



***Mental Health Matters***  
*A proactive approach*

*CITMA 18<sup>th</sup> January 2021*

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# We're talking mental health

## *Our vision: a world where*

- people understand and talk openly about mental health,
- where young people and those who support them are equipped to maintain and enhance their mental health and wellbeing,
- and have the confidence to seek help when they need it.



## *Evidence informed training*



### **Positive**

We take a positive approach to mental health. We focus on prevention and early intervention, and recognise the importance of offering hope.



### **Proven**

Our consultancy, training and resources are all based on sound clinical evidence.



### **Practical**

We give people practical strategies and tools to care for their mental health, and to support others in doing so.



# *Charlie Waller Course Terms for online sessions*

## **Course materials**

By participating all participants agree that without prior written permission.

- They will not copy, modify, reproduce, or in any other way make use of the Course Materials whether written or digital or otherwise.
- They will not record on video or tape, relay by smartphone or other means the event delivered by the Charlie Waller Trust.



# Self-care during digital delivery

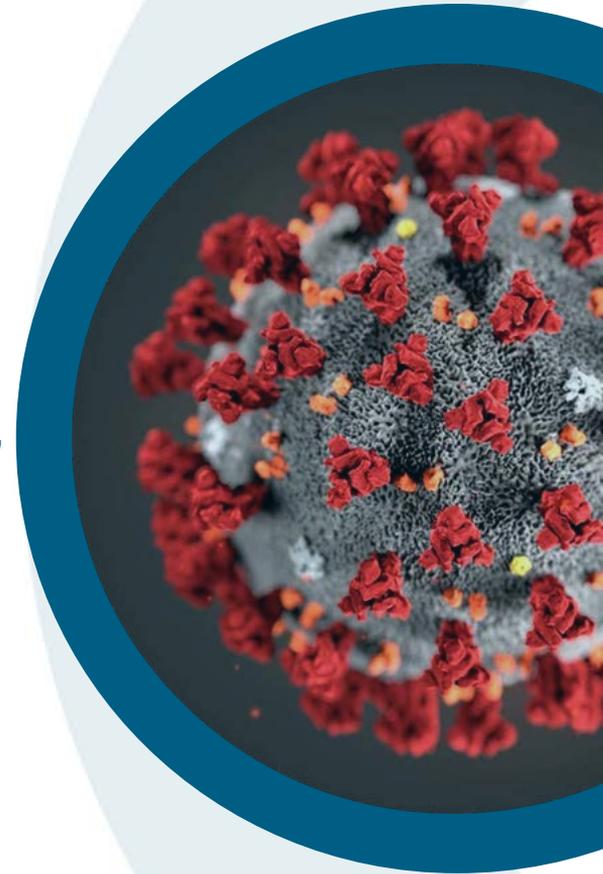
- If anything we discuss makes you feel uncomfortable or has raised difficult issues for you, please take care of yourself during and after.
- Leave the session if you need, message someone, use your usual supports, counselling services etc
- If you can, *let someone know*





# *Covid-19: a time of change, uncertainty, fear and loss*

- Lots of ongoing uncertainty in all areas of our lives
- Loss of the way things were; bereavement, freedoms, livelihoods, social life, hugs, future plans etc
- Usual outlets not available (socialising, going out, gyms, team sports etc)
- Economic instability
- Impact on mental health





*More important than ever  
to be proactive in looking  
after your mental health*



