

DRAFT SUBMISSION - Design, Delivering and Evaluating Learning and Development (BMHR7001) – Assignment 1

Report Title: Early intervention techniques to improving mental health – working from home edition

Course Title/Module: Postgraduate Diploma in Human Resources Management

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Date: 23rd March 2021

Word count: TBC – SEE COMMENT

I declare that this assignment is my own work and that any information obtained from books and other sources have been appropriately referenced.

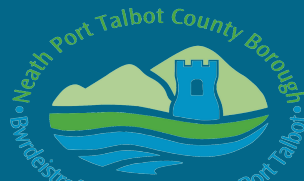
A handwritten signature in black ink, appearing to read 'D James', is written over a faint, rectangular grey stamp.

Signed:

Date: 23rd March 2021

Early intervention techniques to improving mental health

Working from Home Edition



1. Make talking about mental health 'normal'

Established as regular, legitimate subject for team discussions. Holding events dedicated to the topic. Using MH awareness days throughout the year. For more tips, [click here](#)

3. If you don't ask, it may be too late by the time you find out.

Be prepared to ask questions, how are employees coping with workload, struggling with lockdown, issues outside of work.

5. Make time to listen

Make time for conversations, making sure you will not have interruptions, or be overheard. Holding regular 1-1 catch ups with your employees or even going on a virtual 'walk' and talking over mobile call video. After all, evidence does show that physical activity does have a huge potential to enhance our MH and Wellbeing.

7. Keep teams cohesive

Updating team members with regular upbeat communications outlining progress within the business and team achievements. These can foster a sense of belonging and can help counteract the isolation some experience when working remotely. For more information, [click here](#)

9. Take care of your mental health needs too

Before you help others, you must help yourself first. [Take the plane crash example!](#) Leading with compassion can make a real difference to employees, but managers mustn't forget to take care of their own mental health and wellbeing needs. Being truly compassionate towards employees is not possible unless self-compassion is learnt first.

2. Notice changes in mood and behaviour

When our MH deteriorates it shows in changes in our behaviour. Subtle at first, but signs are visible. They may sound or look different, are they more excitable, or more withdrawn. For more early signs of MH, [click here](#)

4. Don't feel awkward about asking

You should not feel that asking is making the situation worse or whether you will say the wrong thing. Saying nothing can be more harmful in the long run. Your MH Champion & MH First Aider could help advise you, including OH. Contact Training & Development to find your champion.

6. Avoid the pressure to 'fix', support to access the right help

Understand your employees difficulties, you don't have to try and fix it for them. Directing to appropriate support or services i.e. GP, OH Assessment. The authority have MH Champions for your directorate and MH First Aiders who can assist. Contact Training & Development who will be able to direct you to support services.

8. Be aware of your assumptions and unconscious bias

Employers should not assume that a particular demographic in its workforce is more prone to mental health issues than others. While there's evidence to suggest that younger people's mental health has been disproportionately affected by the pandemic, mental health issues can affect everyone. For more information, [click here](#)

Please [click here](#) to find out more, or to contact a member of Training & Development, telephone 01639 686868.

Draft Submission, to note document contains 976 words However, is able to be read within 3 ½ minuets. Would I be deducted marks for the amount of word count given the assignment specification notes 500 words/5 minuets to read.

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