
creates better outcomes
for prevention and recovery



Ownership

Empowering and encouraging
ownership of our own
actions and problem solving
for change

Mental Health Strategy **for a Thriving Workplace Ecosystem.**

Summary.

- **Increasing poor mental health in the workplace is requires a new approach to solutions.**
- **Taking the perspective of our workplaces through the lens of the social ecological model can help us to focus on solving problems, on a human, cultural and systems level.**
- **Using the ECO model can provide a simple three step approach to problem solving mental health in the workplace on all levels from strategic to the individual.**
- **Using the Our Mind's Work Culture Progression Model aligns a public health model, HSE Management Standards and Thriving at Work standards that when embedded with mental health and other health topics will foster a healthy workplace culture where employee wellbeing is a key performance indicator for a thriving workplace.**



This is why we do what we do!

- Download our **FREE eBook** 'A practical guide to creating a mentally healthy workplace culture'.
- Book in your **FREE 30-minute strategy consultation** (via eBook).
- Book on to our next session '**Removing 'male gender blindness' from mental health at work**'.



Questions?

Contact.



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