# *The mental health continuum*

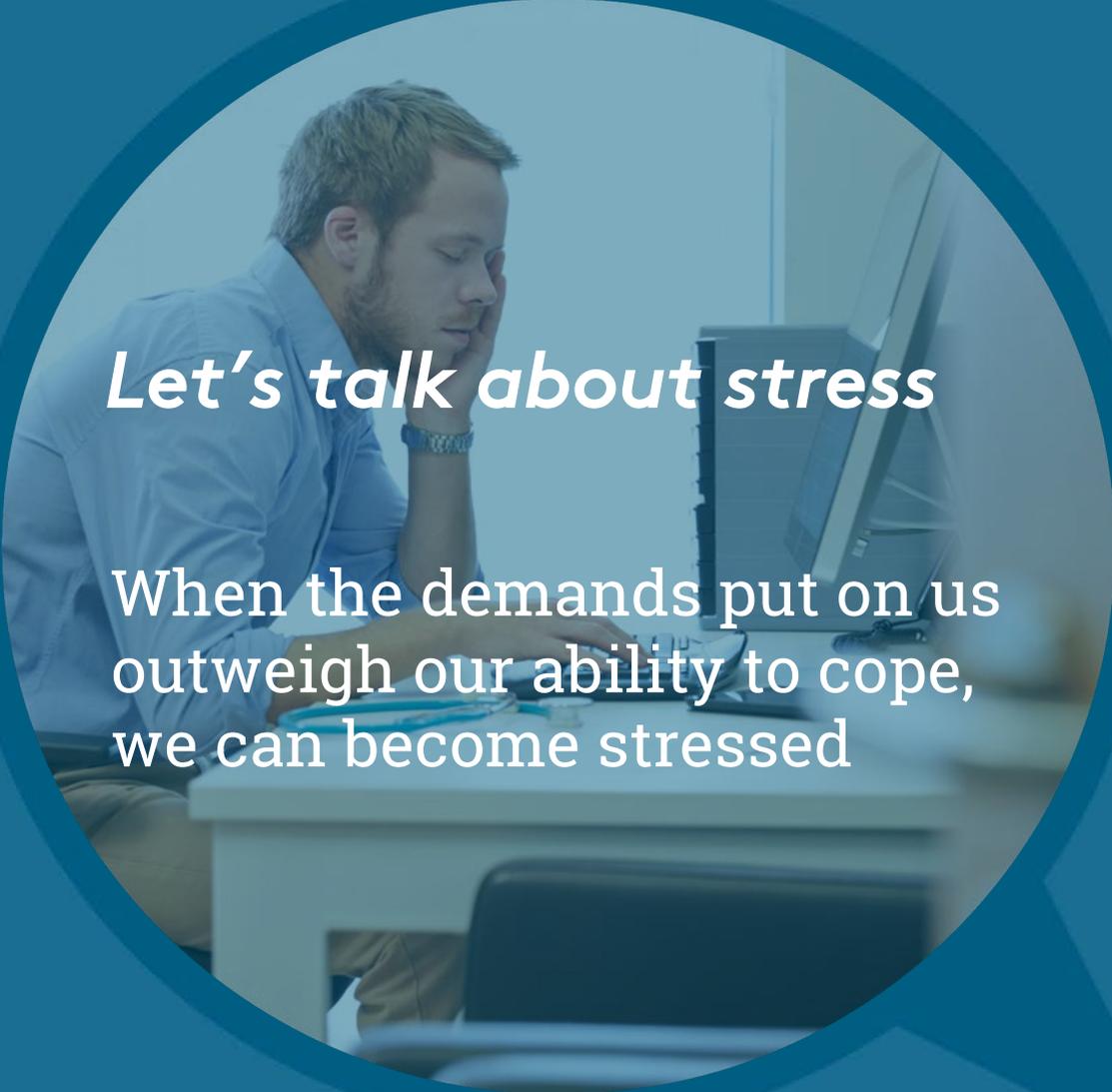




## *A word about resilience*

- Ability to manage or tolerate 'ordinary' distress, including disappointment and failure
- 'Bounce-backability'
- Normalising difficult feelings and being able to see beyond them
- Ability to access and have confidence in your own resources to help you cope





