



IPINCLUSIVE

Working for diversity and inclusion in IP



Jonathan's Voice
Speaking out for mental health

Exploring Anxiety

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Mental health trainers@Jonathan's Voice

www.jonathansvoice.org.uk

Registered Charity 1180424



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Introduction to Jonathan's Voice



- ▶ Jonathan was a patent attorney in Bristol. On the outside, life appeared to be going well. But a month after his 35th birthday he tragically took his own life on 30th October 2017. An “out of the blue” suicide. Sadly, he had been masking his mental health struggles very, very well.

Shortly after this tragic event his family founded Jonathan's Voice, now a registered charity, to promote better mental health in the workplace.



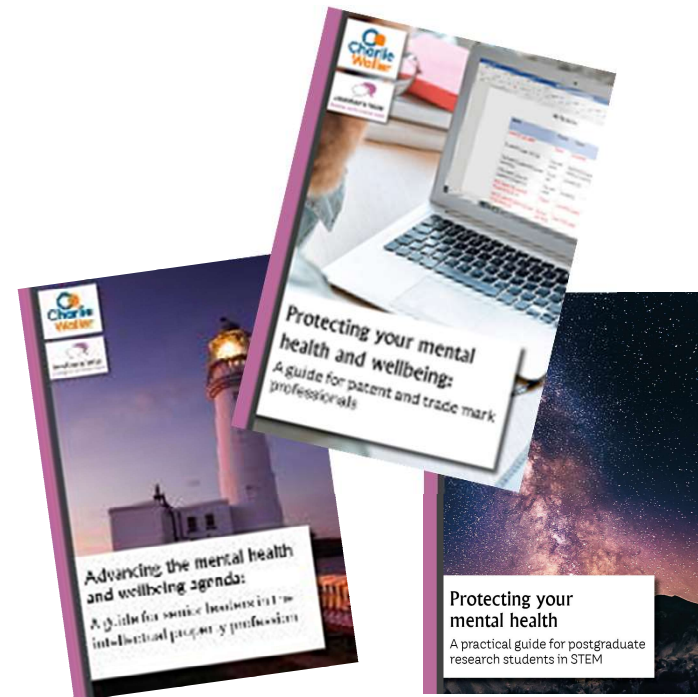
Our Mission

- ▶ To open up the conversation about mental health in the workplace and to provide resources to organisations and individuals in order to support good mental health so all may thrive.
- ▶ Most importantly, we want to break down the stigma which prevents people from opening up about their mental health



What do we do?

- ▶ Because of our history we have a particular focus on the staff working in intellectual property sector and associated professions.
- ▶ We work alongside professional institutions, individual firms and CIPA, CITMA and IP Inclusive to help develop mentally healthy workplaces where all may thrive.
- ▶ We provide workshops, webinars and resources. As a charity, we can offer these free at the point of delivery.
- ▶ We also fund vital research into better understanding of male suicide and preventative steps.



All available to download free of charge from

www.jonathansvoice.org.uk



Self-care during delivery

- ▶ If anything raises any distressing issues for you, please take care of yourself during and after the session.
- ▶ Talk to someone you trust.



Outline for this session

- ▶ Gain a deeper insight into anxiety
- ▶ What causes it
- ▶ How it affects our brains & bodies
- ▶ How anxiety impacts on our work, especially in IP
- ▶ Tips for managing anxiety



Anxiety

- ▶ Anxiety is what we feel when we are worried, tense or afraid – particularly about things that are about to happen, or which we think could happen in the future.
- ▶ Anxiety is a natural human response when we perceive that we are under threat. It can be experienced through our thoughts, feelings and physical sensations.
- ▶ *"For me, anxiety feels as if everyone in the world is waiting for me to trip up, so that they can laugh at me. It makes me feel nervous and unsure whether the next step I take is the best way forward."*



Symptoms of anxiety

Thoughts

I'll never get it done, it's the end of the world if..., everyone will think I'm useless etc.

Physical

Sweating, trembling, palpitations dry mouth, churning stomach, fast breathing.

Feelings

Dread, fear, panic, overwhelmed, volatile.

Behaviour

Impatience, easily distracted, restless, agitated, sleep difficulties, avoidance, self medicating.



Understanding stress

- ▶ Stress is a physical response to feeling under threat, being in crisis, sensing an emergency.
- ▶ When the demands put on us outweigh our ability to cope, we become stressed.
- ▶ Becoming stressed can happen to **ANYBODY**



