



During this joint presentation from Jersey Recovery College, Listening Lounge and Mind Jersey, groups discussed what they felt to be the main stressors in the workplace, what could be done to reduce the stigma around mental health and what organisations can do to support.

Results of the group discussions are below:

What are the main stressors in the workplace?	
<ul style="list-style-type: none"> • Assumed knowledge • Conflicting priorities • Poor management • Home issues (divorce, children) • Hormone changes • Deadlines • Resources • Staffing • Culture • Workload • Lack of support • Boundaries • Work life balance • Outside influence • Poor communication • High/unfair expectations • Poor facilities • Feeling undervalued • Do I fit in? • The unknown • Change • Am I good enough? • Lack of confidence • Self-pressure • Financial pressure 	<ul style="list-style-type: none"> • Work relationships • Colleague personality clashes • Changes not clearly explained • Overworked • Not being able to talk about what is happening • Not feeling listened to • Sickness • Disability • Short staffed • Unrealistic expectations from customers/management • Other people's erratic moods • Poor relationships • Personal pressures and issues • Overload in responsibility • Insecurities • Exposure to covid • Deadlines • Managing expectations • Not being valued • Type of work • World events • Environment • Shift work

What can be done to reduce the stigma around mental health in the workplace?

- More communication
- Normalise
- Have a conversation
- Mental Health First Aid
- Awareness
- Hearing/listening to people's journeys
- Identifying someone to talk to
- Inviting services in to come in and chat to employers

- Inclusion & diversity – more information needed (particularly around people changing gender)
- Open communication – top to bottom
- Awareness & education
- Asking what else people need
- Roles and responsibilities clear so things don't fall through the cracks
- Recognition that many mental health needs are long term or chronic
- Education - what do we mean / good & poor, experience of living with, depth of understanding
- Challenge external stigma
- Normalise
- Self-stigma – access what help is there
- Duvet days/flags on desk
- Include individual/understanding how people want to deal with it
- Managers/leaders – skills & roleplay
- Change perception that it's just ok – you are you
- Same opportunities
- Signposting
- Empathy
- Ask 3 times if someone is ok

What can organisations do to support someone with poor mental health in the workplace?

- Reasonable adjustments
- Understanding – services coming in and equipping employers to be able to support
- Workplace culture – de stigmatise/ normalise
- Understanding triggers – managers being aware so that they can support
- Reducing/managing workload
- Relooking at role
- COMMUNICATION – sharing
- Where to signpost – leaflets/email
- Encouraging employers to share
- Inviting employers to relevant conferences/events
- Support managers to be able to support employees
- Learning & understanding signs & symptoms – nonverbal communication
- Maintain reasonable working hours – breaks, after hours emails etc.
- Using empathy & listening
- Identifying what is reasonable
- Not one size fits all – what do they need?
- Know your team – be proactive
- Allow people to feel safe
- Non-judgemental – supervision, give tools etc.
- Education for ALL staff – decider skills, empowering etc.