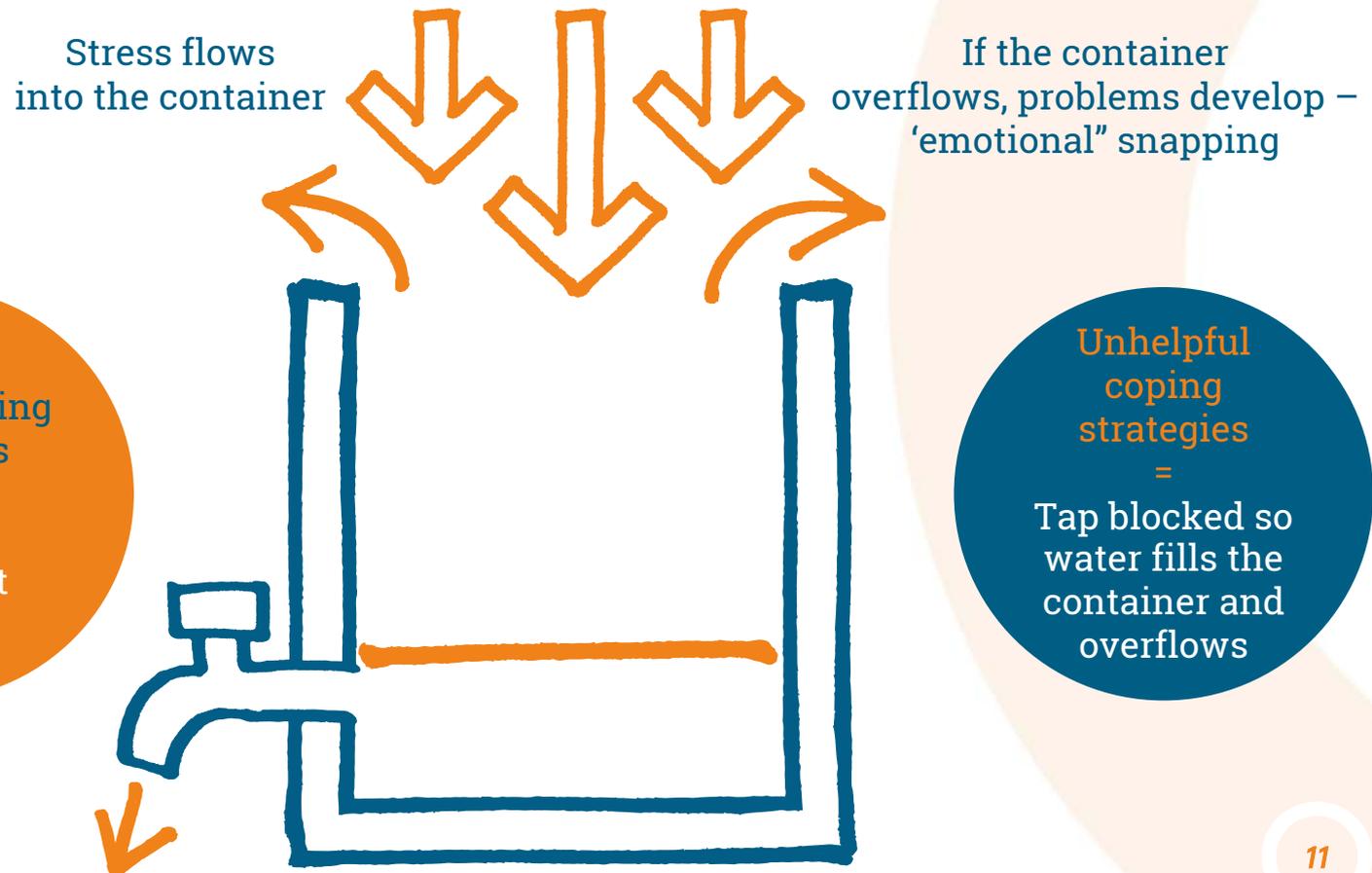
*Let's talk about stress*

When the demands put on us  
outweigh our ability to cope,  
we can become stressed



