

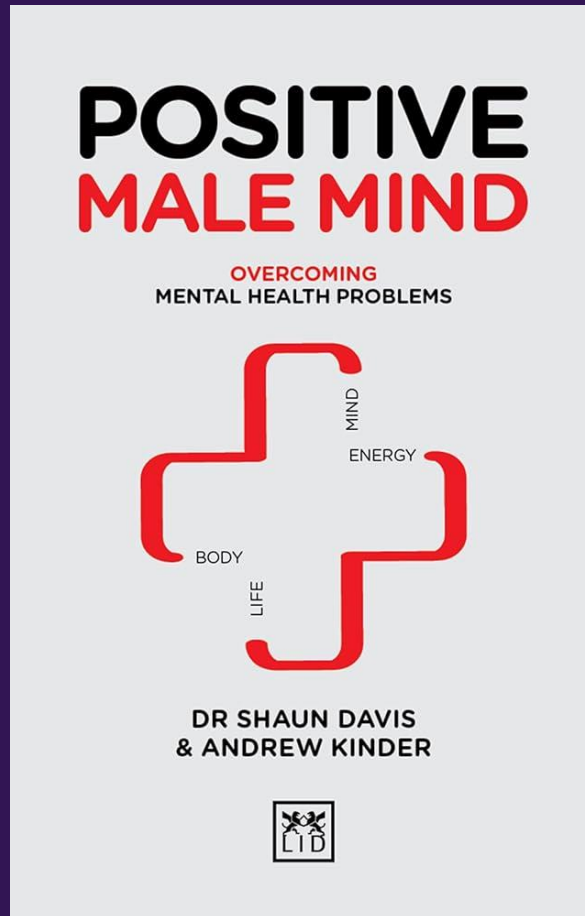


Supporting workers through
Mental Health Coaching

Andrew Kinder,
Professional Head of Mental Health Services

March 2024

Andrew Kinder

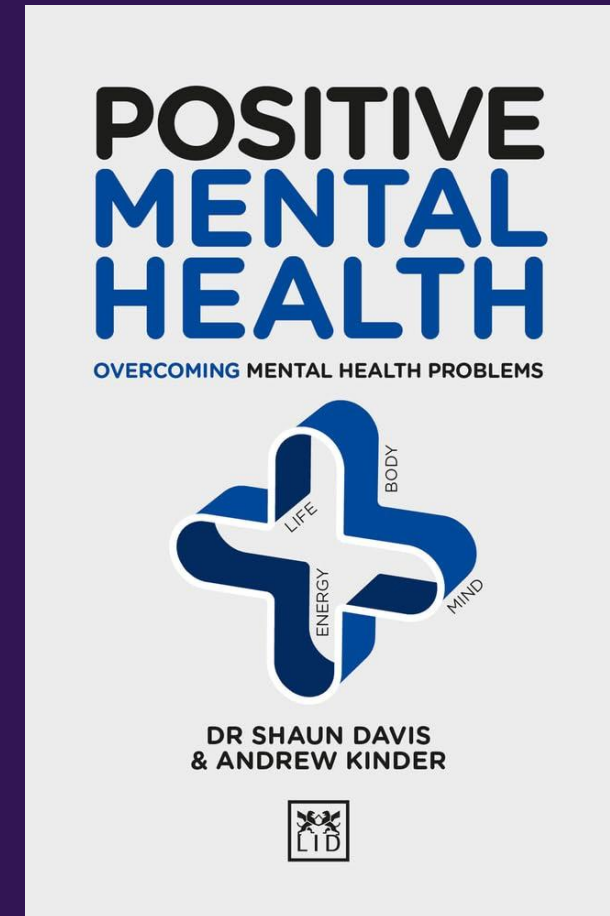


Professional Head of
Mental Health Services

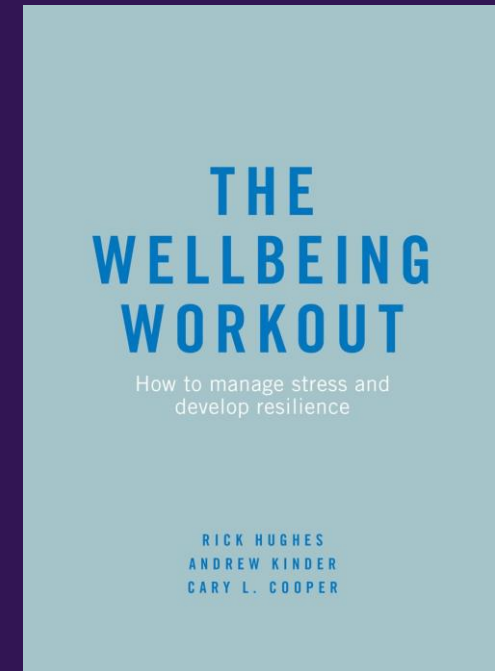
