

# What is Mental Health?

Mental health is an expression we use almost every day. We use so many terms in organisations to discuss issues around mental health and wellbeing but often these terms are used in the wrong context or with little understanding of their true meaning.

Just consider, there's

- mental health
- positive mental health
- wellbeing
- poor mental health
- mental illness
- mental disorder
- flourishing
- thriving
- languishing

It's no wonder people get confused. Mental Health and Mental Illness are often terms that are used interchangeably.

## What isn't Mental Health?

Mental Health and Mental Illness are not the same thing.

Mental Health is often associated with conditions like anxiety and depression. However Mental Health is actually about wellness rather than illness.

A fundamental difference is that everyone has some level of mental health, all of the time, just like physical health, while it is possible to be without mental illness.

## So What is Mental Health?

The World Health Organisation defines Mental Health as

*"a state of well-being in which every individual realises his or her own potential, can cope with the normal stresses of life, can work productively and fruitfully, and is able to make a contribution to her or his community".*

## The Benefits of Mental Health and Wellbeing

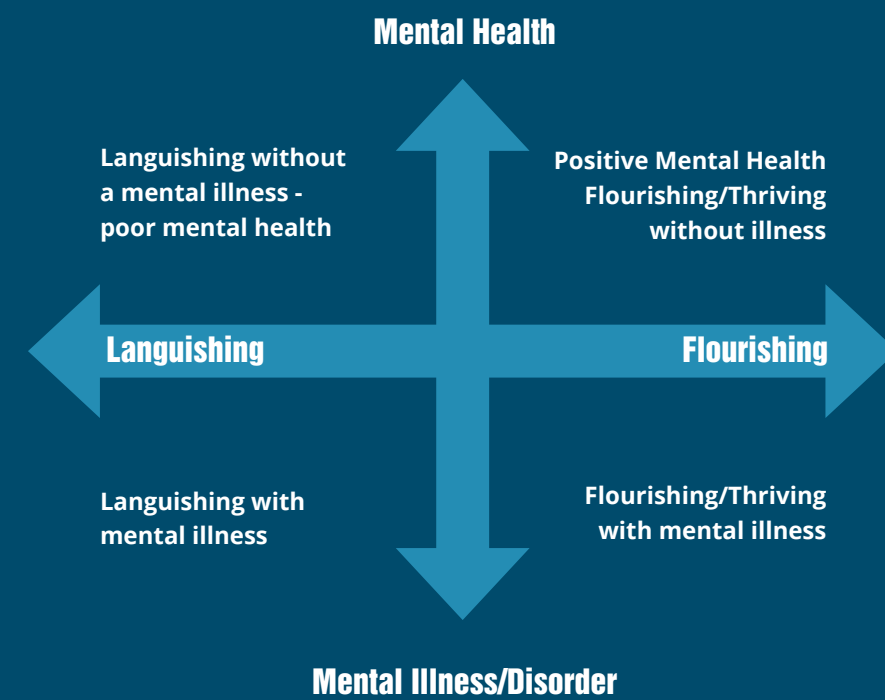
Good mental health is associated with:

- increased learning
- increased creativity
- increased productivity
- more pro-social behaviour and positive social relationships
- improved physical health and life expectancy

## Flourishing or Languishing

To maximise the health and wellbeing of it's staff, an organisation must focus on opportunities to target individuals in each of the 4 quadrants of Keyes Continuum.

## Keyes Continuum



# From Surviving to Thriving

Bakjac Consulting assists individuals, teams and organisations to move from surviving to thriving.

## We do this by...

- Accelerating resilience and mental toughness to manage adversity
- Enhancing wellbeing potential
- Building confidence and capability
- Challenging automatic responses and increasing adaptability
- Increasing commitment to manage uncertainty in times of change
- Activating and maximising potential by working with strengths

## Bakjac Consulting offers a comprehensive suite of services in:

- training
- facilitation
- coaching
- counselling
- consulting and
- leadership development

to accelerate and maximise capacity to thrive in a fast paced and dynamic landscape.

The wide range of services can be tailored to the needs of each individual and organisation.



**MICHELLE BAKJAC**

Michelle is a Psychologist, Trainer/ Facilitator and Coach with more than 25 years of experience.

Her expertise ranges from facilitating workplace wellness training and organisation wellbeing strategy, to personal and leadership coaching to organisational development and leadership training programs.

Combining qualifications in Psychology, Organisational Coaching and Leadership, Michelle has insight into the motivators for behaviour and what influences well-being.

Michelle is a Mental Toughness Practitioner/Coach who specialises in assessing and developing Mental Toughness in individuals and teams.

Michelle also provides individuals counselling through private sessions and EAP services as a Registered Psychologist.

Michelle's goal is to accelerate resilience, growth and success for both individuals and organisations.

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**BAKJAC CONSULTING**  
Psychology. Coaching. Training.