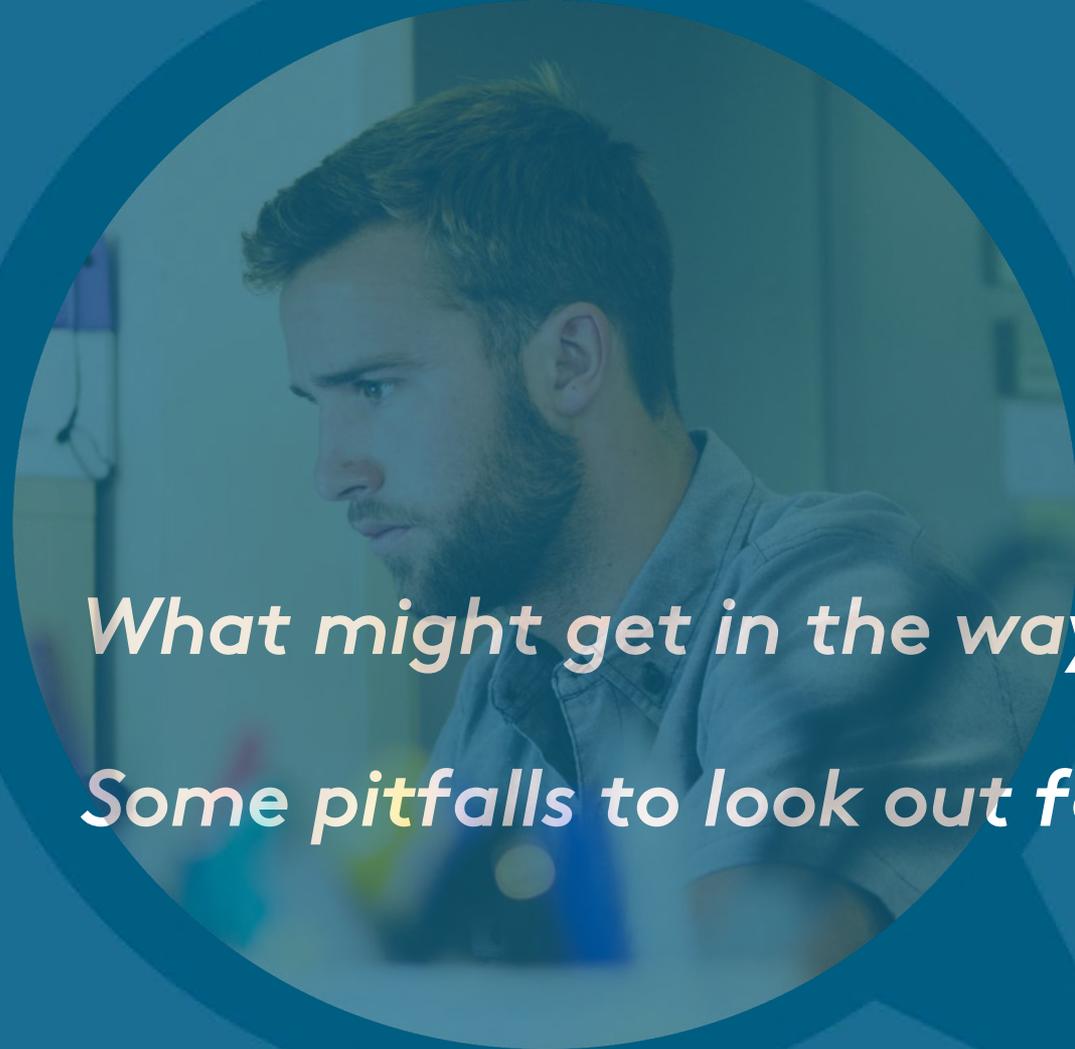


# What's in your stress container?





*Looking after your  
mental wellbeing*



*What might get in the way?  
Some pitfalls to look out for*



*Perfectionism*  
*Imposter syndrome*  
*Presenteeism*  
*Leavism*



## *What's wrong with perfectionism?*

- There is nothing wrong with striving for excellence or doing the best you can in certain situations.
- Perfectionism is unhelpful and damaging when it becomes all pervasive. When you drive yourself to achieve impossible standards.
- It can spill out into all areas of life. It becomes about how you look and who you are as well as what you do.
- This can lead to intense anxiety, procrastination and imposter syndrome. It erodes confidence as you never feel quite good enough.



