



The 37th Annual Seminar – Hybrid Event May 24th to 28th 2021

Mental Health And Team Productivity In The Workplace

Presented by:

Tazim Elkington

The Indian Black Butterfly

Date: May 28th 2021 0900am

Presentation agenda – Friday May 29th 2021 – 0900 to 10.45am



- Understanding **workplace stresses** – a practical guide for professional Accountants
- Scope and managing of **mental health problems** in the workplace and life
- Common **mental health disorders** in the modern workplace
- **Rights of workers with mental health** challenges
- **Demystifying the stress of working** from home and the challenges of leading virtual teams
- Understanding the **actual cost of unmanaged mental health** disorders to the business – Business Case for workplace Mental Health support programs

Investing In Mental Health



Understanding Work Place Stresses



- Defining the workplace stresses
- Organizational Culture
- Bad Management and leadership Practices
- Unclear Job Descriptions, Duties and Responsibilities
- Physical Work Environment
- Poor Relationships With Bosses and Colleagues
- Lack Of Support
- Change Management
- Tight Deadlines And Crisis Mode Of Working

Understanding Work Place Stresses



- Lack Of Autonomy
- Lack Of Proper Resources
- Lack Of Communication and direction
- Time-Management
- Proper reporting structures
- Harassment And Discrimination
- Lack Of Learning And Development Structures
- Lack Of Motivating And Inclusivity Agreements
-And Many more

Mental Health Stigma!



Scope and managing of Mental Health Issues @Work And Life



- Stressors in life cause serious mental health imbalances
- We have ENORMOUS STIGMA in Africa on mental health issues
- What we do not realize is that mental health imbalance does not necessarily mean only 'madness' – there are so many levels of imbalance from anxiety to clinical depression and from lack of confidence to lack of direction. We really must understand and get rid of this stigma in order for people to seek professional help

•

Scope and managing of Mental Health Issues @Work And Life



- We have operated for decades on the belief of silencing children as they are growing up and the poverty mentality. Our education systems do not allow children to flourish – hence the rule of authority, domination, fear and condescension
- This carries on into adult life and the same environment prevails in workplaces, homes and relationships
- Its time to say redefine our views on mental health and reach out for help!

Stigma on Mental Health Disorders In The Workplace

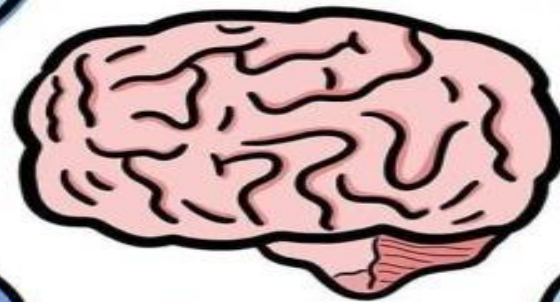


WHAT MENTAL HEALTH STIGMA SOUNDS LIKE

you're
faking
it!

can't you
just choose
to be happy?

try and
exercise!



@gmf.designs

other people
have it a lot
worse!

Common Mental Health Disorders In The Workplace



- Fatigue
- Muscular tension (especially when proper chairs are not used for people sitting at their desks 8-10 hours a day)
- Headaches
- Heart palpitations and anxiety
- Stomach disorders

Common Mental Health Disorders In The Workplace



- Mood swings
- Skin issues
- Causing sleeping disorders
- Issues in personal relationships and at home
- Irritability
- Pessimism and feelings of overwhelm and more which then lead to physical illness

Rights Of Workers With Mental Health Issues!



- Due to the stigma on Mental Health issues we are not clear on what rights are available or appropriate
- Organizations need to create clear policies on this matter
- It is essential to avail therapy as well as counselling options
- More importantly we need to start talking about issues and HR is an integral part of the process. That means HR must operate on the basis that they protect staff and bosses not just bosses to resolve conflict. A lot of stress is caused by the current hierarchical structures

Rights Of Workers With Mental Health Issues!



- Many organizations are now employing in-house Self-care Health experts and options for therapy externally
- Motivation is 'key' for teams to feel they are EACH important to any company/organization/association – therefore what are the motivators within an organization that make the people feel 'Valued'
- We must overcome the discrimination on mental health issues...

Rights Of Workers With Mental Health Issues!



LISTENERS
OTs Lived Experience
Friendly Understanding Psychiatrists
Positivity **Yoga Instructors** Professionals Rights Based Spiritual Support
Empowering **Honest** Nonjudgemental
Peer Workers Therapy Animals HUMANE
GPs **Compassionate** Meditation Instructors NURSES Teachers
Diversity Kind Multidisciplinary REFLECTIVE
Caring Helpful **THERAPISTS**

Demystifying the stress of working from home and leading teams!



- Working from home is an option that is available in many countries however here at home – this happened largely due to Covid
- It is stressful! Especially with children studying on zoom, help at home is limited so a person is now working round the clock
- Sitting at a computer for hours on end is very taxing and has physical repercussions – eyes, back, neck, body aches and headaches etc

Demystifying the stress of working from home and leading teams!



- Leading teams is an added stress as people have to manage themselves and others due to 'Zoom Fatigue'
- Fear of death has become a reality and people are not sure where to turn
- Lack of physical social interaction is pushing a lot of triggers
- Solutions must be found – e.g reduced work hours, motivation pointers, time off etc. Its really about keeping people sane and balanced in these very challenging times!

Understanding the actual cost of unmanaged mental health disorders to the business!



- We cannot downplay the impact of ignoring mental health disorders in the workplace
- The actual cost that impacts a business can vary depending on numbers with mental health challenges
- Decreased Productivity
- Added cost to the employer
- More sick days
- Low motivation

Understanding the actual cost of unmanaged mental health disorders to the business!



- Not achieving targets and ultimately profits
- Toxic work environment
- Long term effects that are so clear is the 'inhumaneness' we have reached.
- Its time to give every individual their dignity by treating people equally
- If statistics are correct and 1 in every 3-5 has some or other mental issue – that means we are all carrying some affliction or other.
- Lets change the status quo and start becoming 'humane and human again'! Let's dignify human existence!

Wrap up and Thank you!

www.tazim.net

