

Workplace Mental Health Essentials **for All Staff**



When individuals are mentally healthy, they feel a greater sense of calm, increased self-esteem, increased happiness, improved mood, and reduced risk of developing mental health conditions such as anxiety and depression.

This is all linked to improved organisational outcomes such as increased employee commitment, productivity, and customer satisfaction.

SuperFriend's Workplace Mental Health Essentials for All Staff course is designed to promote individual wellbeing and increase shared understanding of its importance within organisations.

Overview

This course provides an excellent introduction to workplace mental health and wellbeing and a strong foundation for further learning. The learnings help to reduce mental health stigma, increase empathy and can be applied well beyond the workplace.

After completing this course, learners will have an increased awareness of their own mental health and how to manage their self-care during times of stress, isolation and change.

The optional workshop provides an opportunity for participants to practice the skills learned in the online modules. This increases their confidence to apply the skills and allows for a shared learning experience and open discussion about how to take learnings back into the workplace, collectively.

Employers can build on this momentum to engage their workers in further activities that enable the workplace to thrive.

What will the course cover?

- The difference between mental health and mental illness
- The importance of self-care
- Strategies to build positive relationships
- How to support someone in distress
- Your mental health rights and responsibilities.

Why participate?

- Mental health training leads to improved outcomes for individuals and businesses
- Flexible and accessible delivery, complete when convenient
- Course Completion Certificate.

Who should participate?

This course is recommended for all staff.

Prerequisites

There are no prerequisites for this course.

Course details



Modules: 5 short online modules (75 mins total)



Facilitated workshop (optional): Up to 20 people (90 mins)



Resources: Access to additional supporting resources – tools, tip sheets, videos, articles.

Course Outline

Introduction to mental health and wellbeing • 15 mins



- What is mental health and wellbeing
- The factors that impact mental health and wellbeing
- Why understanding mental illness is important
- The signs and symptoms of mental distress

Employee legal rights and responsibilities related to mental health • 15 mins



- The responsibilities of employees and employers regarding mental health
- Employee rights regarding mental health in the workplace
- Support available if employees are concerned about their rights

Peer support • 15 mins



- The signs someone may need support
- How to approach someone
- The support available to help someone

Building positive relationships • 15 mins



- The benefits of building positive relationships
- What active listening is, and how it is used
- The differences between sympathy, empathy and compassion
- How to build empathy
- The use and positive impact of active, constructive responding

Looking after yourself • 15 mins



- What is self-care
- The importance of taking care of mental health
- Easy ways to implement self-care using the Five Ways to Wellbeing

Facilitated workshop (optional) • 90 mins



The facilitated workshop explores a range of tools and strategies to help participants understand how to protect their mental health and wellbeing. This optional 90 minute workshop reflects on concepts learned in the online learning modules and provides opportunities to practice skills, embed knowledge and explore workplace scenarios alongside peers and colleagues.

Additional resources



- Ongoing access to resource library to support learning
- Certificate of Completion
- Downloadable tools, tip sheets, videos, articles



Online modules and all additional resources are accessed via SuperFriend's online learning platform, MySuperFriend.

