

Driving a positive transformation for mental health in the workplace

Leonie McIlroy

10 June 2022



MHFA England

© MHFA England 2021

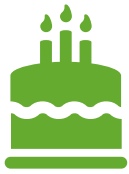


Good morning

- Leonie McIlroy, Head of Campaigns and Communications at Mental Health First Aid (MHFA) England
- Lead our My Whole Self campaign for workplace culture change
- And this #MyWholeSelfie



MHFA England



**Delivering for
15 years**



**Globally
recognised
training provider**



**Working with
over 20,000
employers**



**Evidence based
training**



**Average increase
in confidence
post training
72%**



**2,000+ qualified
Instructor
Members in
England**



**Over 100,000
MHFAiders
trained in
England in last
year alone**



**Mission: to
train 1 in 10,
currently at
1:50**



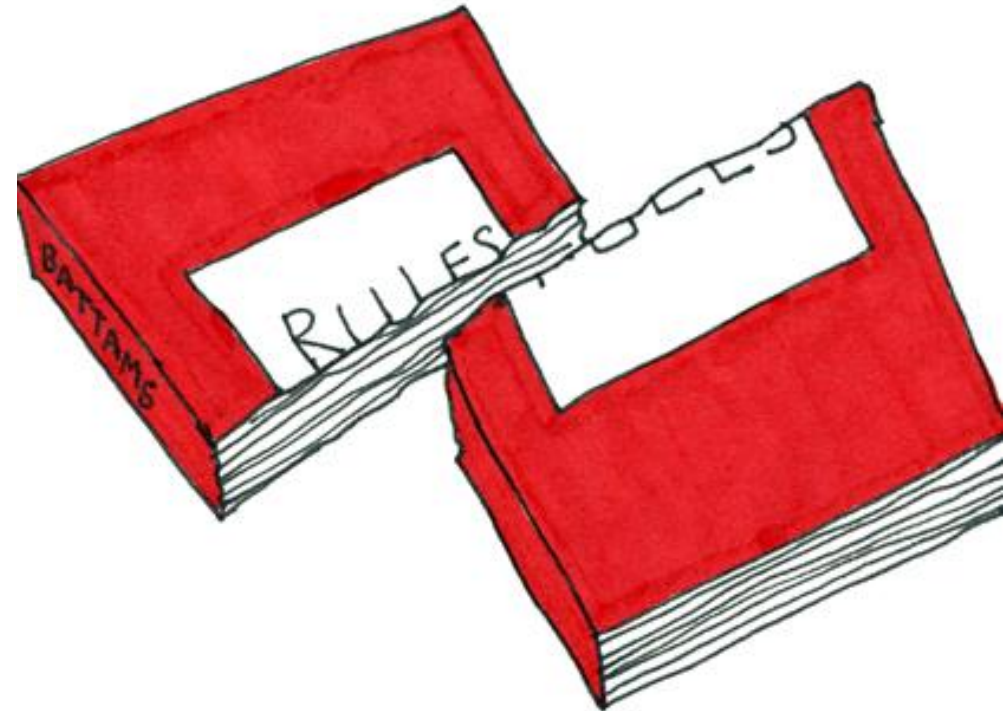
The current picture

- The worst of the pandemic may be over but we are far from returning to 'normal'
- All our lives are changed
- The Centre for Mental Health has estimated that 10 million more people may need mental health support as a result of the pandemic
- Deloitte puts the cost of mental health to employers at £56 billion, up from £45 billion in 2019
- The Great Resignation is a concern



Some of our findings and observations

- A more flexible approach to mental health and wellbeing planning is needed
- We are reviewing approaches and policies more frequently than before
- We have to work harder and more creatively to connect people
- The basics are still important
- Workplace mental health and wellbeing goes hand in hand with performance
- An opportunity to dramatically rethink and improve workplace culture and wellbeing. It's exciting, as well as scary



Your people

- Half (48%) of employees say they had no workplace wellbeing check-ins in the past year
- The frequency of wellbeing check-ins has halved. In 2021, almost 60% of people (59%) were receiving a workplace wellbeing check-in at least monthly, in 2022 this has dwindled to 27%
- The people manager is as critical as ever. They know their teams best and are your greatest asset when it comes to helping you understand your employees
- Different teams and individuals need different things
- Engage and empower managers to help improve mental health and wellbeing and culture change
- Listen and engage everyone and keep reviewing

A few things that work for us

- My Whole Self is our campaign for workplace culture change
- We believe by bringing together diversity and inclusion with mental health and wellbeing we can transform workplace mental health and performance
- We have a lot of free resources that can be used by anyone to start positive conversations about wellbeing, help support People of Colour or Black colleagues or host a book club
- All our staff are MHFA trained and managers are expected to start one to ones with a conversation about mental health and wellbeing
- Our new diagnostic service, Startwell helps review an organisation's

Start talking

#MyWholeSelf

My Whole Self MOT

There are simple steps you can take to look after your whole self. Use this MOT to check in on your own and others' mental health and wellbeing.

How's my mental health today? How do I feel today? Mentally? Physically?	My Stress Container How full is my container? Am I using helpful coping strategies? Are they working? Learn about your Stress Container here.	My mental health journey Our mental health is part of the wider journey of our lives. Learn more.
Looking after my wellbeing How did I sleep last night? Am I eating a balanced diet and drinking enough water? For tips on supporting your mental health, especially when working from home, look at our guidance .	How's my thinking today? How are my thoughts making me feel? Am I having unhelpful thoughts? Create Your Mind Plan with Every Mind Matters to get tips to help deal with stress and anxiety and boost your mood.	What can I do to look after my whole self? Write down a few things that you can do to improve your wellbeing. Check in next week to see how you are doing.

Join the campaign for workplace culture change. Check out our resources at mhfaengland.org MHFA England

My Whole Self Talking tips

Getting started

It's important to take control of your thinking and to think about your thoughts and feelings. It's important to think about your thoughts and feelings and to think about your thoughts and feelings.

29% of people who used the My Whole Self Talking tips booklet reported feeling better about their mental health.

29% of people who used the My Whole Self Talking tips booklet reported feeling better about their mental health.

29% of people who used the My Whole Self Talking tips booklet reported feeling better about their mental health.

Everything you need to get your organisation involved in My Whole Self can be found in our **campaign toolkit** at: www.mhfaengland.org/my-whole-self

Nobody has all the
answers



Any questions



Thank you

Leonie McIlroy
[linkedin.com/in/leoniemcilroy/](https://www.linkedin.com/in/leoniemcilroy/)

mhfaengland.org
[@MHFAEngland](https://twitter.com/MHFAEngland)



MHFA England

© MHFA England 2021