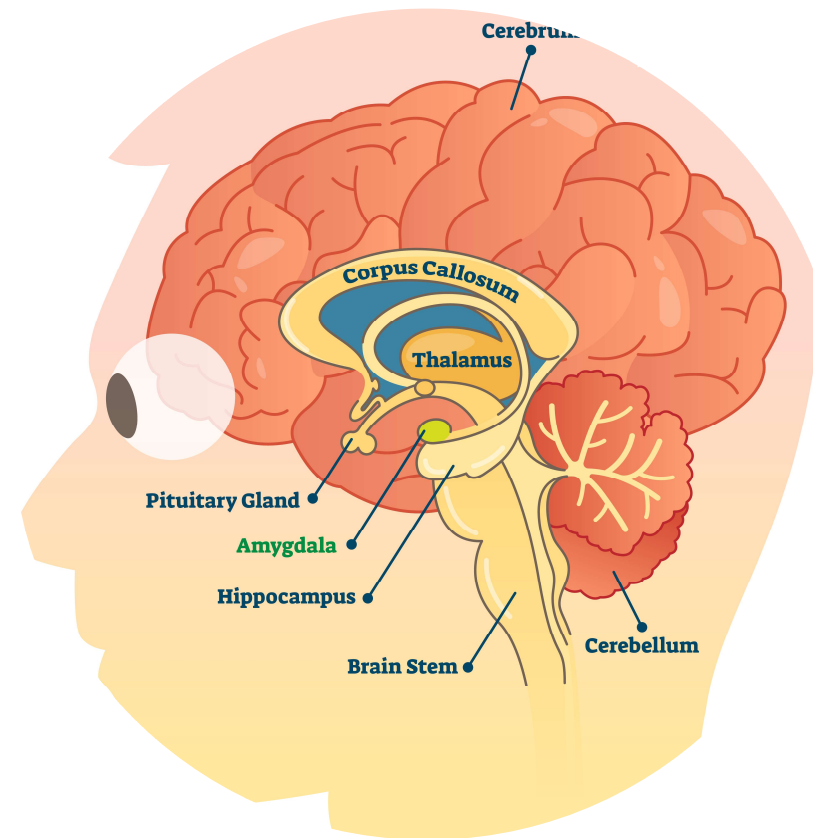


Responding to threat (real or perceived)

Limbic system activates:

- Fight
- Flight
- Freeze

This sends signals via the pituitary gland to the adrenal glands, to release the hormones cortisol, adrenaline and noradrenaline. The liver releases glucose to give us extra energy. Our heart rate increases and muscles tense ready for action.





How does stress affect us?

Thoughts

Lack of perspective;
feeling negative; feeling
hopeless; everything has
to be done at once;
catastrophic thinking;
unable to think at all;
ruminating

Feelings

Irritable; worried;
overwhelmed; short fuse;
frightened; shut down;
volatile; tearful

Impact of Stress

Behaviour

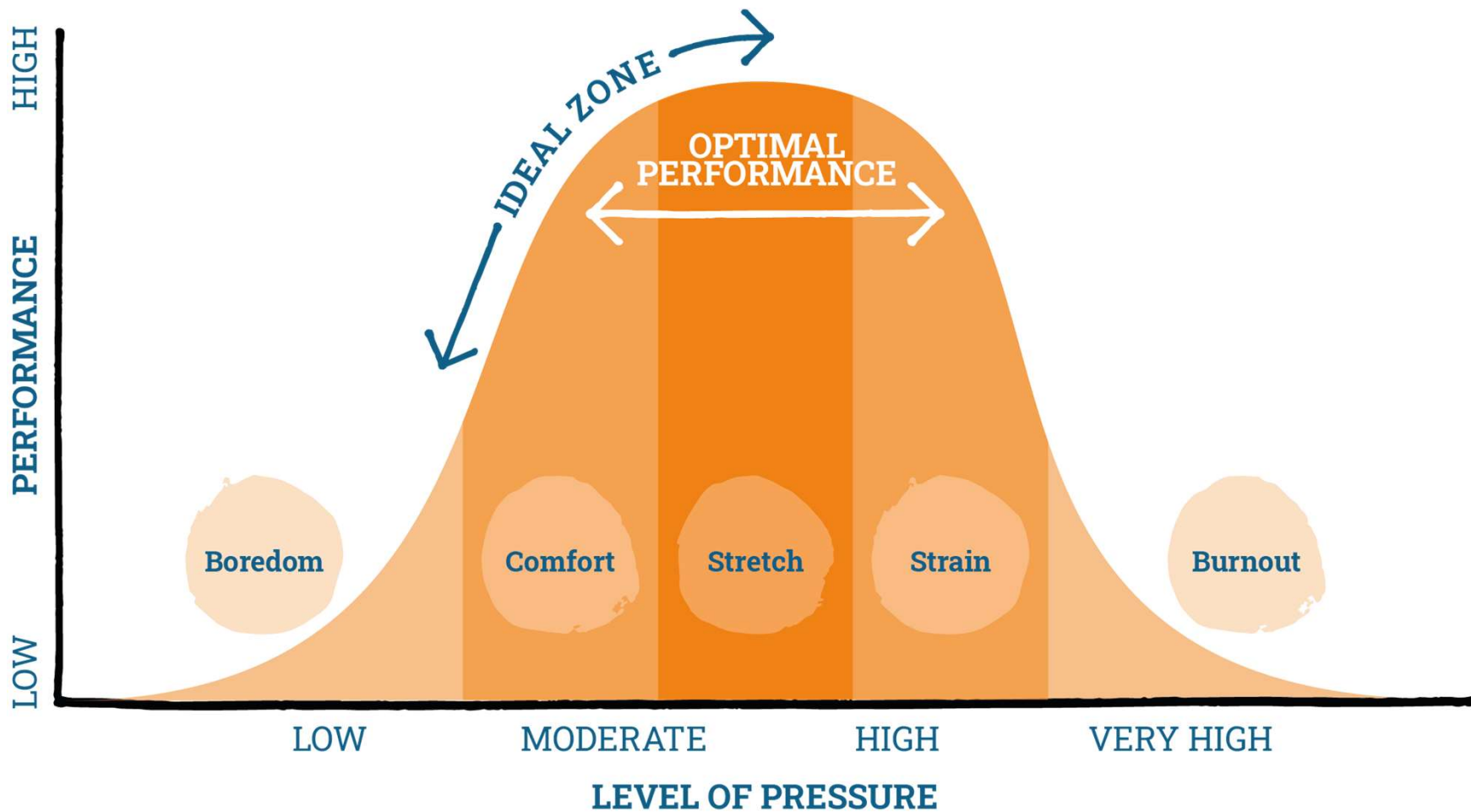
Eating too much/too little;
using alcohol, drugs,
smoking, gambling,
shopping to cope; going
into busy over-drive; not
taking breaks;
procrastinating; sleep
problems

