PROFESSIONAL DEVELOPMENT TRAINING

1300 121 400

REQUEST QUOTE

1.0 DAY COURSE

Mental Health at Work

The full day Mental Health at Work course is a comprehensive interactive face to face or virtual workshop, developed for all employees, to raise awareness of mental health problems in the workplace, develop an understanding of the common mental health problems and teach essential skills to create a mentally healthy environment.

Supporting the mental health of employees is of growing importance, especially since most state and territory governments have introduced legislation under the WHS laws which states that "a person conducting a business or undertaking must manage the risk of psychosocial hazards in the workplace." Aside from the new laws, the evidence is clear that creating a mentally healthy workplace boosts productivity, reduces accidents and absenteeism, and improves employee engagement and satisfaction.

Every day, one in six working-aged persons will arrive at their workplace and start their day managing a diagnosed mental illness. An additional one in six will be suffering from symptoms associated with ill mental health. An understanding of mental health and the ability to recognise the early warning signs is essential for any organisation.

This PD Training course is designed to provide participants the foundations to have effective conversations about stress, mental health and wellbeing.

Looking for a 3-hour Online Live version of the course? Click Here to View Our 3-Hour Virtual Mental Health at Work Skills Courses.

What You'll Gain:

This course is not only about compliance or productivity; it's about people. Every day, a significant portion of our workforce manages mental health challenges. Understanding and responding to these challenges with empathy and competence are crucial steps in creating a supportive environment where individuals feel safe seeking help and support.

Together, let us strive to make our workplaces not only safe and productive but also places where mental well-being flourishes. Thank you for your commitment to creating a mentally healthy workplace for everyone.

Outcomes

Course participants learn about:

- The prevalence of mental health problems and their impact on the individual and the organisation
- Mental health stigma, how to eliminate it, and create a culture of awareness and empathy
- How apparent changes in behaviour may signal a potential wellbeing issue
- Signs and symptoms of common mental health problems and evidence-based treatments
- Understanding common stress and how to reduce or eliminate it
- The skills to have effective conversations about stress, mental health, and wellbeing
- Resources available and develop skills to guide themselves or their colleagues to support through these resources
- How to promote wellbeing within their team and better look after their own wellbeing

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Modules

Lesson 1: Introduction to Mental Health in the Workplace

- What is mental health and mental illness
- The mental health continuum
- Risk factors for developing a mental health problem
- Barriers to help-seeking

Lesson 2: Mental Health and Stigma

- The impact of mental health stigma at work
- Challenging stigma
- Creating a more open and honest environment

Lesson 3: Identifying Mental Health Conditions

- Physical and behavourial signs
- Early intervention
- Focus on wellbeing, not performance

Lesson 4: Understanding Anxiety

- Symptoms and signs
- Panic attacks
- Facts about traumatic events
- Effective interventions

Lesson 5: Understanding Depression

- Symptoms and signs
- The biopsychosocial model of addiction
- Effective interventions

Lesson 6: Understanding Substance Use Disorder

- Symptoms and signs
- The biopsychosocial model of addiction

- Effective interventions

Lesson 7: Everyday Stress at Work

- Normal, training and excessive stress
- Balancing stress with recovery
- Flow states

Lesson 8: Mental Health P.A.C.E Conversation Process

- Preparing for the conversation
- The initial approach
- Non-judgemental communication
- Encouraging professional help and other support
- Practice conversation

Lesson 9: Investing in Mental Fitness

- The importance of self-care
- The Healthy Mind Platter
- A self-care plan of action

Lesson 10: Reflections

- Create an action plan
- Accountability = Action

Talk to our expert team

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