



mental health first aid
IRELAND

MENTAL HEALTH IN THE WORKPLACE

Donal Scanlan

- MHFA Ireland Project Manager
- Health Promotion Nurse Specialist at Saint John of God Hospital
- See Change Mental Health in Workplace Facilitator
- Suicide or Survive Wellness Workshop Co-Facilitator



**Mental
Health?**

Mental Health?

Exercise Taboo

One flew over the cuckoo's nest

Helplines

Self-esteem

Recovery

Depression

Hospitalization

Anorexia

Stigma

Bipolar

Manic Disorder

"A Beautiful Mind"

Psychiatry

Anxiety

Bulimia

Suicide

"Black Swan"

Hope

Stress

Murder

Psychotherapy

Black do

Hearing

Self-harm

Panic Attacks

voices

CBT

Prozac

Concentration

Medication

Support groups

Help

Wellness

Institutionalisation

Schizophrenia

Whether you call it wellbeing, emotional welfare or mental health, it's key to living a fulfilling life.

How you think and feel about yourself and your life affects how you behave and how well you cope when times are tough.

It affects your ability to make the most of the opportunities that come your way and play a full part in your family, workplace, community and among friends.

It's also closely linked with your physical health.

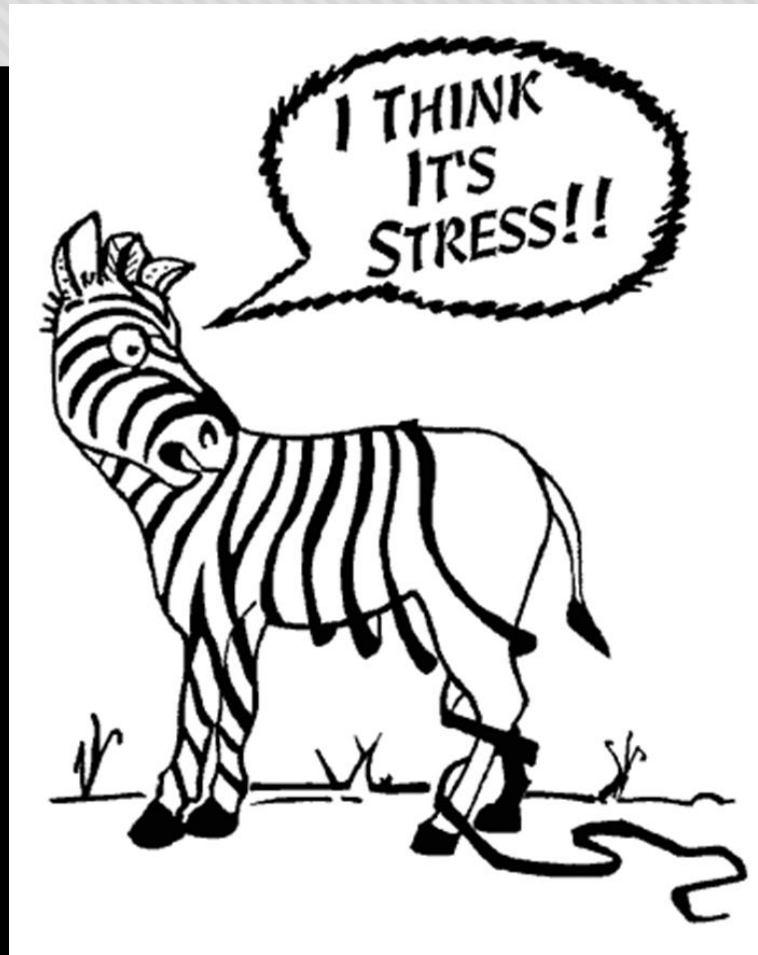


What is mental health?



FIGHT OR FLIGHT RESPONSE

Stress





Can we change?



Yes... we have to!





Similarly





We all have mental health It's a continuum

Mental health ..Wellbeing

...Emotional concerns

Mental health problems

...Mental Illness



Mental Health problems?



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○ <https://www.youtube.com/watch?v=eUA8oOd8cmg>

**Why talk about
mental health /
stress at work?**



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The scale of the problem

- Over half of European workers report that stress is common in their workplace.
- Stress is thought to contribute to about half of all lost working days, along with other psychosocial risks.
- Around 4 in 10 workers think that stress is not handled well in their workplace.



