

Rangitahi mental health

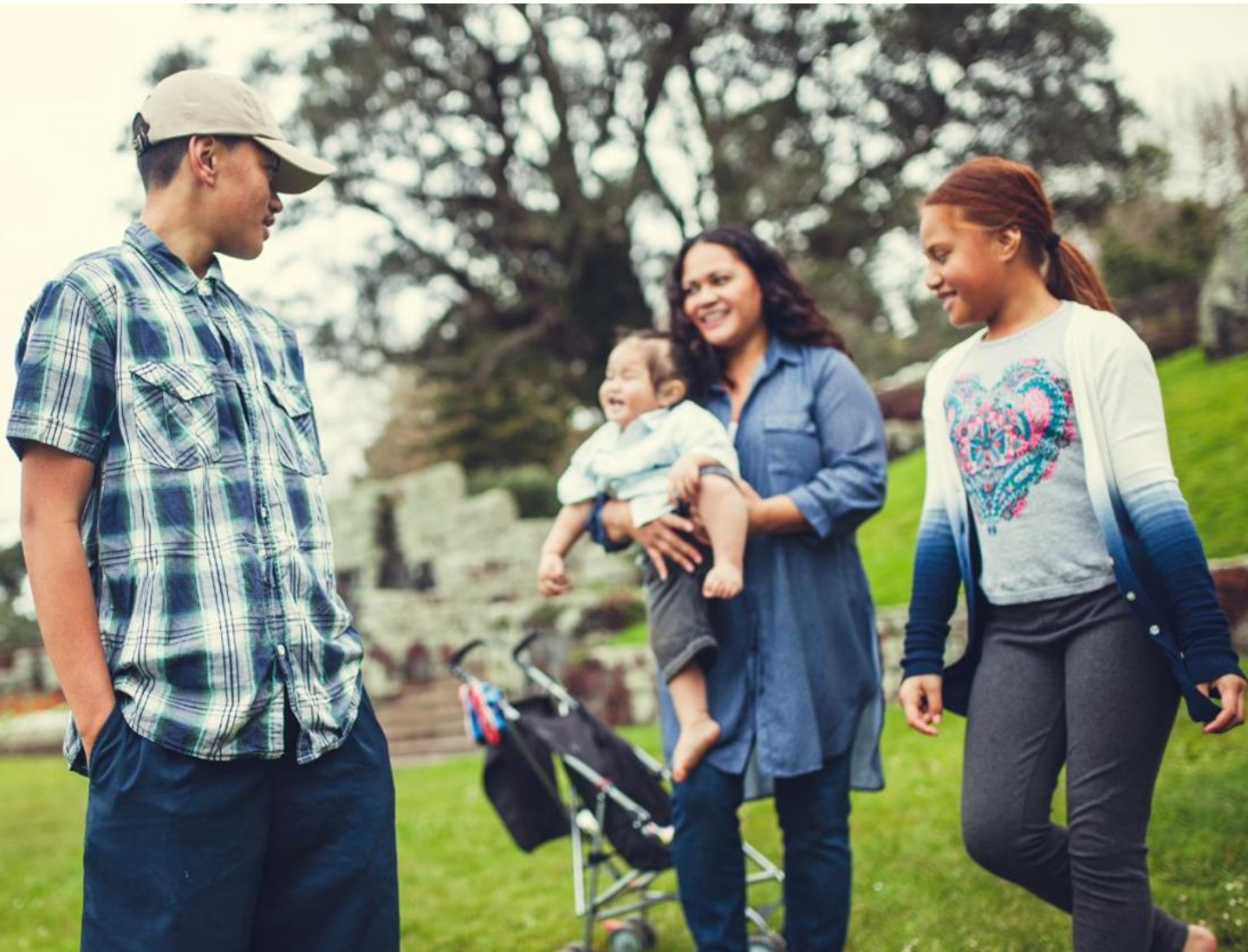
IN TODAY'S WORKPLACE



Dr Louise Cowpertwait
MindMatters Founder & CEO
YEA Symposium 15 September, 2023

TRUE OR FALSE?