# *Combatting perfectionism*

- Notice it and gently challenge yourself
- Be aware of all or nothing thinking
- Focus on success and the good bits; enjoy your achievements
- Notice when and why you are reluctant to delegate; is it because you feel you can't trust anyone else to get things done to your high standards? This ends up giving you extra work and making others feel deskilled.
- Remember nobody is perfect – and you don't have to be perfect to be acceptable!



## *Imposter syndrome: what is it?*

- Imposter syndrome is a psychological pattern where someone doubts their accomplishments and has a persistent internalized fear of being exposed as a fraud. “What if I get found out and am not as able as everybody thinks I am?”
- It can affect anyone from any country and any walk of life at any time. One of the key things about it is, because you are so ashamed and afraid of being found out, you never talk about it. This perpetuates it and also keeps it hidden, so we don't realise how common it is.



# *Combatting Imposter syndrome*

- Like perfectionism, imposter syndrome thrives on shame, so talk about it. You'll be amazed to find how many people feel the same.
- This will help you to slowly understand how irrational it is.
- Be compassionate towards that part of yourself and do some serious reality checking eg would you really have been appointed if you weren't good enough for the job?



## *Covid; presenteeism and leavism*

- Evidence shows that people working from home are spending more time 'at work'
- Boundaries between being at work and not at work are getting blurred
- Natural breaks eg moving between meetings have been lost
- Financial concerns play a part
- Harder to justify taking a day off sick when you are working from home – easier just to power on through
- People not taking holidays





## *Impact*

- It means you are not getting the down time you need to recharge
- Increased stress and anxiety
- Risk of burn out
- More likely to make mistakes, be less productive
- People are not allowing themselves to get well so it just gets worse
- Lower immune system





# Tips and strategies

- Put firm boundaries in place around work and not work
- Plan regular breaks
- Use the 50 minute meeting model so that they do not run end to end.
- Limit your availability – make use of your email signature
- Pause email inbox, if possible
- Silence your What'sApp groups!
- Don't feel guilty about taking time off when you need it. It's the responsible thing to do

## Today's plan

8am		<b>Today's goals</b>
9am		1.
10am		2.
11am		3.
12pm		4.
1pm		5.
2pm		<b>Things to do</b>
3pm		
4pm		
5pm		
6pm		
7pm		
8pm		
9pm		
10pm		
<b>Notes</b>		<b>Five a day</b>
		Connect
		Be active
		Take notice
		Keep learning
		Give
<b>Three positives</b>		<b>Water tracker</b>
1.		
2.		
3.		

This daily planner is from **Working from home: Your Wellbeing Action Plan** by the Charlie Waller Trust, a practical resource with tips on looking after your mental wellbeing and sections for you to complete. Download the full plan from [charliewaller.org.uk/resources/working-from-home](http://charliewaller.org.uk/resources/working-from-home).

[www.charliewaller.org](http://www.charliewaller.org) Charity No. 1109984



## *Actions we can take to take care of our mental health*

- Develop a Wellbeing Action Plan
- Practice self-compassion
- Keep well with the CLANGERS
- Take regular breaks and have a good night's sleep
- Digital wellbeing
- Seek help when you are struggling





# *Develop a Wellbeing Action Plan\**

A Wellbeing Action Plan helps you to think about and record:

What helps you stay well?

What contributes to becoming unwell?

What are the early warning signs?

What action do you need to take if you are starting to struggle?

