



Not just  
hard hats  
and hi viz

ANDREA NEWTON  
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Hello!

- \* Andrea Newton
- \* Leadership Development
- \* Tutor with NCSPT
- \* Published contributor
- \* Woman on a mission

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Health & Safety

"SHOUT IT LOUD AND CLEAR!"

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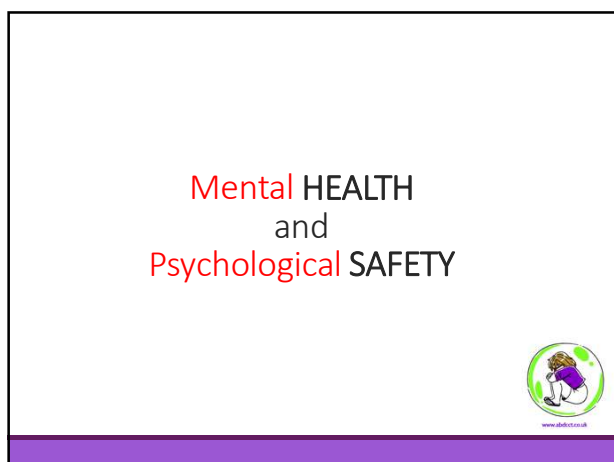
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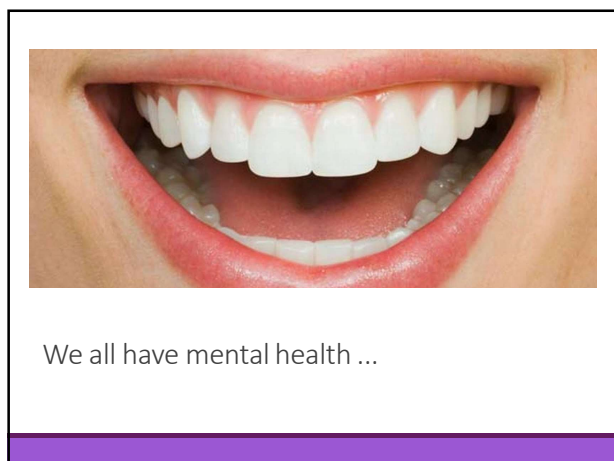
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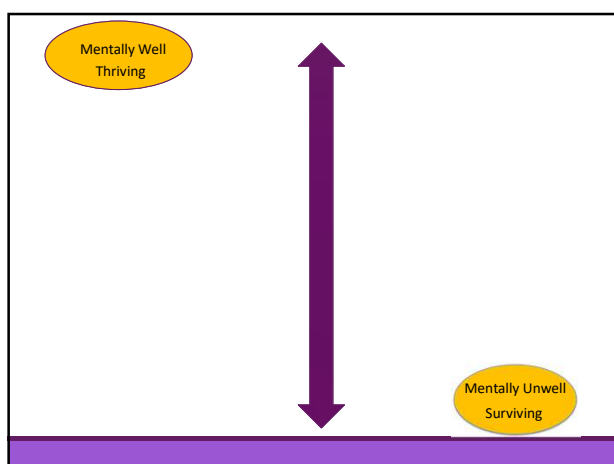
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## Nobody is immune

We all face challenges in our day to day lives

Whether at work, socially or at home

Our mental health is simply the way we think and are feeling, our ability to cope with day to day life

We currently have so many additional negative factors ...

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## Current challenges

- Physical Health concerns – not just Covid!
- Lack of mental health support – services overwhelmed
- Isolation and loneliness
- Bereavement
- Finances
- Job security/Redundancy/Job Market
- Family, elderly relatives, lack of contact
- Lack of social interaction
- Unhealthy coping mechanisms

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Distancing and isolation are recommended for our physical health, but both can be potentially damaging for our mental health ...

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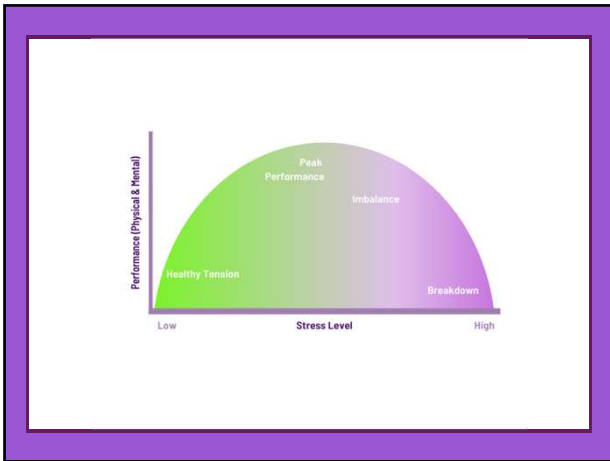
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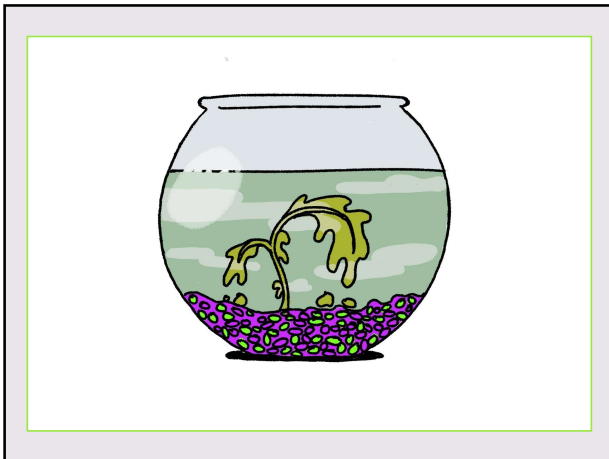
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Psychological Safety

- \* We are living through a period of extraordinary uncertainty
- \* An undercurrent of emotional disturbance characterised by rising levels of anxiety, depression, fear, and stress.
- \* Leaders are responsible for supporting a wide cross-section of people all of whom have their own range of experiences
- \* Where honest conversations, candid feedback, true feelings and no fear exists

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## What is psychological safety?