1 in 2 Irish people would not want others to know if they had a mental health problem.

Employers and employees along with farmers & young males are most affected by stigma:

- Least likely to be open or talk about their own & others; mental health some to the extent that it would prevent them from seeking help.
- 57% believe that being open about a mental health problem at work would have a negative impact on job and career prospects, up from 48% in 2010.
- 47% believe that being open about a mental health problem at work would have a negative effect on a person's relationship with colleagues, up from 36% in 2010.
- 1 in 5 say they would be very comfortable working with someone with depression.
- There is an increased belief that people with mental health problems have same right to a job as others, up from 72% in 2010 to 79%.

Stigma = Silence

Stigma stops people seeking help

Stigma makes the experience of being unwell much harder

Stigma has a social and human cost

Stigma is felt most acutely by groups at higher risk of suicide
(18-24 yr old males)



Why talk about it?

- <http://www.seechange.ie/new-video-tackling-those-old-mental-health-cliches/>

You don't need to be an expert to start talking about mental health and stress, or have all the answers.

Sometimes the most helpful thing you can do is to let someone know that you are there for them and simply listen

- **Talk, but listen too: Simply being there will mean a lot.**
- **Take your lead from the person.**
- **Avoid the clichés.**
- **Keep in touch.**
- **Don't just talk about mental health.**



Start your conversation

Although you can't solve someone else's problems, knowing the basics about how to support someone can really help you – and them.

There is no simple way of knowing if someone has a mental health problem and sometimes you don't need to know.

It's more important to respond sensitively to someone who seems troubled than to find out whether or not they have a diagnosis.



Mental Health First Aid

Mental health first aid is the help provided to a person developing a mental health problem or in a mental health crisis.

The first aid is given until appropriate professional treatment is received or until the crisis resolves.

MHFA Course Content

- Mental health problems in Ireland
- Mental Health First Aid Action Plan
- Depression
- Anxiety problems
- Psychosis
- Substance use problems
- Mental health crises

Crisis Covered

- Suicidal thoughts or behaviors
- Non-suicidal self-injury
- Panic attack
- After a traumatic event
- Acute psychotic state
- Severe effects from alcohol or other drug use
- Aggressive behavior .

One U.S study.....

- Study provides preliminary evidence that MHFA training has **positive** effects:

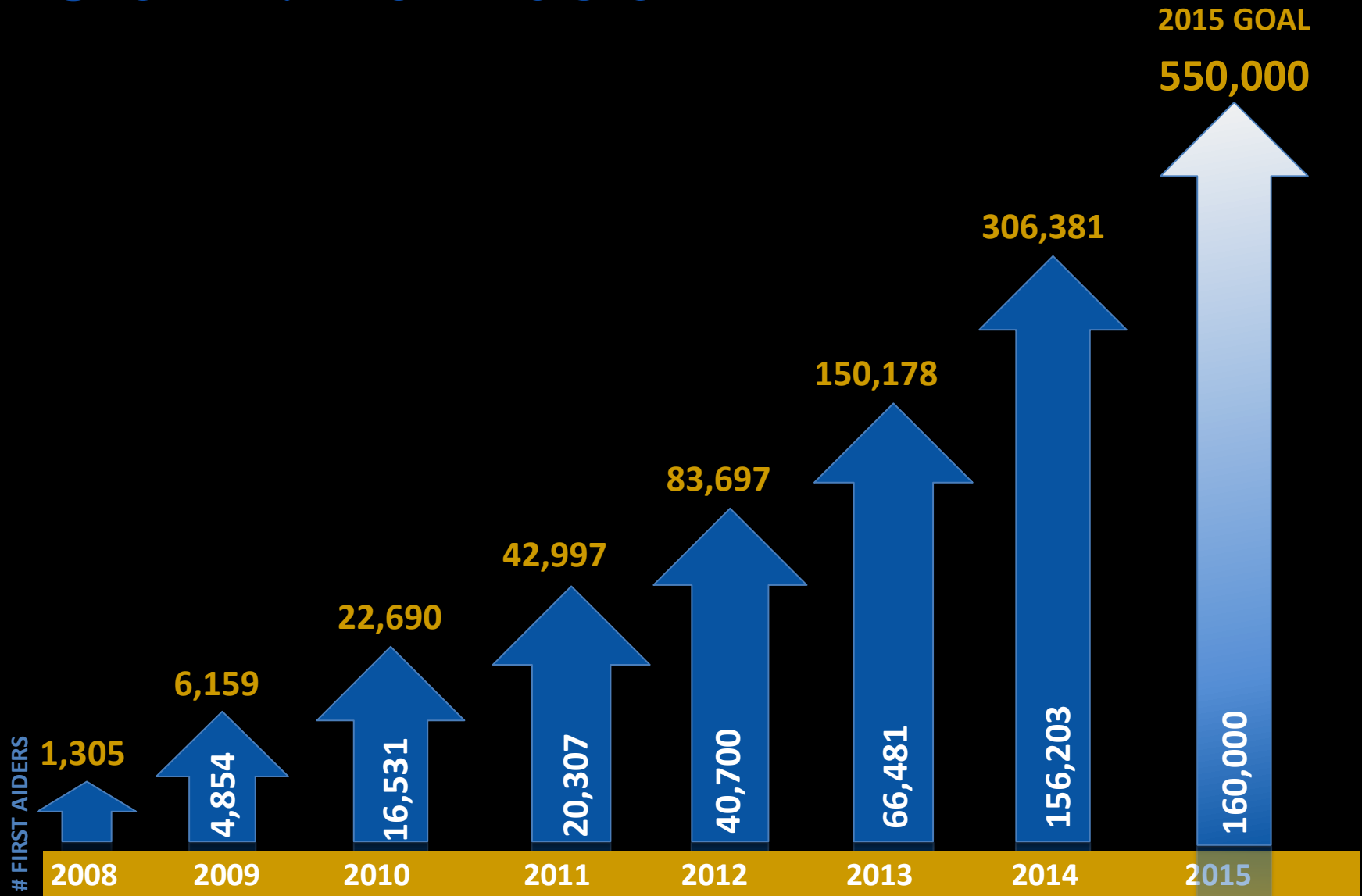
Immediate positive effects:

- changing trainees' **attitudes** and **beliefs** about MH
- improving **knowledge**
- Increasing **recognition** of mental health problems
- Increasing **self-confidence**

Longer term positive effects:

- Perceived **behavioral change** at 3- and 6-months
- At 3 months 57% and 6 months 56% participants reported identifying mental health problems in others
- At 3 months 62% and at 6 months 59% reported taking a action to reach out to someone in distress.

Growth: First Aiders



Internationally....



- Has spread internationally with current MHFA programs in over 20 other countries:

Canada, China, Denmark, England, Finland, Hong Kong, Ireland, Japan, Malta, Nepal, New Zealand, Nth Ireland, Pakistan, Portugal, Saudi Arabia, Scotland, Singapore, South Africa, Sweden, USA and Wales.

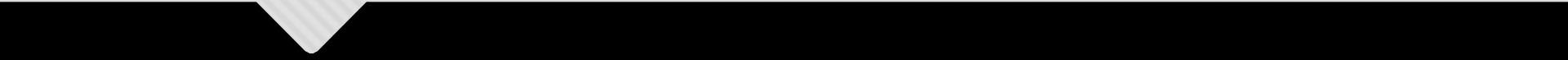
What's going on?