Helpful tips and strategies

\*Adapted from Wellness and Recovery Action Plan from Mary-ellen Copeland





# To help you get started, download a Charlie Waller Wellbeing Action Plan



[www.charliewaller.org](http://www.charliewaller.org)





## *Practice self-compassion*

- Change critical and negative language you use when talking to yourself into something more gentle and accepting.
- Speak to, encourage and comfort yourself the way you would someone you care about
- Acknowledge this may be a time of suffering; that suffering is part of life
- Touch is important

[www.self-compassion.org](http://www.self-compassion.org)



# Keep well (with the CLANGERS)



**C**onnect  
Keep **L**earning (and being creative)  
Be **A**ctive  
**N**otice  
**G**ive to others  
**E**at well  
**R**est and **R**elaxation  
**S**leep



Adapted from 5 Ways to Wellbeing by Phil Hammond  
Photo: Kent news and Pictures

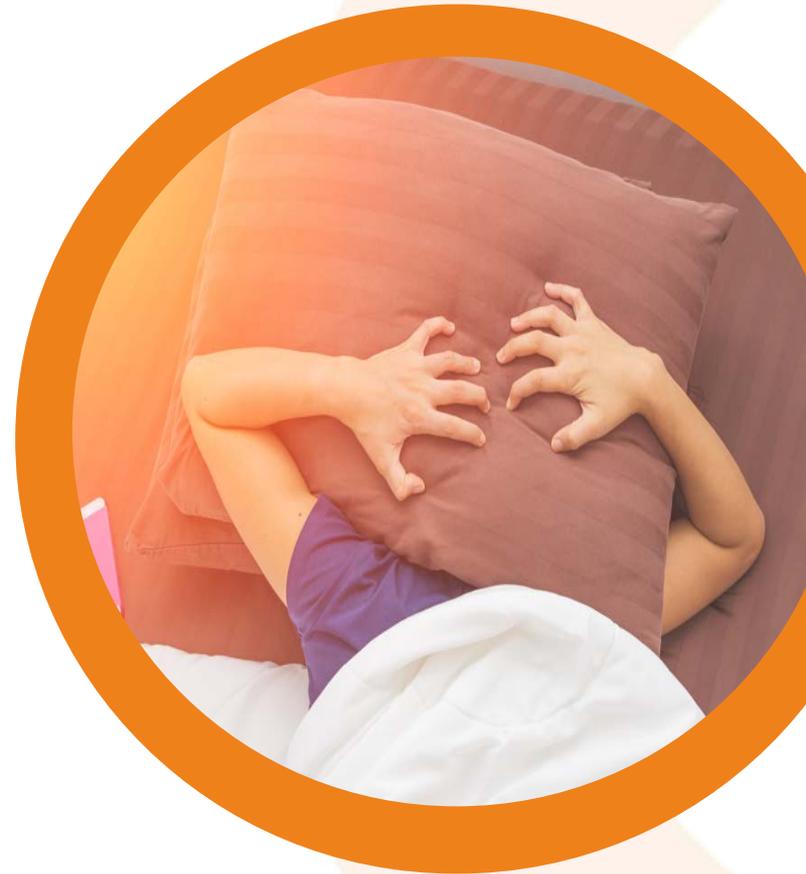




# Sleep

- Sleep is often a casualty when we are stressed, anxious or depressed.
- Lack of sleep can actually increase anxiety and so it becomes a vicious circle.

[nhs.uk/oneyou/every-mind-matters/sleep](https://www.nhs.uk/oneyou/every-mind-matters/sleep)





## *If you are having trouble sleeping*

- Respect your Circadian rhythms; disrupted sleep patterns can severely impact on our physical and mental health.
- Increase exposure to natural sunlight or bright lights during the day.
- Reduce blue light exposure (from electronic devices and screens) at least an hour before you plan to go to sleep.
- Put your devices into sleep mode and/or in another room so you are not disturbed by alerts.
- Avoid checking the time if you wake up in the night.