- Mental illness can be ignored ('she'll be right')
- People with mental health conditions cannot work
- Talking about mental illness and suicide is dangerous
- Once people develop a mental illness, they will never recover
- People with mental health conditions are dangerous
- There's nothing I can do to help someone with a mental health condition
- Mental ill health is a form of weakness



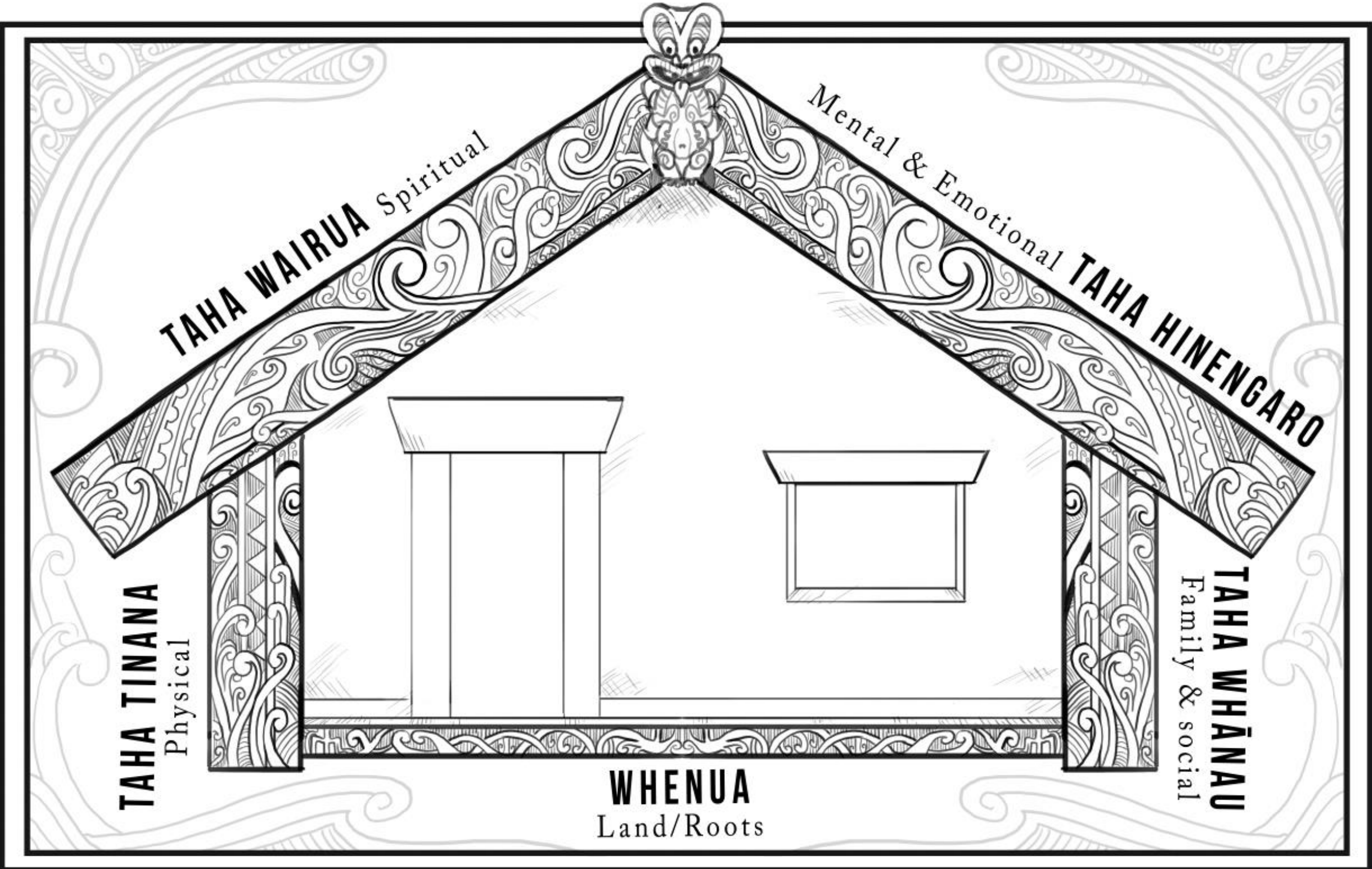
“**Mental health** is a state of mental well-being that enables people to cope with the stresses of life, realise their abilities, learn well and work well, and contribute to their community.” WHO, 2023

THE SPECTRUM OF WELLBEING



TE WHARE TAPA WHĀ

Durie, 1994



THE CURRENT CLIMATE



THE CURRENT CLIMATE

In one year, what proportion of young people in New Zealand experience mental illness?

