



RUOK365

Facilitator:

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Overview

- *Reflect* on what we *know* about staying connected during Covid-19
- *Understand* the mental health continuum and what impacts it
- *Identify* signs and symptoms of mental illness
- *Learn* how to create hope through conversation
- *Create* the habit of building and *maintaining* connection
- *Identify* where to access support

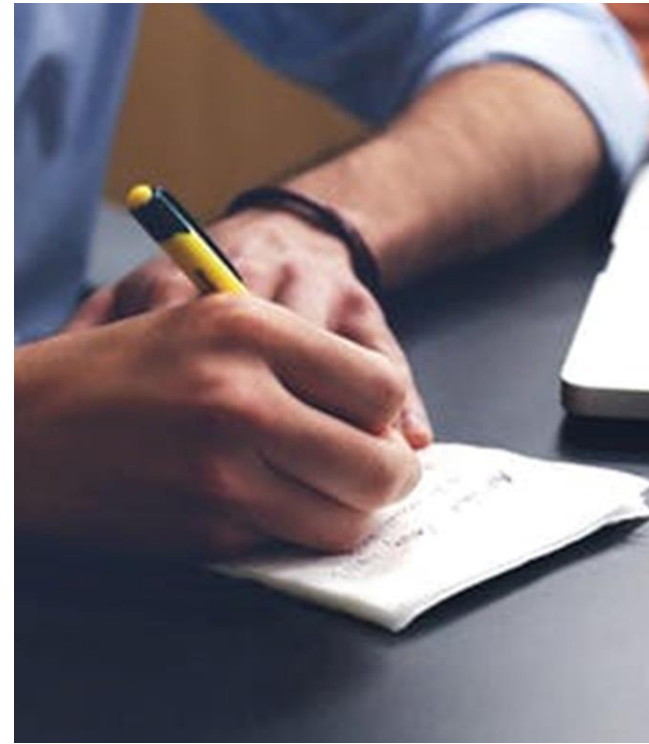


Meet Beau Osmond

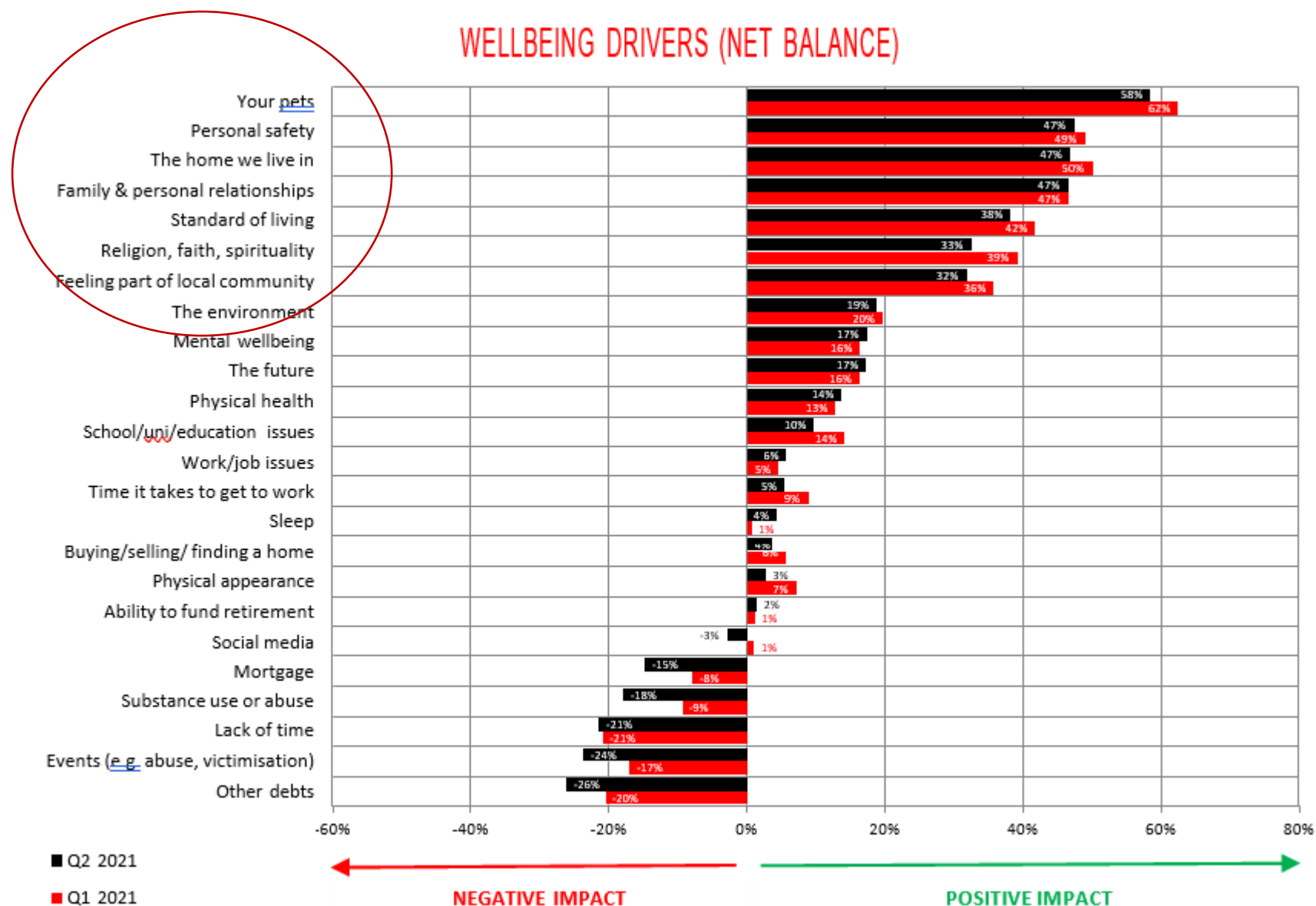
How the Hamlet Café in
Hobart has connected
people to better mental
health and improved
community outcomes