Edmondson – “Psychological safety is a belief that one will not be punished or humiliated for speaking up with ideas, questions, concerns or mistakes.”

“It allows people to learn from mistakes and near-misses, reducing the chances of further errors as well as enabling creativity, innovation and challenge.”

Clark – “The absence of physical safety can bring injury or death, but the absence of psychological safety can inflict devastating emotional wounds, neutralise performance, paralyse potential, and crater an individual’s sense of self-worth. It can also destroy organisations”

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“Leadership is an occupational health factor in its own right”



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Managing Mental Health at Work

theconscientiousleader.com/courses/managing-mental-health-at-work/

Module 4: Workplace factors

Module 5: Spotting signs and symptoms

Module 6: SOS

Module 7: Setting up a crucial conversation

Module 8: Conducting that crucial conversation

Module 9: Plan and review

Module 10: The importance of self care

Summary and close

or business owner: if you are responsible for managing people, then you need to feel more confident and capable if you truly want to get the best outcome – and this is WITHOUT becoming their counsellor or therapist!

Managers' Guide to Managing Mental Health at Work

Outcome

- Confident
- Comfortable
- Capable

www.theconscientiousleader.com

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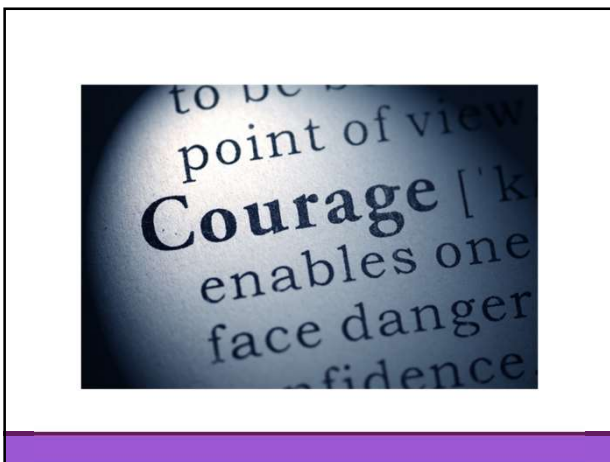
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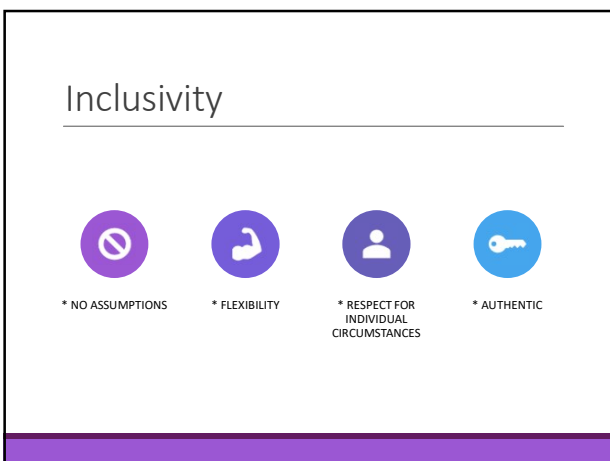
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“The single biggest influence on organisational climate is the style and behaviour of the leader”



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## 10 things great employers do for better team mental health

- \* Take ownership
- \* Honesty & vulnerability
- \* Empathy, compassion & listening
- \* Communication & clarity
- \* Connection & collaboration
- \* Flexibility, inclusivity, respect
- \* Tackles issues head on
- \* Psychological safety
- \* Policies, processes and practices
- \* Train, educate and inform



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**ROLE MODEL**

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“Whether work is causing the health issue or aggravating it, employers have a legal responsibility to help their employees.” HSE



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#### EFFECTS OF STRESS ON THE BODY



**SKIN:**  
Changes in Skin Texture,  
Loss of Skin Tone, Loss of  
Moisture, Thinner & More  
Delicate Skin



**IMMUNE  
SYSTEM:**  
Decreased Immunity



**HORMONES:**  
Hormonal Imbalances,  
Increased Cortisol



**BONES:**  
Decreased Calcium  
Absorption, Weakened  
Bones



**BRAIN:**  
Fatigue, Reduced Con-  
centration, Decreased  
Mood



**HEART:**  
Increased Heart Rate,  
Elevated Blood Pressure



**GUT:**  
Decreased Nutrient  
Absorption, Alterations in  
Gut Motility, Changes in  
Microbiome, Leaky Gut



**MUSCLE:**  
Muscle Protein Breakdown

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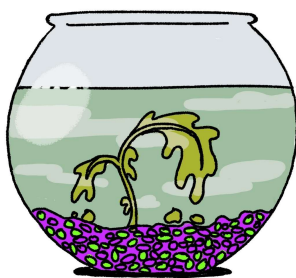
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It's not just  
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