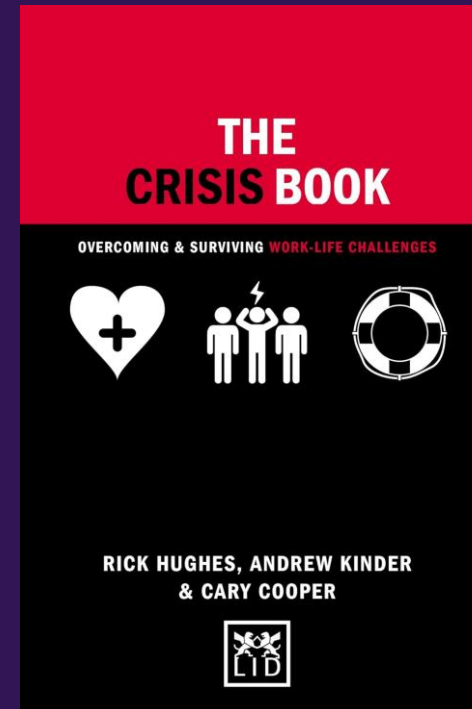
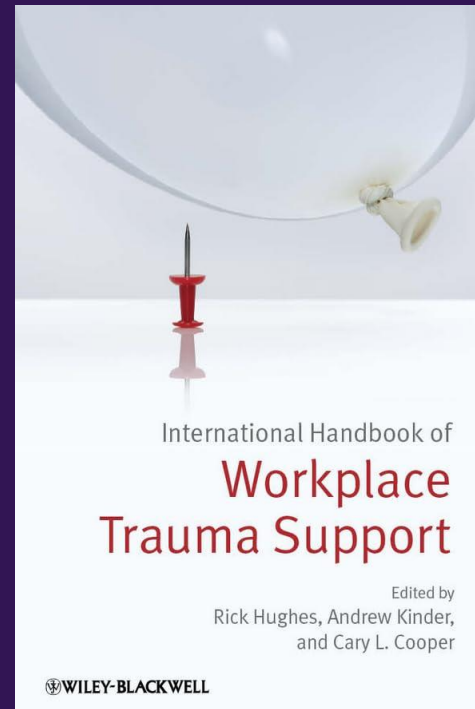
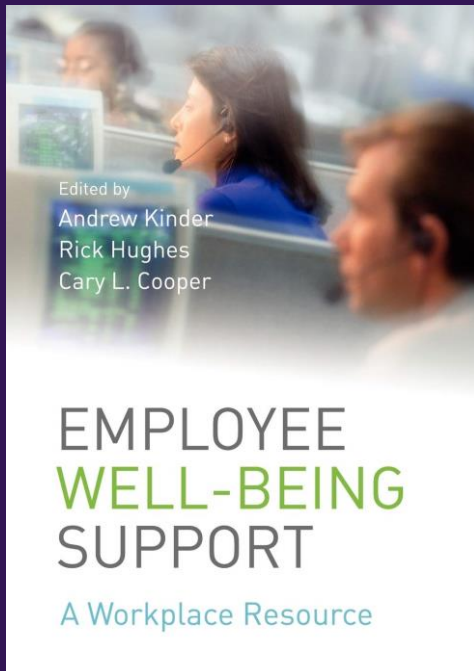
Chartered Occ & Coun.
Psychologist

Mediator, Coach,
EMDR Practitioner

UK EAPA Board Member



Mental Health – The Journey



Use discount code: EFLY01 at checkout for 20% off!