Connection takes many forms



NABHEALTH Australian Wellbeing Survey Drivers July 2021



“I define connection as the energy that exists between people when they feel seen, heard, and valued; when they can give and receive without judgment; and when they derive sustenance and strength from the relationship.”

Brené Brown



Impact of social connections

Social connectedness has been shown to be a more consistent predictor of mental health (2017).

It has also been linked to:

- Improved quality of life
- Better management of our emotions
- Better immunity
- Better self esteem and empathy
- Boost to mental, physical and social health
- 50% chance of living longer
- Decreases risk of suicide



Social distancing or physical distancing?

We may continue to be physically apart, but we know to stay socially and emotionally connected.

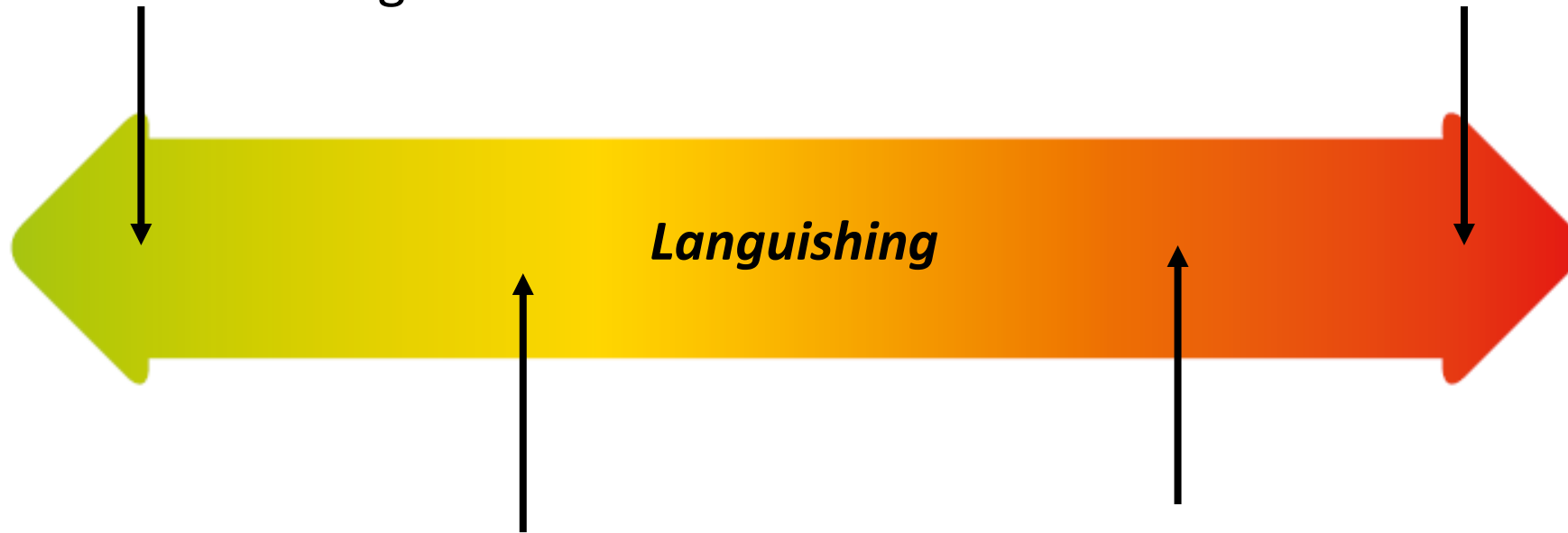
How have you stayed socially connected?



