

Helping Your Team Thrive at Work

Course Summary

Description

Today, stress-related ailments and other mental issues are the single biggest cause of absenteeism and workplace disability claims. One in six workers will experience depression, anxiety or problems relating to stress at any one time. This workshop will help you identify warning signs in yourself, your colleagues, and those who report to you. It will provide you with strategies for prevention, ongoing maintenance and optimization of your team's mental health. It will also address the stigma often associated with mental health and how it is often part of the problem in itself.

The workshop will help you assess the various sources of stress you or your staff may be dealing with, and provide strategies on how to deal with each one, including understanding when third party help is advisable.

Objectives

By the end of this course, students will be able to:

- Provide strategic support, realizing that a positive working environment leads to happy and engaged employees, which in turn helps to drive the organization forward
- Understand mental health issues that are common to almost everyone and how to identify signs early on
- Provide better support, if or when appropriate, for colleagues, through greater understanding of causes and symptoms, and by de-stigmatizing
- Identify appropriate options and create a framework to make discussing issues and seeking employer-provided assistance, as well as other channels, as accessible as possible
- Utilize coping strategies involving holistic approaches that recognize mental health is almost always multi-factorial and is closely linked to physical health
- Have an ongoing system of self-evaluation to help determine progress

Topics

- Why is everyone so stressed?
- Depression Causes and Treatments
- Urgency Addiction (and other addictions)
- Proactive vs. Reactive
- Circadian Rhythms/Sleep/Light
- Nutrition and Gut
- Exercise and Movement
- Relationship Issues
- Physical Health (self and close ones)
- What's important to YOU
- Stress Caused by Financial Burdens
- Potential Future Options/Plans
- The Power of Sharing Your Own Issues

Audience

This workshop will be of interest to:

- People leaders at all levels
- Upper and middle management (showing buy-in at high levels)
- Human Resources specialists
- Future leaders (identified management potential)
- Employee assistance program teams
- Employees who serve as mentors for others
- Potential members/champions for future health and well-being groups

Duration

One Day

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Course Outline

I. *Why is everyone so stressed?*

- A. Understanding how rapid change in modern world presents new challenges

II. *Depression Causes and Treatments*

- A. Chemical, conditioning or both?
Understanding Neurotransmitters
- B. Coping strategies
- C. Understanding and not judging and avoiding feeling judged

III. *Urgency Addiction (and other addictions)*

- A. Urgency adrenaline
- B. How it can lead to burnout and "escape" activities
- C. Differentiating "urgency" and "importance"
- D. The power of "No"

IV. *Proactive vs. Reactive*

- A. Circle of Influence vs. Circle of Control
- B. Focusing on influence vs. control

V. *Circadian Rhythms/Sleep/Light*

- A. Optimizing sleep hygiene
- B. Awareness of moods and how they are influenced

VI. *Nutrition and Gut*

- A. How nutrition affects our moods
- B. How "worrying" may be the result and not the cause of digestive issues

VII. *Exercise and Movement*

- A. Interdependence of activity and mood – avoiding immobility
- B. Safe, sustainable exercise options

VIII. *Relationship Issues*

- A. Spouses, children, colleagues
- B. Avoiding toxic relationships
- C. Creating life/work balance

IX. *Physical Health (self and close ones)*

- A. Why mental health and physical health are synergistic

X. *What's important to YOU*

- A. Identifying YOUR personal happiness as a valid and critical "end in mind"
- B. Nurturing self-esteem through clarifying core values

XI. *Stress Caused by Financial Burdens*

- A. Managing credit effectively
- B. How basic financial planning creates greater peace of mind
- C. Where to get reliable financial advice

XII. *Potential Future Options/Plans*

- A. Health and wellbeing action group
- B. Employee wellbeing champions
- C. Funding mental health training
- D. Mentoring system for all staff
- E. Flexible and agile working opportunities

XIII. *The Power of Sharing Your Own Issues*

- A. De-stigmatizing is key
- B. Creating a safe environment for employees to discuss their issues without fear of discrimination or isolation