



# Mental health and wellbeing

**The importance of taking proactive care of people's mental health and wellbeing at work has never been greater. In recent years, employers had already come to realise that the pressures of modern day work and the quest to create a high performance culture created stress which, in turn, could have a detrimental effect on an individual's mental health. They also appreciated that not everyone understood this, could spot the warning signs that someone was struggling or knew what to do about it.**

**All this led to a drive to raise awareness of mental health; creating more supportive, understanding workplaces and removing the stigma often associated with mental ill health. The need to deliver these objectives has become more pressing ever since the Covid-19 pandemic has created even more stress and anxiety within our workforces.**

## Description

This topic has been designed to raise awareness of what good mental health is and why this matters for all of us. The subject matter it covers is aligned to the core standards for mental wellbeing, as outlined in the Government-commissioned 'Thriving at Work' report. Those standards called on employers to encourage open conversations about mental health; to routinely monitor employee mental health; and to signpost the support available to those who may be struggling.

Open to employees at all grades, this topic comprises 3 digital modules, lasting 90 minutes in total. These help learners to better understand mental ill health; how to create a supportive workplace; and the duty of care that leaders have for managing mental health in the workplace. Even though the last of these modules is aimed primarily at managers, this is something that all employees can benefit from learning about.

*continued overleaf...*

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# Mental health and wellbeing (cont.)

## What does it involve?

After completing this topic, you'll be more aware of the dangers of poor mental health, the pressures that can trigger it and the support that can be made available. You'll be more comfortable holding conversations on the topic, reducing the discomfort this can sometimes create, and more understanding of colleagues' mental health requirements. Able to build supportive networks and to direct people to where more help can be given, you'll be able to contribute to creating open and safe workplaces which foster positive mental wellbeing.

## What's the outcome?

Although there is a recommended sequence to the 3 modules, you are able to determine the order in which you work through them, dipping in and out as you see fit. The opening module considers what we mean by mental health, highlighting the importance of an organisational culture and values that recognise and support mental wellbeing. In the second module, you have the chance to consider what a high performing workplace that supports mental wellbeing would actually look like. You'll also consider the ways of working and behaving that could support such a working environment. The final module considers managerial responsibilities regarding mental health. You'll learn how to be more perceptive and empathetic in relation to wellbeing at both a team and individual level.

Each module features videos of real-life stories (delivered by actors) that bring to life the effects of poor mental health and the importance of being able to provide help and support. These are followed by exercises in which you'll be able to reflect on what you have seen.

## Learning activities



**Estimated learning time:**  
90 minutes

## How to book

For any pricing queries  
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