Individual Mental Health on a Continuum

Person is well; showing resilience & high levels of wellbeing

Severe symptoms & may be risk of self-harm or suicide



Languishing

Person is starting to have difficulty coping

Greater difficulty coping – symptoms more severe & frequent

Creating hope through conversation

1. Recognise
2. Reach out
3. Refer
4. Reconnect

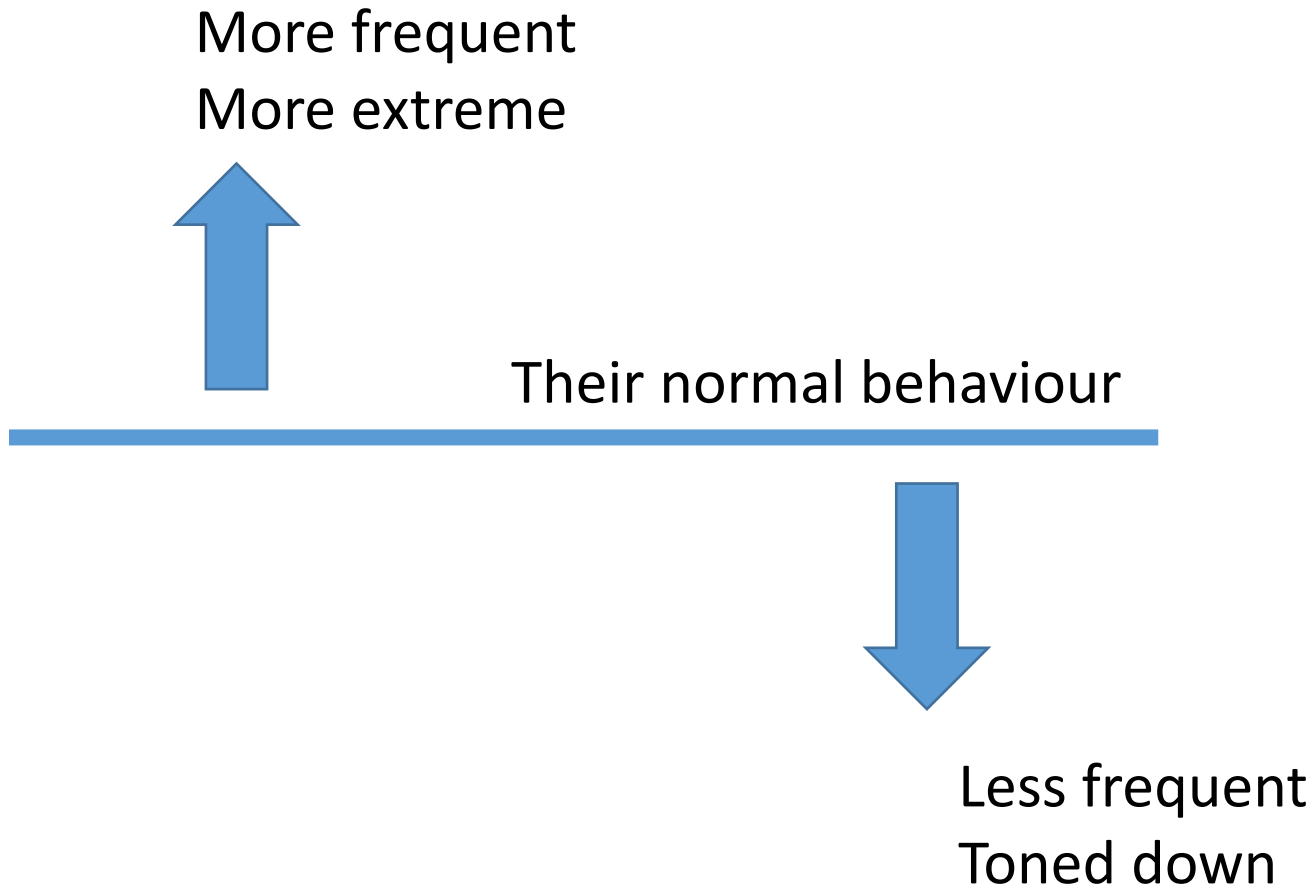




1. *Recognise*

- What are some of the common signs of distress?
- What does it sound like and what does it look like in the workplace?
- What does it look and sound like in a virtual environment?

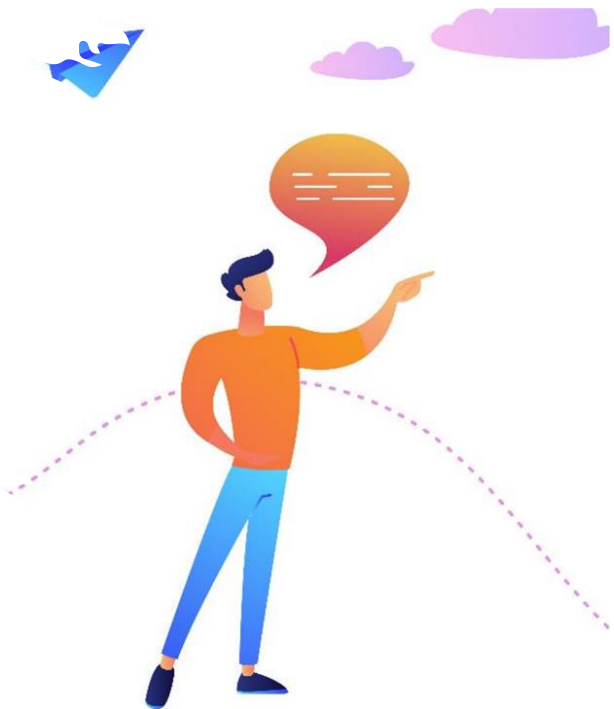
Significant change in baseline behaviour



- Take time to get to know your team members
- Observe their behaviours
- Recognise and reach out

Common signs of mental illness

- withdrawing from people
- unreasonable anger or irritability
- poor concentration and memory, not being able to follow a conversation
- unusual or illogical thoughts, becoming obsessed with a topic
- hearing voices that no one else can hear
- increased or decreased sleep and/or appetite
- lack of motivation
- drug use or increased alcohol use
- feelings that life is not worth living or more serious suicidal thoughts
- not looking after personal hygiene or other responsibilities



2. Reach out

I'm concerned about you...

'because you don't seem yourself'

'because you seem down and sad'

'...about the arguments that you're having with the rest of the team'

I've noticed...

'you have been more withdrawn than your usual self'

'you haven't been coming to meetings or catchups much'

Listen...

"I didn't realise that you were going through this"

"I'm glad you felt comfortable to tell me"



3. *Refer*

- Encourage connection with support network
- Provide information and contacts for support e.g. EAP
- Think about whether specific support can be provided by the workplace
- Check what's been helpful previously
- Keep in mind simple actions or tips that support everyday wellbeing or reduce stress



Suicide Awareness: Emergency Support

Australian National Services

Emergency Services

000

Suicide Call Back Service

1300 659 467 www.suicidecallbackservice.org.au

Lifeline

13 11 14





When someone isn't ready to talk (and not high risk)

