



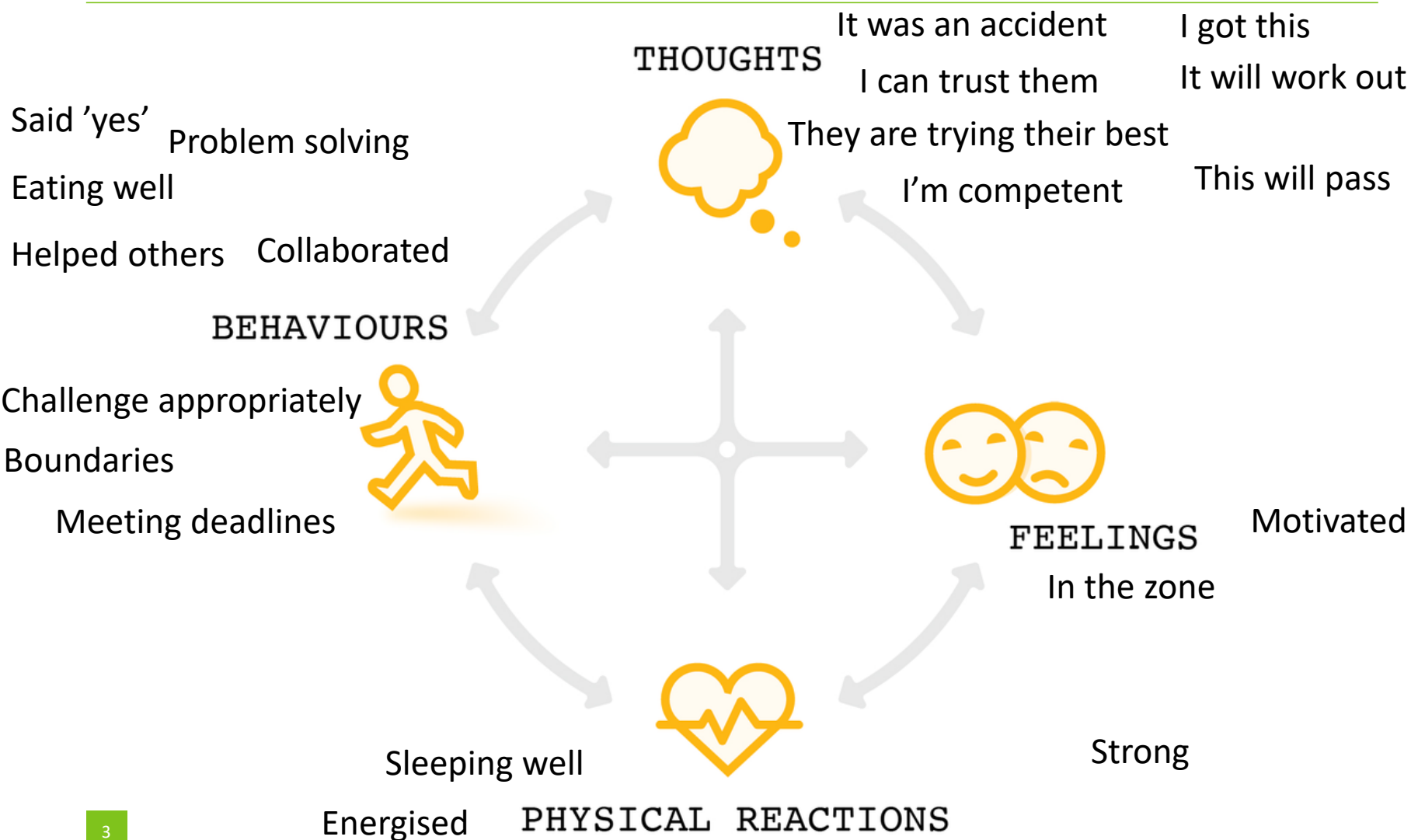
Managing for Mental Wellbeing in the Tech Industry

