

VTIC Hub Resources October 2022

WHAT'S NEW OCTOBER - Theme: Mental Health Month

Introduction:

October is Mental Health Month and we'll be featuring information here to raise awareness, educate, reduce stigma, and include practical tools and resources to help support personal mental health and wellbeing and promote good mental health in the workplace.

Mental Health Month gives us an opportunity to advocate and raise awareness around mental health and wellbeing. National Mental Health Month centres specifically on World Mental Health Day on October 10. It is an important time where the Australian community comes together to raise awareness and promote better mental health and wellbeing for all.

The World Health Organization (WHO) conceptualizes mental health as a “state of well-being in which the individual realizes his or her own abilities, can cope with the normal stresses of life, can work productively and fruitfully, and is able to make a contribution to his or her community”.

Hundreds of research studies have proven, wellbeing doesn't just feel good – it's important for happier, healthier living:

- Optimism and positive emotions can reduce the risk of a heart attack by up to 50%. Optimism can be learnt!
- Experiencing three times more positive emotions compared to negative ones leads to a tipping point beyond which we become more resilient to adversity and better able to achieve things.
- Happier people live longer – potentially adding 7½ years to their lifespan.
- Our expression of positive emotions, such as happiness and optimism, influences the people we know, and studies show our positivity can be passed on to others.
- Having high levels of wellbeing has been shown to increase our immunity to infection, lower our risk of some mental health problems, reduce mental decline as we get older, and increase our resilience.
- A high level of wellbeing is as good for heart health and provides as much protection from coronary heart disease as quitting smoking does.

Research also shows that people who report higher levels of mental health and wellbeing tend to be:

- More involved in social activities and community groups
- Environmentally responsible
- Experiencing better family and social relationships at home
- More productive at work
- More likely to be working or studying full-time
- More likely to recover quicker from a range of chronic diseases (e.g., diabetes), and
- In young people, higher levels of wellbeing significantly influence alcohol, tobacco, and cannabis use.

Where we sit on the continuum of mental health and mental illness is not fixed. It is almost a certainty that we will have ups and downs our lives – at work, at home, within ourselves, in our relationships, and in what is going on about us. These changes pull us towards one end of the continuum or the other: a little more this way today, a bit more that way tomorrow.

A good proportion of us – two out of every five people – will experience a big enough shift during our lives that we find ourselves on the unwell end of the continuum. One out of every five would have had that experience in the last twelve months. Despite mental health problems being so common, there is still stigma attached to having a mental illness.

Everyone has a part to play in destigmatising mental illness. Educating ourselves about mental illness can dispel stereotypes and reshape ideas and attitudes about mental illness and people who experience them. Discussing mental health/illness openly encourages openness and understanding. Choosing our language with care normalises respect that most take for granted.

People can and do recover from episodes of mental illness and go on to live rich and meaningful lives.

Video resources:

- Workplace Mental Health – All You Need to Know (for Now)
<https://www.youtube.com/watch?v=G0XUimJbz44> (12:16 min)
VTIC website: <https://hub.vtic.com.au/workplace-mental...-to-know-for-now/>
- Talking About Mental Health at Work – Can I Speak to Your Manager?
<https://www.youtube.com/watch?v=pjRO0QcvPJI> (10:22 min)
VTIC website: <https://hub.vtic.com.au/talking-about-me...l-health-at-work/>
- Building a psychologically safe workplace <https://www.youtube.com/watch?v=LhoLuui9gX8> (11:26 min)
VTIC website: <https://hub.vtic.com.au/building-a-psych...y-safe-workplace/>
- The Case for Psychological Safety and Better Teams: Dr. Rafael Chiuzi uses real-life examples of how fostering psychological safety creates better environments for teams and the hazards of fear-based cultures.
<https://www.youtube.com/watch?v=MO3k6eGEJ5w> (15:59 min)
VTIC website: <https://hub.vtic.com.au/the-case-for-psy...and-better-teams/>
- Mental Health at Work: Lived Experience Perspective (Tim's story)
<https://www.youtube.com/watch?v=Xnr83SCBOQk> (2:20 min)
VTIC website: <https://hub.vtic.com.au/mental-health-at-work-tims-story/>
- What is mental health? Nowadays, we know more and more about what it means to be mentally unwell - but what exactly constitutes mental 'health'? <https://www.youtube.com/watch?v=oxx564hMBUI> (5:45 min)
VTIC website: <https://hub.vtic.com.au/what-is-mental-health/>
- Stop the Stigma: Why it's important to talk about Mental Health Ted Talk
https://www.youtube.com/watch?v=gy1iH_Gxn0Q&t=96s (9:19 min)
VTIC website: <https://hub.vtic.com.au/stop-the-stigma-...ut-mental-health/>

Web link resources:

- Black Dog Institute Mental Health Toolkit for Australian Workers: The Black Dog Institute workplace mental health toolkit is a practical guide for leaders to breakdown the stigma of mental illness and foster a work environment that promotes wellbeing. Download now to gain best practice advice on supporting others at work, learn strategies that build wellbeing, and understand help-seeking options available.
<https://www.blackdoginstitute.org.au/education-services/workplaces/mental-health-toolkit/>
VTIC website: <https://hub.vtic.com.au/mental-health-to...stralian-workers/>
- Heads Up Better Mental Health In The Workplace: Resources, Wellbeing Action Plans, Case Studies and Personal Stories
https://www.headsup.org.au/?_gl=1*1xkajsg*_ga*MTM2NTc5OTI4OS4xNjUyMDU0MjUy*_ga_2JWYZRK403*MTY2MzY0ODU5Ni40LjAuMTY2MzY0ODU5Ni4wLjAuMA
VTIC website: <https://hub.vtic.com.au/mental-health-in-the-workplace/>
- Ten Things You Can Do To Make Your Workplace Mentally Healthy
https://www.headsup.org.au/docs/default-source/resources/307357_1115_b1249_lr8f1040db5e846dcbbbd0ff0000c17e5d.pdf?sfvrsn=2e942d4d_0
VTIC website: <https://hub.vtic.com.au/how-to-make-your...mentally-healthy/>
- SANE Australia Mental Illness & The Workplace: How to Help Fact Sheet <https://www.sane.org/information-and-resources/facts-and-guides/mental-illness-and-the-workplace#how-to-help>

VTIC website: <https://hub.vtic.com.au/mental-illness-t...-help-fact-sheet/>

- [5 Ways to Wellbeing](https://www.5waystowellbeing.org.au/) website: '5 Ways to Wellbeing' introduces you to five simple and effective ways to improve your psychological and emotional health that are based on extensive international research. This website gives you practical tools and resources so you can discover how to make the 5 Ways part of your ways to wellbeing. Everyone can 'try the 5' at home, work or during study. It costs nothing and it's easier than you think! Connect, Be Active, Keep Learning, Be Aware and Help Others.

<https://www.5waystowellbeing.org.au/>

VTIC website: <https://hub.vtic.com.au/5-ways-to-wellbeing/>

Our workplace wellbeing consultant Dannii provides free and confidential one-on-one wellbeing coaching to business owners and staff, wellbeing consultations to businesses and leadership teams, as well as training workshops. Dannii can be contacted on consultation@vtic.com.au or (03) 7035 5732.

For the current month Wellbeing topic go to:

<https://hub.vtic.com.au/business-support/mental-health-and-wellbeing/whats-new-this-month>

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