



What can you do to make your workplace happier?

Leadership

- How do people feel about their work, their workplace, and their leaders and managers?
- How do your leaders and managers behave? How do they draw on **emotional intelligence** in their roles?
- What **leadership styles** are being deployed?
- Do people feel a sense of **purpose**?
- To what extent do people feel they have **autonomy** and can exhibit **mastery**?⁸
- How are people shown **recognition** (as well as reward) for their efforts?

37% of organisations report that stress-related absence has increased.

55% say that reported common mental health conditions have increased (41% in 2016)¹

95%

of people taking time off for stress cited a different reason to their employer for their absence⁶

Poor mental health costs UK employers

£33bn–£42bn
*each year*⁵

The
leading cause of death³
among men under
the age of 49 is

Suicide

Policies and Procedures

- What is your **policy** for promoting psychological well-being?
- How are you identifying and tackling **presenteeism**?
- What is in place to **support** those who are struggling?
- What about those who are **off work**?
- How do you **monitor** well-being?

There is a strong correlation between **psychological well-being and productivity**⁷

Suicide is also the **leading cause of death**³ among **women** under the age of 34

14% agreed that they **had resigned**

42% had considered **resigning** when asked how workplace stress had affected them.²

Mental Health Core Standards for Employers

We⁴ believe all employers can and should:

- Produce, implement and communicate a **mental health at work plan**.
- Develop mental health **awareness** among employees
- Encourage open **conversations** about mental health and the support available when employees are struggling.
- Provide employees with **good working conditions**.
- Promote **effective people management**.
- Routinely **monitor** employee mental health and well-being.



References and Further Reading

- ¹ Chartered Institute of Personnel and Development (CIPD) (2018). Health and Well-Being at Work. Survey Report: May 2018.
- ² Mind: online source June 2018: <https://www.mind.org.uk/workplace/mental-health-at-work/taking-care-of-your-staff/>
- ³ Public Health England (2017) <https://www.gov.uk/government/publications/health-profile-for-england/chapter-2-major-causes-of-death-and-how-they-have-changed>.
- ⁴ Stevenson, D. & Farmer, P. (2017) Thriving at Work: The Independent Review of Mental Health and Employers October 2017.
- ⁵ Deloitte (2017). Mental Health and Employers: The case for Investment. Supporting Study for the Independent Review. October 2017.
- ⁶ Mind (2014), YouGov Poll of 2,060 adults in England and Wales in employment. *Cited in* MIND (2015). Getting ahead: Why mental health at work matters. Perspectives from senior leaders across the private, public and voluntary sectors.
- ⁷ Robertson, I (2017). Psychological well-being physical health and work behavior. Paper presented to the British Psychological Society Division of Occupational Psychology and the Society of Occupational Medicine, Mental Health. 3 October 2017.
- ⁸ Pink, D.H. (2009) "Drive: The Surprising Truth About What Motivates Us". Riverhead, New York. Extracted from: <https://www.youtube.com/watch?v=u6XAPnuFjJc&sns=em>

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