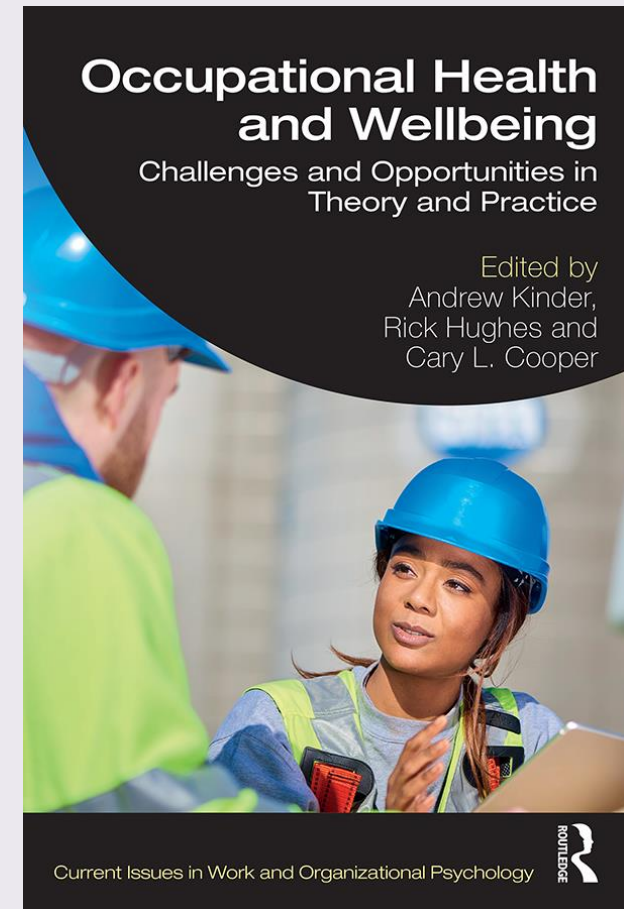
Routledge

Dr. David Roomes, Chief Medical Officer, Rolls-Royce:

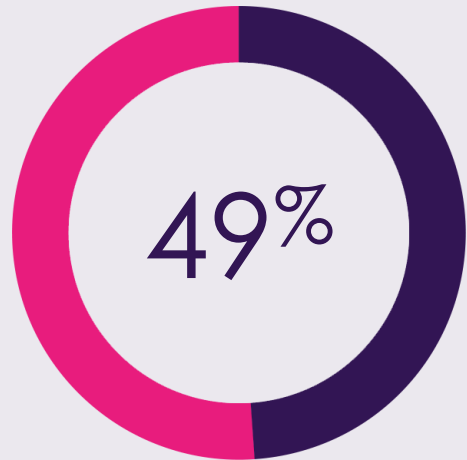
Written by experts in the field, it provides an international perspective and bridges the gap between theory and practice, bringing real-world case studies to illustrate what works.

**Peter Cheese, Chief Executive,
Chartered Institute of Personnel and Development (CIPD):**

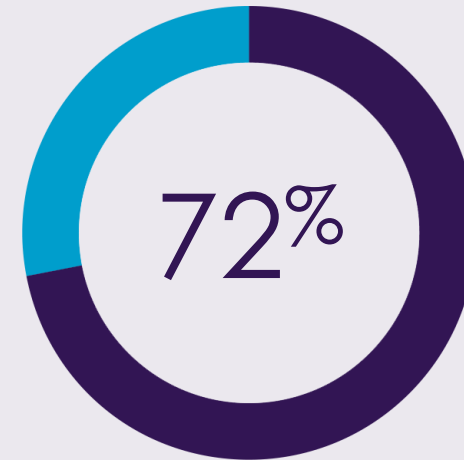
The authors have brought together a very wide range of insights and research from the fields of occupational health and wellbeing to provide practice guidance to us all. This should be a major contribution to wellbeing strategies in every organisation.



Mental Health



of employers say mental health is one of the biggest challenges faced by staff.



of employees in the UK feel mental wellbeing is not discussed often enough in the workplace, with 57% feeling the subject is outright stigmatised.

Covid crisis dramatically worsened global mental health, study finds

Estimated 76m extra cases of anxiety and 53m extra cases of depression during pandemic, say researchers

- [Coronavirus - latest updates](#)
- [See all our coronavirus coverage](#)



Thousands attempt suicide while on NHS waiting list for psychological help



Since 2012, the equivalent of more than 200 full-time mental health doctor posts have been cut

What is the cost?