Wellness programmes

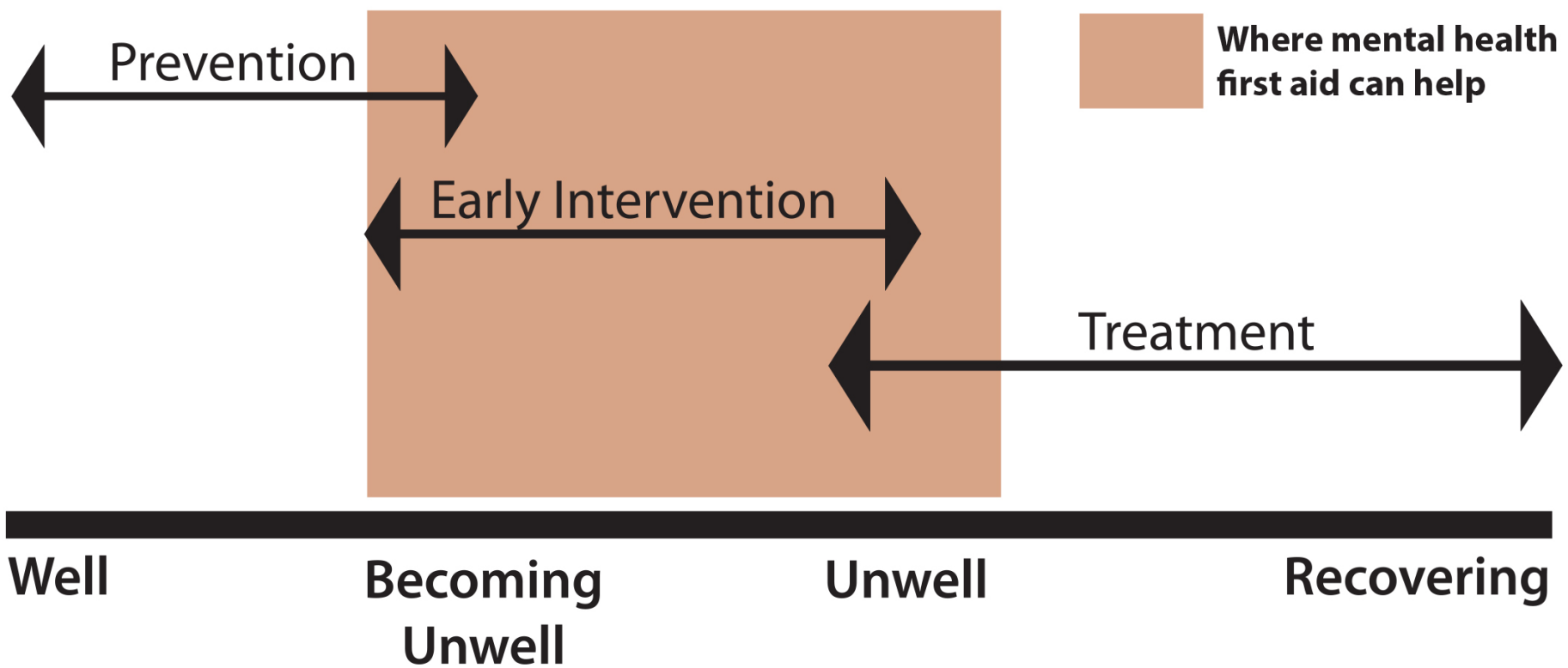
Management programmes

Occupational health 'case management'

Suicide Awareness



What if you could improve people's own
mental health while providing them with
the skills to help others....that's what
mental health first aid does





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Corporate Solution



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Corporate responsibility

Knowledge

Concern

Attitude

Stigma

Corporate
Solution

Human performance

Absence
Management

Colleagues



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Resilience Corporate responsibility

Knowledge

Concern

Application

Attitude

Early help

Stigma

Values

Corporate
Solution

Total
wellness

Wellness culture

Communication

Actions

Comprehension

Human performance

Absence Confidence

Corporate athlete

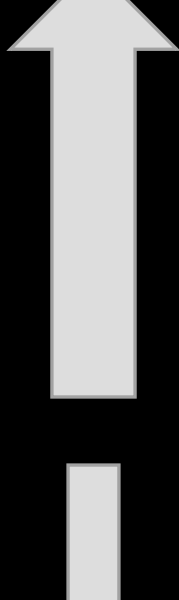
Relationships

Management

Physical health

Colleagues

International evidence shows.....

- 
- Confidence in providing help
 - Likelihood of advising people to seek professional help
 - Concordance with health professionals in beliefs about treatments
 - Participants' own mental health
 - Social distance (stigmatising attitudes)

obrigado

Dank U

Merci

mahalo

Köszi

спасибо

Grazie

Thank
you

mauruuru

Takk

Gracias

Dziękuję

Děkuju

danke

Kiitos

donal.scanlan@sjog.ie

www.twitter.com/MHFAIreland

www.facebook.com/sjogmentalhealth

www.twitter.com/SJOGMHealth

www.twitter.com/DonalScanlan

<https://ie.linkedin.com/in/donalscanlan>