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Introduction:

In my assignment I will be exploring the challenges confronting mental health awareness in the workplace. Mental health is a big part of what makes us who we are and it is vital for this to remain intact especially at work as it is a place where we spend a lot of our day and it is our source of income.

MAIN ASSIGNMENT:

Supporting mental health is now a necessity within the workplace with mental illnesses such as depression, schizophrenia and anxiety being predominant within our societies. In the year 2013 depression was the second leading cause of death (Mental health foundation, 2017). And in 2014 19.7 percent of people aged 16 and over showed symptoms of anxiety or depression. Statistics like these exaggerate the importance for workplaces to raise awareness about mental health. Not only does it effect the quality of work being produced by employees but it more importantly has an impact on the lives of employees, by raising awareness not only are organisations improving the quality of work being provided for them, however they are also helping to save lives and improve the quality of lives.

There are many factors which can contribute towards mental health issues such as genetics, early childhood experiences, personal situations and physical well being. By workplaces providing help to the main factors contributing towards mental illness they may be able to tackle the issues faced by employees on a daily basis. And by raising awareness of mental health a community of care will be created where employees will be concerned about the mental health of their colleagues, this can also improve relationships between employees at work improving the productivity of employees.

Workplaces should aim to destigmatise the issue of mental health within their environment. Workplaces should try to understand the situations faced by employees in their personal life. Organisations should also acknowledge the things that they are doing which can have an impact on the mental health of the employees, for example the average wage given to employees. It is found that financial stress is a significant cause towards personal and relationship stress which can lead to a poorer mental health. Studies have shown that by addressing mental well being at the workplace productivity increases by 12 percent (Mental Health Foundation, 2019). People with a good mental are able to cope more with what is given to them.

Workplaces can be productive in raising awareness of mental health by trying to create a culture of being open with one another so that employees do not feel embarrassed when expressing how they feel about their experiences on a daily basis. By also improving the food options at work making

them more healthy but enjoyable for employees this will improve their physical health which is directly linked to their mental wellbeing. Around 6000 people die every year to depression and by workplaces raising awareness statistics like this will reduce by a substantial amount, as the workplaces is where people spend many hours on a daily basis, so if work is a safe haven for those suffering with mental illness it may have a positive impact on their mental health.