1 in 2

1 in 4

1 in 6

THE CURRENT CLIMATE





Manaia

- 19 year old woman
- Admin job in law firm
- Helps care for her brother at home
- Feeling behind in her work opportunities
- Still figuring out her career plan

A MENTALLY HEALTHY WORKPLACE



1. Job design to minimise harm



2. Promote protective factors



3. Support early help-seeking



4. Assist recovery

5. Mental health awareness and advocacy

Adapted from Harvey et al. 2014

1. JOB DESIGN

- Manageable workload
- Flexibility
- Sense of control
- Physical work environment



2. PROMOTE PROTECTIVE FACTORS

- Differences are celebrated
- Individual resilience is supported



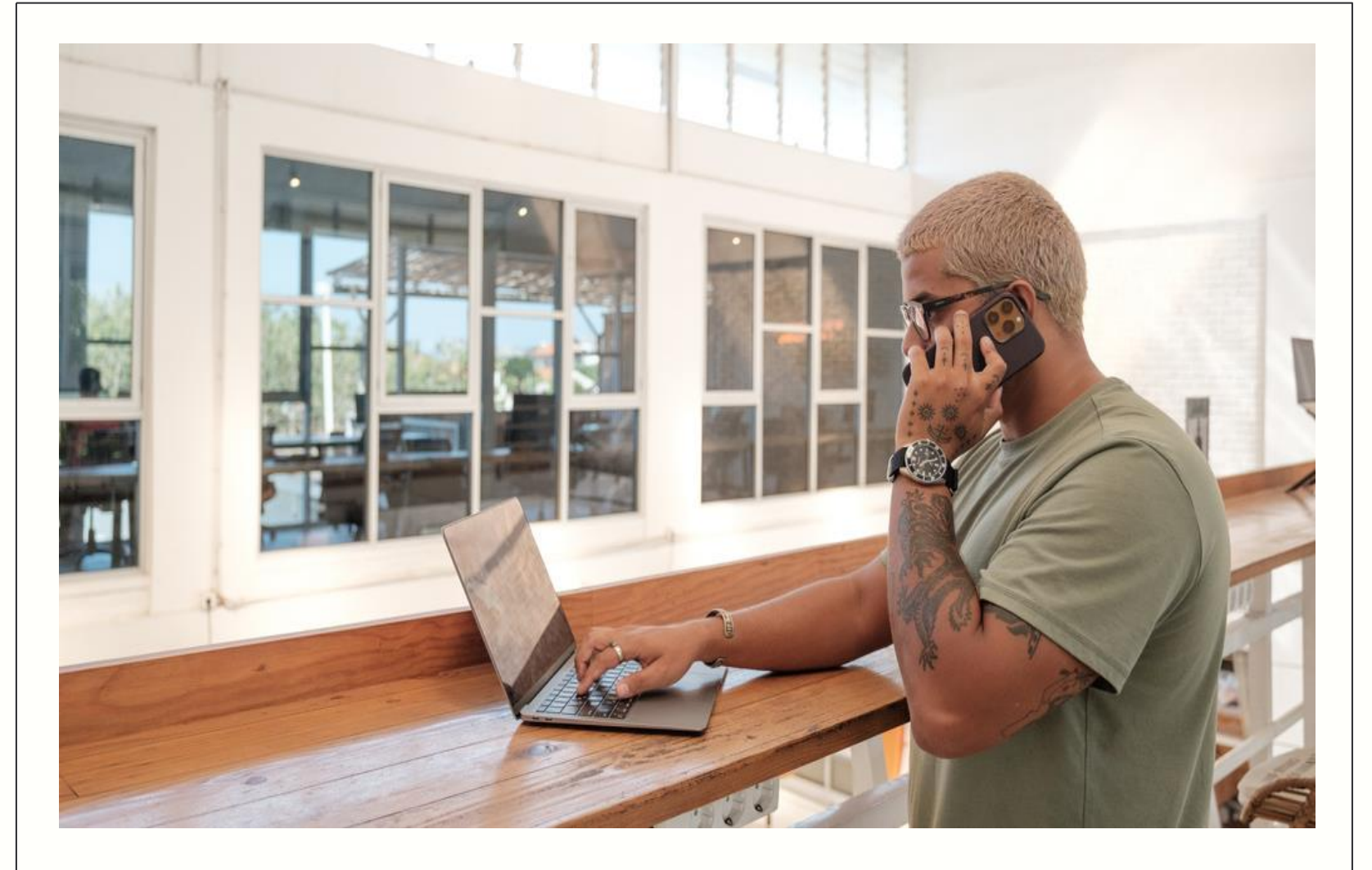
3. SUPPORT EARLY HELP-SEEKING

- Info about where to get help
- EAP is available
- Leaders spot early signs and encourage help-seeking



4. ASSIST RECOVERY

- Connect to the right supports
- Reasonable accommodations when needed



5. MENTAL HEALTH AWARENESS AND ADVOCACY

Talk openly about wellbeing, especially if you're a leader!

Don't judge people who experience mental distress



18-24 Sept
mhaw.nz

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MYTH! There's nothing I can do to help someone with a mental health condition

MYTH! Mental ill health is a form of weakness

Thank you!

 Dr Louise Cowpertwait

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