Dr Michelle O'Sullivan

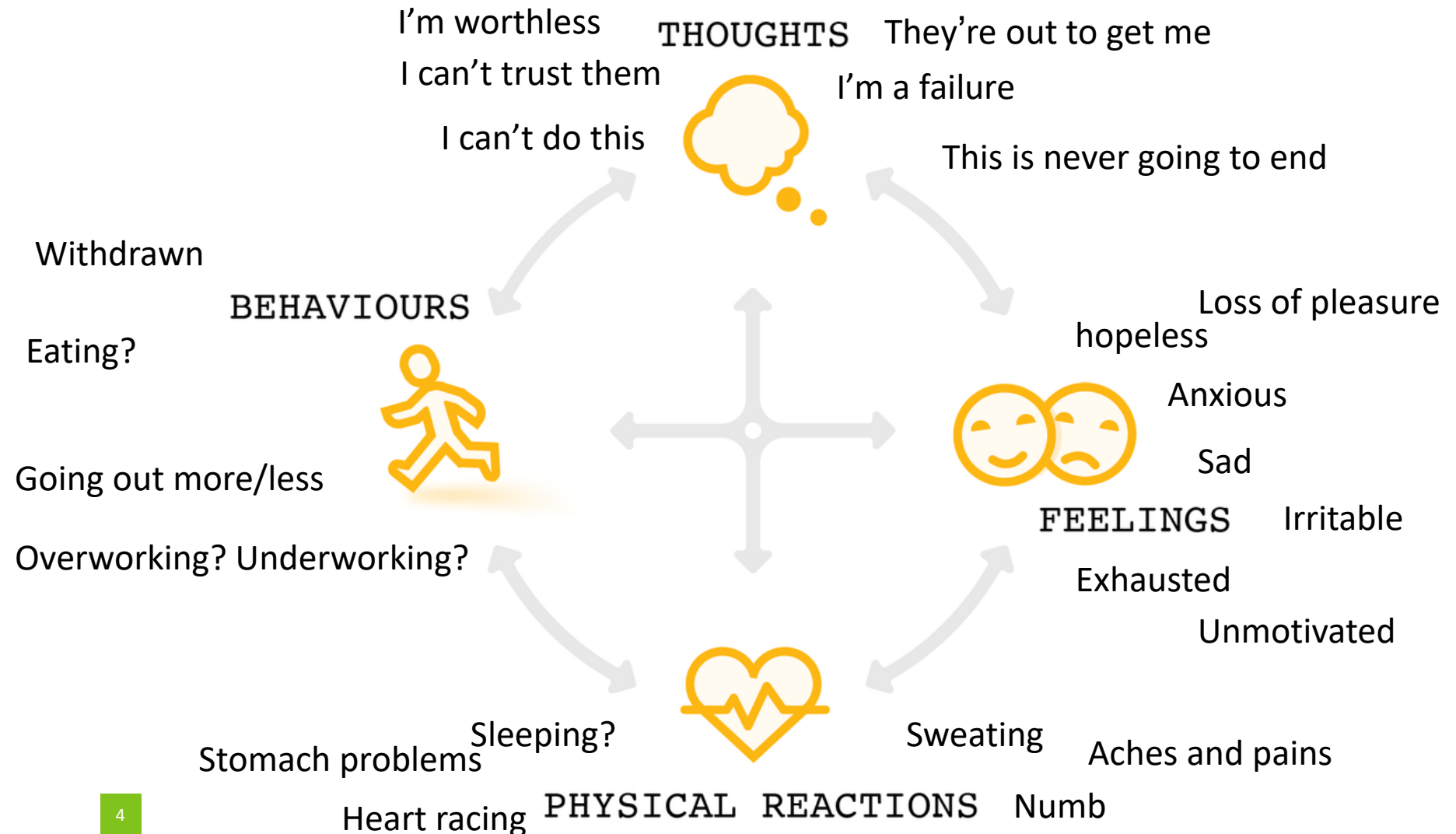
What to Expect

1. Learn about the impact of mental ill-health in the workplace
2. Tips for managing employee mental ill-health and occupational psychosocial factors
3. Tools and where to get help

When you're working at your **best**



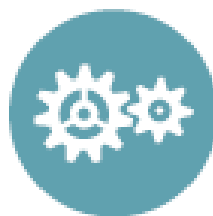
When you've been **struggling** at work



What is Mental Wellbeing?



