



**Noticing the signs
of poor mental
health from
common conditions**



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What are mental health problems? - Mind

(www.mind.org.uk/information-support/types-of-mental-health-problems/mental-health-problems-introduction/about-mental-health-problems)

There are some signs of poor mental health at work that are helpful to be aware of.

These are different for everyone, and it is worth checking in with your team (using the Wellness Action Plans) to ask if they are aware of any signs that people might notice if their mental health and wellbeing is declining.

A few common signs that you can look out for:

- Uncharacteristic behaviour (e.g. low mood, tearful, talking slowly, or very fast, very high energy)
- Low levels of engagement
- Over-working, working excessive hours
- Not asking for or accepting support from others
- Decreases in productivity/quality of work
- Disinterest in work or day-to-day activities
- Increased absence
- Withdrawal from social situations
- Irrational fears, paranoia or anxiety



How to support common mental health conditions

1 in 4 people experience common mental health conditions that impact their daily life and can cause problems with their performance at work.

These conditions can have an impact on people at work; your job is not to fix them but having an understanding can help you support your team to thrive, stay well and perform well at work.

For more information about individual mental health conditions like anxiety, depression and OCD, visit the national Mind website at:

[Mental health problems | What types are there? - Mind](#)

(www.mind.org.uk/information-support/types-of-mental-health-problems)



Mental Health First Aiders

What is their role?

Once trained, Mental Health First Aiders (MHFA) should be able to support colleagues in the following ways:

- Recognise those that may be experiencing poor mental health and provide them with first-level support and early intervention
- Encourage a person to identify and access sources of professional help and other supports
- Practise active listening and empathy
- Have a conversation with improved mental health literacy around language and stigma
- Discuss the MHFAider role in depth, including boundaries and confidentiality
- Practise self-care
- Know how to use the MHFAider Support App®
- Know how to access a dedicated text service provided by Shout and ongoing learning opportunities with MHFA England

(Ref: MHFA England,

<https://mhfaengland.org/individuals/adult/mental-health-first-aid>)

How to access training

Solent Mind can deliver Mental Health First Aider full and refresher training for businesses in our area.

Get in touch to find out more - email us at:

training@solentmind.org.uk or visit our website at:

solentmind.org.uk/training

Actions to take if you notice the signs of poor mental health

- Check in with the person and offer support
- Make your team aware of the MHFA staff if they would like to reach out to them for a confidential conversation
- Advise them of any Employee Assistance Programmes available
- Offer to complete a Wellness Action Plan with them
- Offer a referral to Occupational Health to establish if any adjustments are required

Tips on how to ask questions (Ref: CIPD.org.uk)

Questions to ask

- ✓ How are you doing at the moment?
- ✓ You seem to be a bit down / upset /under pressure / frustrated / angry. Is everything okay?
- ✓ I've noticed you've been arriving late recently, and I wondered if you're okay.
- ✓ I've noticed the reports are late when they usually are not. Is everything okay?
- ✓ Is there anything I can do to help?
- ✓ What would you like to happen? How?
- ✓ What support do you think might help?
- ✓ Have you spoken to your GP or looked for help anywhere else?

Questions to avoid

- ✗ You're clearly struggling. What's up?
- ✗ Why can't you just get your act together?
- ✗ What do you expect me to do about it?
- ✗ Your performance is really unacceptable right now – what's going on?
- ✗ Everyone else is in the same boat and they're okay. Why aren't you?
- ✗ Who do you expect to pick up all the work that you can't manage?

Resources

Types of mental health problems

www.mind.org.uk/information-support/types-of-mental-health-problems

How to support staff who are experiencing a mental health problem

www.mind.org.uk/media-a/4661/resource4.pdf

Taking care of your staff

www.mind.org.uk/workplace/mental-health-at-work/taking-care-of-your-staff

Mental Health at Work

www.mind.org.uk/workplace/mental-health-at-work/