- *"It's ok that you don't want to talk about it. I'm here if you change your mind"*
- *'Can we meet up next week for a chat?'*
- *'Is there someone else you'd rather discuss this with?'*

4. *Reconnect*

- Follow up: ask how they are going
- Check in about any follow up
- Ask if there is anything you can do
- Provide encouragement
- Normalise any challenges
- Respect privacy



Key habits for checking in and building connection

- Become a great listener, show empathy
- Ask the right questions
- Pay attention to the whole person
- Remember that things are important to others
- Be consistent and manage emotions
- Apologise if you get it wrong
- Be open and share when the time is right
- Remember to maintain confidentiality



Source: Harvey Deutschendorf

Workplace Initiatives

- Buddy programs
- The 'awkward morning tea'
- Regular coffee catch ups or Friday knock off
- Introduce your colleagues at home (pets/family)
- Dedicating time in team meetings to connect



Connecting to your EAP

Booking an Appointment

Phone: 1300 OUR EAP

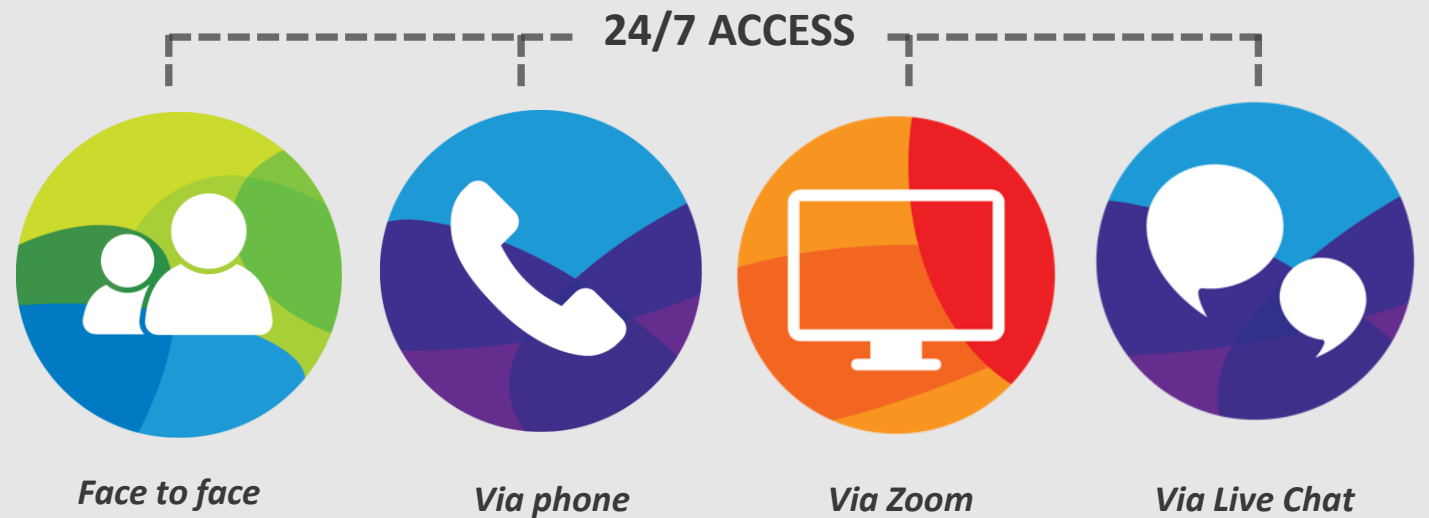
Website: www.convergeinternational.com.au

EAP Connect App

Once your appointment is booked it will be confirmed within 48hrs via a SMS reminder. You can change or cancel up to 24hrs before your appt.

Client Services will:

Urgent phone appts within 20 minutes.





We want your feedback!
Please take a few minutes to complete our survey.

<https://bit.ly/webinarfeedbackform1>



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Resources

- www.mymentalfitness.com
- www.bluezones.com
- https://www.ted.com/talks/priya_parker_how_to_create_meaningful_connections_while_apart
- https://www.ted.com/talks/brene_brown_the_power_of_vulnerability
- 'Find your Why' by Simon Sinek
- <https://www.gallup.com/cliftonstrengths/en/strengthsfinder.aspx>
- www.viacharacter.org