**Realising own
achievements and abilities**



**Coping with normal
stresses of life**



**Working productively
and fruitfully**



**Making a contribution
to the community**



Mental health spectrum



How many of the tech workforce have symptoms of a common mental health condition in any given week?



1 in 7

1 in 4

1 in 3

What % of people are comfortable talking to their employer about their mental health?



69%



40%

Why Should You Care About Mental Health as an Employer?







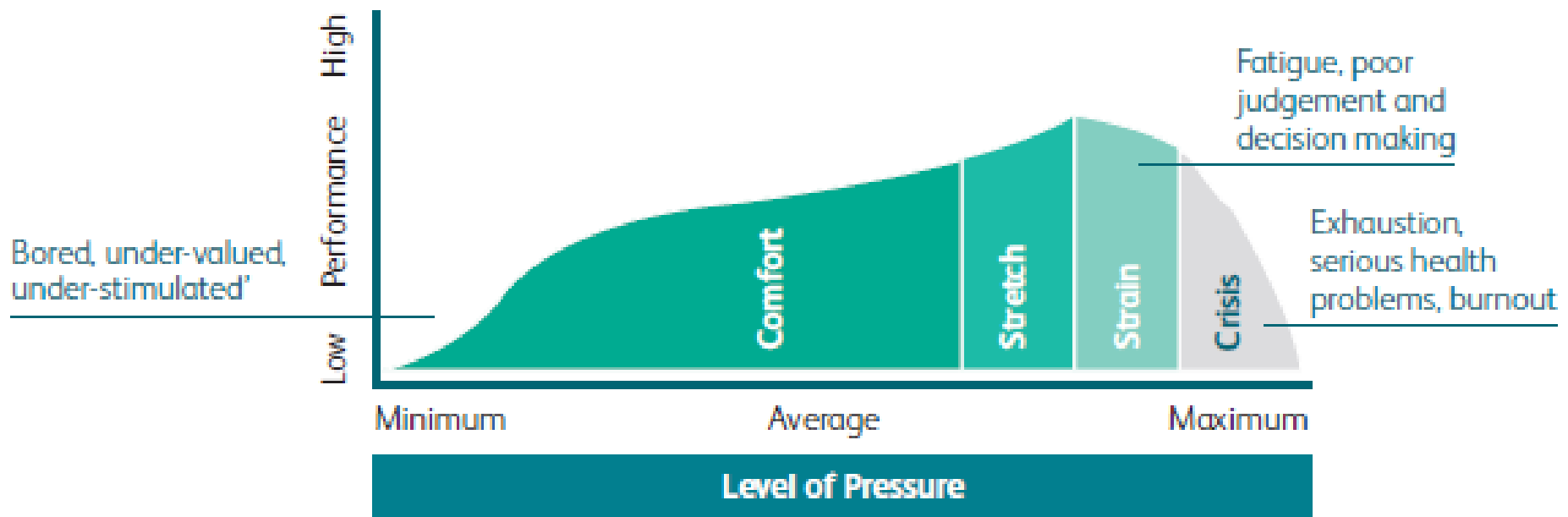


Figure 1. The effects of pressure on performance

What Makes Up Workplace Wellbeing



Mind's Wellness Action Plan



Impact of mental health on performance

What keeps someone well at work

Workplace triggers

Early warning signs

Steps for the line manager to take

Steps for the individual to take

Support measures and workplace adjustments

Support Available

➤ EAP provider

➤ Occupational Health

➤ Local GP

➤ Local IAPT Service

➤ Able futures

➤ Samaritans

➤ Mind Infoline


0300 123 3393 (or text 86463)

What to do next?

- Assess psychosocial risks
- Make a plan that includes management of workplace risks
- Train your line managers on managing mental wellbeing
- Get a senior leader champion - storytelling

Thriving at work

The Stevenson / Farmer review
of mental health and employers

A decorative graphic in the bottom right corner of the green box, consisting of several overlapping, stylized green leaves of varying shades and orientations.

Thank you

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