## *Don't forget to breathe ...*

- It sounds obvious but we need to remember to breathe during difficult times.
- Breathing deeply helps calm our systems down and lowers our heart beat
- It increases oxygen which will give us more energy and mental clarity





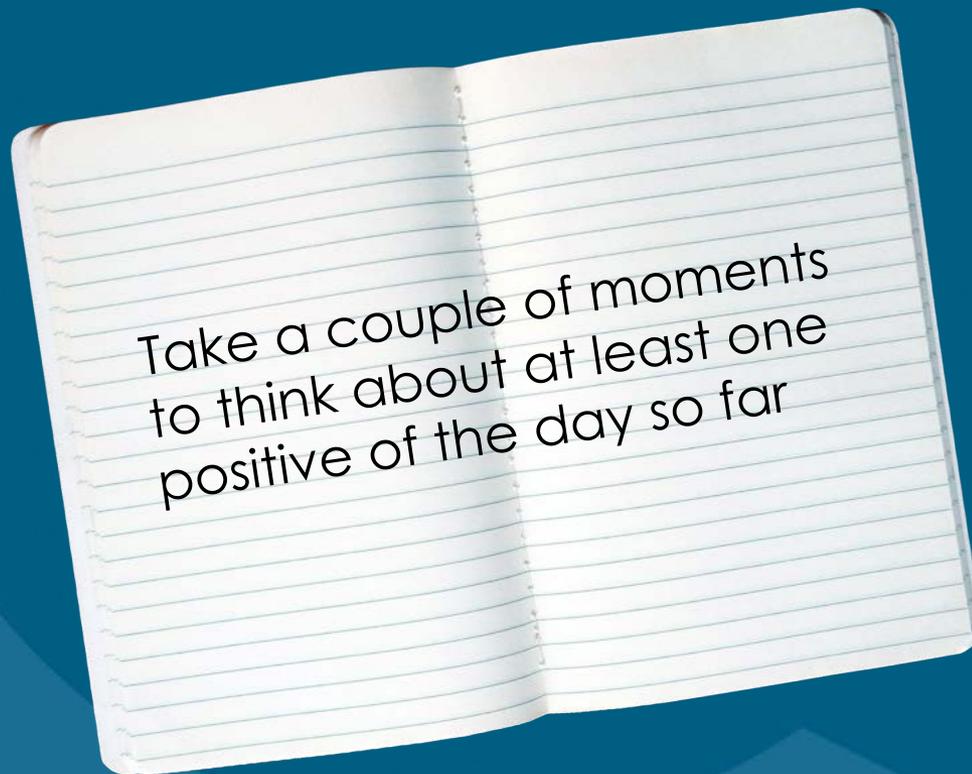
*...and keep on smiling*

Smiling not only offers a mood boost but helps our bodies release cortisol and endorphins that provide numerous health benefits





*Finally, end each day by writing down at least 3 positives*





## *If you notice someone else is struggling ...*

Reach out, ask how they are. You might need to ask more than once

You don't have to have the answers. Just being there to listen helps.

Think about ways to do this when you can't do it face to face – you may have to be more proactive and create opportunities





## *If things start to go wrong*

Make sure you put in place the things that help keep you well. It's common to stop doing this when you are starting to struggle.

