Mental health and productivity in the workplace

Dr Talar Moukhtarian (WMG, University of Warwick)
Talar.Moukhtarian@warwick.ac.uk

Sophie Tyerman (WMG, University of Warwick)
Sophie.Tyerman@warwick.ac.uk
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ID: 121-665-918
So what are we now seeing in the workplace?

- Work stress
- External factors
- Reluctance to speak to employer about mental health
- Difficulty seeing warning signs
- Financial implications
- Reduced productivity
- Prioritising mental health
# INWORK Pilots

<table>
<thead>
<tr>
<th><strong>REST</strong></th>
<th><strong>SLEEP</strong></th>
<th><strong>MENTOR</strong></th>
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<tbody>
<tr>
<td>• Early detection and reduction of stress, anxiety and depression</td>
<td>• Improve sleep and emotion regulation difficulties</td>
<td>• Provide tailored support to employees with a mental health condition and their managers to remain happy and engaged at work</td>
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<td>8 weeks, 1hr/week self-guided</td>
<td>8 weeks, 1hr/week + 4 online appointments</td>
<td>12 weeks, including 10 liaison worker sessions</td>
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Cognitive Behavioural Therapy (CBT)

- Thoughts
- Feelings (emotional)
- Feelings (physical)
- Behaviour

Dysfunctional thoughts:
- It's 2 am and I'm still awake in bed. I won't be productive at all tomorrow, will miss my report deadline and get in trouble at work.
- Worry over not sleeping
- Rumination over consequences
- Unrealistic expectations

Maladaptive habits/behaviours:
- Clock watching
- Playing with phone in bed

Increased anxiety & stress
Restlessness
I need to have a lie-in on weekends, to catch up on the sleep I have missed out on during the week.

1. True

✓ 2. False
I always need a nap after Sunday lunch. I'm so tired and it helps me make up for missed sleep.

1. True

✓ 2. False
Stress Bucket
Mind Tricks

Mind tricks are overly negative ways of seeing ourselves, others, and the world we are in. They are often intrusive, unrealistic and cause unpleasant emotions.

The aim of identifying mind tricks is to break the vicious cycles we can get trapped into, balance these negative automatic thoughts and reconnect with positive behaviours.
I didn't get the promotion! I will never succeed. Bad things always happen to me.

1. Labelling

✓ 2. Overgeneralisation

3. All or Nothing Thinking

**Overgeneralisation** - Basing your perception of a situation on a single evidence or event. Overgeneralising that one negative situation is part of a constant cycle of bad things. People who overgeneralise often use words like always or never when describing things.
If I keep having trouble sleeping, I will keep being unproductive at work and I'm going to lose my job.

1. All or Nothing Thinking

2. Jumping to Conclusions

3. Catastrophising

**Catastrophising** - Expecting the worst will happen. Exaggerating how badly something will unfold and minimising your capacity to manage uncomfortable or difficult situations
Our Reach So Far
Thank you!
Any questions?

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I can't get to sleep, I keep tossing and turning. If I just lay here, eventually I will fall asleep.

1. True

✓ 2. False
If I don't work long hours my boss will think I'm lazy. If I don't check and reply to emails at night, my manager will think I don't work hard enough.

1. Catastrophising

2. All or Nothing Thinking

✓ 3. Jumping to Conclusions

**Jumping to conclusions** - Presuming we know what other people are thinking without looking at the evidence. Predicting the future and having negative expectations about what might happen.