# Wellbeing and Mental Health in Your Workplace

Training, wellbeing strategy and coaching for your staff and leaders tailored to your workplace culture







1 in 5 employees are likely to be affected by a mental health condition

PEOPLE ARE AFFECTED BY DEPRESSION AND ANXIETY IN THE PRIME OF THEIR WORKING LIFE

World Health Organisation reports



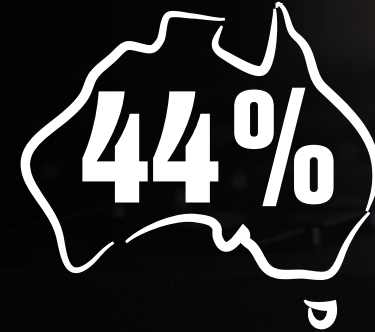
5 OF THE 10

leading causes of disability worldwide are mental problems

Mental health conditions cost Australian workplaces \$10.9 billion /yr in lost productivity

SAFework SA HAS IDENTIFIED THAT MENTAL HEALTH CLAIMS ARE THE MOST EXPENSIVE WORKCOVER CLAIMS

The Australian Psychological Society indicated



44% of Australians identified work as a source of stress

Aust businesses receive an average return of

\$2.30 for every \$1

they invest in mental health initiatives

Mental Health and Mental Illness are NOT the same thing



The prevalence of mental health problems is undeniable, and so are the effects on performance. You as an employer can help to make the workplace a happier and healthier place.

Bakjac Consulting offers a range of presentations and workshops specifically designed for executive, senior leader, management and staff. Leaders can recognise both their obligations and opportunities of investing in the mental health of their people.

## Workplace Presentations

### Creating a Mentally Healthy Workplace – Briefing

60 minutes | For Senior Executives and Leaders

Designed to increase understanding about mental health and mental illness within the work place and identify the symptoms and presentation of each.

Discuss the benefits of creating a mentally healthy workplace and the actions that individual leaders and an organisation can take.

Key themes and areas of concern for a specific organisation are addressed.

### Creating a Mentally Healthy Workplace – Wellbeing Strategy

3-4 hours | For Senior Executives and Leaders

A brief presentation followed by a facilitated session.

Traditionally, approaches to psychological functioning in the workplace have focused on the negative impact that work and the work environment can have on employees and organisations.

Understanding this can contribute to preventing mental illnesses and losses in productivity.

However, an approach that focuses solely on the dysfunctional elements of work does not adequately capture the elements of the workplace that engage employees, and develop environments where employees thrive and reach their optimal potential.

This session will review specific strategies to build a thriving work place environment within an organisation including:

- Recognising your organisation's "WHY" for Wellbeing
- Progress to the "HOW" for implementation
- Positive leadership style
- Communicating effectively
- Designing jobs for positive health and wellbeing
- Recruitment and selection of employees
- Supporting and developing employees
- Balancing work and life demands
- Positive Mental Health and wellbeing initiatives.
- Bringing physical and mental health into an equivalent work space
- Promoting a "thriving" work environment

### Mental Health in the Workplace – Awareness and Understanding

60 minutes | Ideal for staff at all levels

Designed to increase understanding about mental health and mental illness and increase knowledge about anxiety, depression and individuals who may experience crisis.

Information regarding resources and mentally healthy workplaces will be discussed.

## Staff Workshops

### Mental Health in the Workplace – Strategies for Employees

2-3 hours | For Staff

To increase participants knowledge of the impact of mental illness on an individual and the workplace and how to recognise both symptoms in themselves and others.

Participants will discuss strategies and resources they can apply to themselves, their colleagues and their workplace.

Individuals can become more confident to approach a colleague they might be concerned about and feel equipped to support them during their recovery.

### Mental Health in the Workplace – Strategies for Managers

2-4 hours | For Senior Executives and Leaders

To increase leader's knowledge of the impact of mental illness on an individual and the workplace and how to recognise symptoms in themselves and others.

Participants will learn how to create a mentally healthy workplace and discuss strategies to apply not only to themselves but to the staff they lead and manage.

Leaders can become more confident to approach staff they might be concerned about and provide mental health first aid to employees struggling with mental illness.

### Resilience for Wellbeing

2-4 hours | For all Staff and Leaders

Designed for staff to maximise their health and wellbeing by recognising their stress responses and their opportunities to manage challenges.

Individuals can build their potential for positive outcomes when managing adversity.

Content can include:

- Managing stress and anxiety
- Managing personal lifestyle actions
- Managing emotions in self and others
- Recognise what's working well and what habits are counter productive
- Positive Psychology and PERMA (Positive Emotions, Engagement, Relationships, Meaning and Accomplishment)
- Recognising and using strengths
- Mindful action
- Recognising what you can and can't control
- Problem solving and goal setting

### Arrange a Session

To make an enquiry or booking with Bakjac Consulting contact Michelle Bakjac.

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## For Individuals

### Coaching and/or Counselling for Wellbeing

An individual may have a current mental illness and require Psychological Counselling.

Or they are just surviving and are looking to thrive in their personal and professional lives and wish to access coaching to maximise wellbeing, resilience and mental toughness.

Either way, Bakjac Consulting can provide counselling and/or coaching to suit their needs.

### Employee Assistance Program (EAP)

An EAP is a valuable organisational development tool which meets duty of care obligations to employees, reduces staff turnover and increases productivity and morale.

An EAP provides employees with 3 confidential, employer funded counselling sessions (per year) to maximise wellbeing, mental health and resilience.

Bakjac Consulting provides a practical, solutions-focussed counselling and coaching process that embraces both organisational imperatives and individual needs.