- One in four people in the UK will experience a mental health issue
- Mental health problems cost the UK economy at least £117.9 billion annually (compared to £70bn for Furlough)
- Underestimated – costs not included for reduced performance at work due to mental health problems or costs associated with self-harm and suicide
- Workplace interventions found conservative savings of £5 for every £1 invested in supporting mental health
- Every single day in the UK, two construction workers take their own life

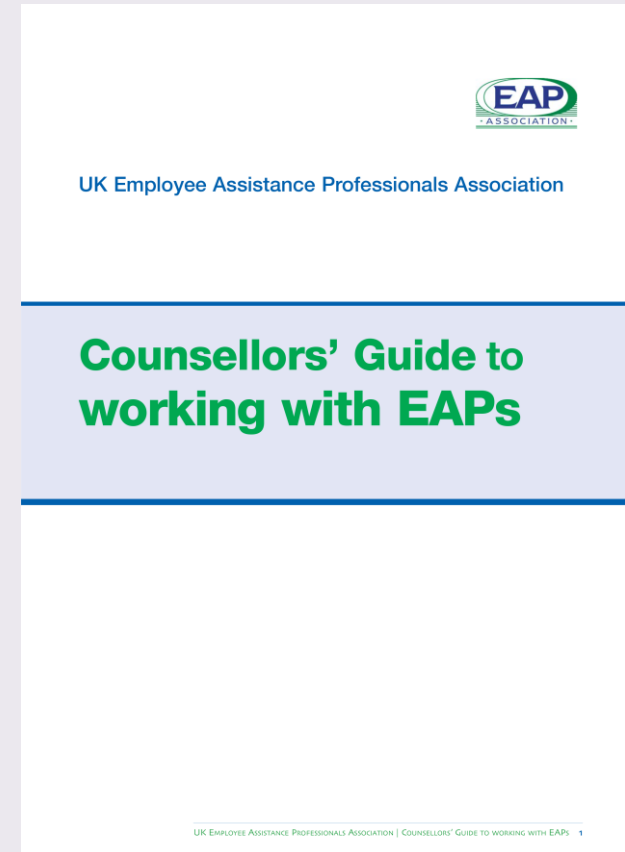
Top FTSE 100 Companies

- Those who prioritise employee engagement and wellbeing outperform the rest of the FTSE 100 by 10 per cent
- At these companies, fewer days are lost to sickness absence and there is less 'presenteeism'
- 3.5 times more likely to be creative and innovative



Workplace Counselling

- The aim of workplace counselling is to enhance the wellbeing and functioning of the client, therefore restoring, or maintaining their fitness to work. (BACP, 2021)
- Focus on restoration
- Tripartite contracting – client, counsellor, organisation (+ EAP)
- Short-term working
- Understanding of the workplace and resourcing



Workplace Coaching

- Workplace coaching is an *'organisational intervention that is designed to support and enhance individual and organisational performance'*. (Passmore, 2019)
- Less stigma than counselling
- Focus on performance, energy and improvement
- Therapy Coach – 'Coaching Competence Framework'
- BPS Division of Coaching Psychology
- Need clear professional status when carrying out coaching



Common Approach: Reactive

Reactive (Fire Fighting)

- Sick Absence
- Workplace Counselling

Manager Support

- Manager Coaching

Preventative

- Stress Audits
- Cultural Audits
- Wellbeing at Work
- Health Policy
- Engagement

Better Approach: Proactive

Impact on whole organisation and number of people



Reactive (Fire Fighting)

- Sick Absence
- Workplace Counselling

Manager Support

- Manager Coaching

Preventative

- Stress Audits
- Cultural Audits
- Wellbeing at Work
- Health Policy
- Engagement

Key points

There is still more work to be done before mental health obtains parity with physical health.

Organisations need to identify their specific needs and then implement a culturally relevant wellbeing programme.

Consider where workplace coaching fits.

Other useful reference points

- www.nhs.uk/every-mind-matters/
- www.gov.uk/government/publications/thriving-at-work-a-review-of-mental-health-and-employers
- www.mind.org.uk/workplace/mental-health-at-work/
- www.nhs.uk/mental-health/self-help/guides-tools-and-activities/five-steps-to-mental-wellbeing/
- www.rethink.org/
- The UK Employee Assistance Programme Association Home –
The UK Employee Assistance Programme Association (eapa.org.uk)

10 second appreciation





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