**Get help:** eg online resources, national helplines (Samaritans etc)

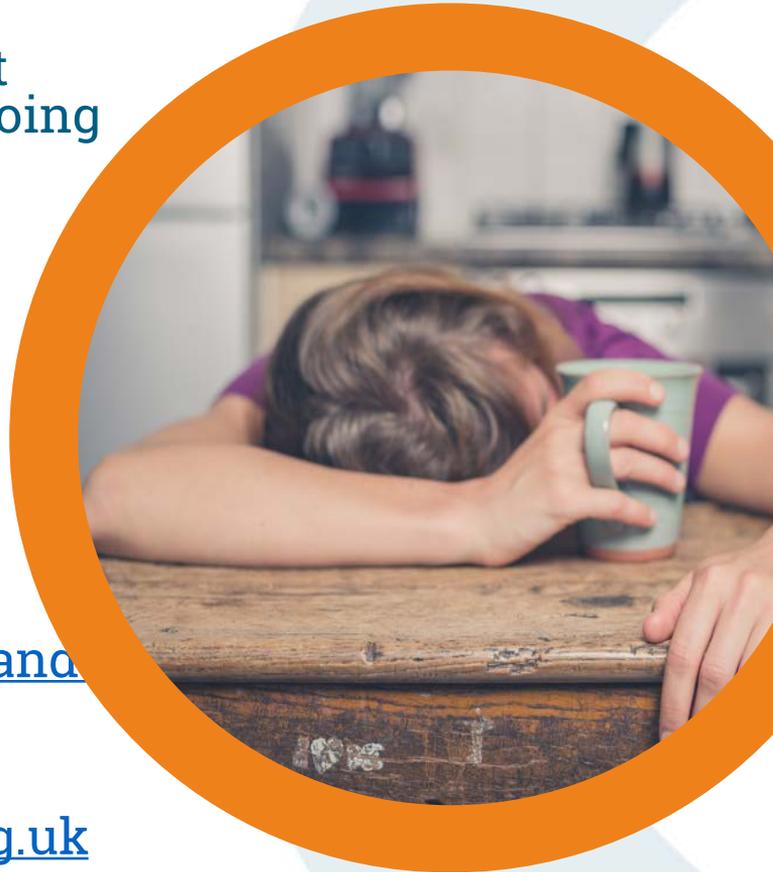
**Hub of Hope** <https://hubofhope.co.uk/>

**IP Inclusive**

<https://ipinclusive.org.uk/mental-health-and-wellbeing>

**Jonathan's Voice** [www.jonathansvoice.org.uk](http://www.jonathansvoice.org.uk)

**Lawcare** [www.lawcare.org](http://www.lawcare.org)





# Jonathan's Voice

## Guide for Patent and Trade Mark professionals

Visit website [www.jonathansvoice.org.uk](http://www.jonathansvoice.org.uk)  
To download a copy and for more information



**34**  
New FREE  
booklet out  
now!

# *And most importantly, talk to someone*



A friend or colleague

A family member or partner

Your manager

MHFA (if you have one)

EAP or staff counselling

Your GP

Helpline eg Samaritans

call 116 123 [jo@samaritans.org.uk](mailto:jo@samaritans.org.uk)





## *Stay in wellbeing* **CREDIT**

**C**ommit to looking after your mental wellbeing

**R**ecognise when you are feeling stressed/overwhelmed

**E**xperiment and find the best coping strategies for you

**D**evelop skills to maintain your wellbeing

**I**dentify where your stressors might be and take action to address these

**T**alk to someone early on, if you need to





*Thank you  
for listening*

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*Follow us*



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@charliewalleruk*



## *Fundraise for us*

Fundraising for us not only brings in money to help us continue our work – it also raises mental health awareness and what people can do to take care of their wellbeing.

**Find out more**  
[charliewaller.org/get-involved](http://charliewaller.org/get-involved)

A circular inset image showing three young people sitting on a concrete ledge outdoors. The person in the center is wearing an orange t-shirt with "HOPE KIDS" written on it. The person on the right is wearing a white t-shirt and blue jeans with a tear. The person on the left is wearing a white t-shirt and blue jeans.

## Students Against Depression

Our Students Against Depression website is full of clinically based self-help information and activities for students experiencing depression, anxiety and other common mental health problems.

Find out more  
[studentsagainstd Depression.org](http://studentsagainstd Depression.org)



## *Showing gratitude*

*Studies have shown that those who have a greater level of gratitude tend to have a greater level of personal happiness*

- Look out for the good things in your life.
- Write down a things you are grateful for on a regular basis
- Show your appreciation of someone by saying something nice, telling them what they mean to you or giving positive feedback

Gratitude can help us become more optimistic. Expressing it to other people can have a positive impact on them and on ourselves.





## *Tips to help with working from home*

Keep in touch with colleagues

Talk to your line manager if you are starting to struggle

Boundaries around work and home

Build in time for self care, including fresh air and exercise

Address digital presenteeism/leavism

Can get tax relief on heating bills (£26 per month)

See if your employer can help with chair, monitor etc

Take care of your physical and mental health