Physical health

Cardiovascular problems
(high BP, palpitations, risk
of heart attack etc);
muscle tension;
headaches/migraines; skin
complaints; hair loss;
digestive disorders; high
cholesterol



The stress curve





How is anxiety different?

- Anxiety is a response in both the mind and the body.
- Involves thoughts as well as feelings.
- We become anxious about a situation.
- Some anxiety is normal: starting a new job, being referred for medical investigations, etc.
- Most anxiety subsides when the situation we are anxious about is resolved or it passes.
- Sometimes, anxious thoughts become intrusive & relentless, affecting a person's ability to function or socialize.



Experiencing anxiety

- ▶ Anxiety can become a mental health problem if it impacts on a person's ability to live their life as fully as they want to.
- ▶ For example:
 - their feelings of anxiety are very strong or last for a long time
 - their fears or worries are out of proportion to the situation
 - their worries feel very distressing or are hard to control
 - they regularly experience symptoms of anxiety, which could include panic attacks
 - they avoid situations that might cause them to feel anxious
 - they find it hard to engage with everyday life or do things they enjoy.



Anxiety disorders

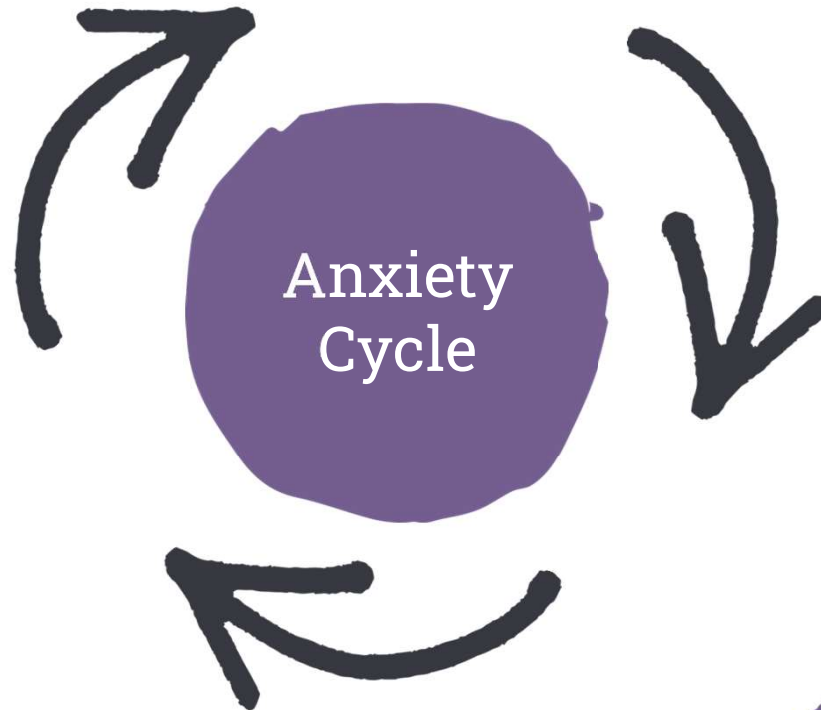
- Disorders are more severe than normal anxiety.
- Generalised Anxiety Disorder (GAD).
- Panic Disorder/Attacks
- Social Anxiety Disorder
- Post Traumatic Stress Disorder (PTSD)
- Obsessive Compulsive Disorder (OCD)
- Phobias.





Physical response

Fast heart, shaky,
sweaty, out of
breath



Negative thoughts

I'm going to die.
I can't cope. What
will people think?

FEAR

Fearful of the situation.
Fearful of the fear



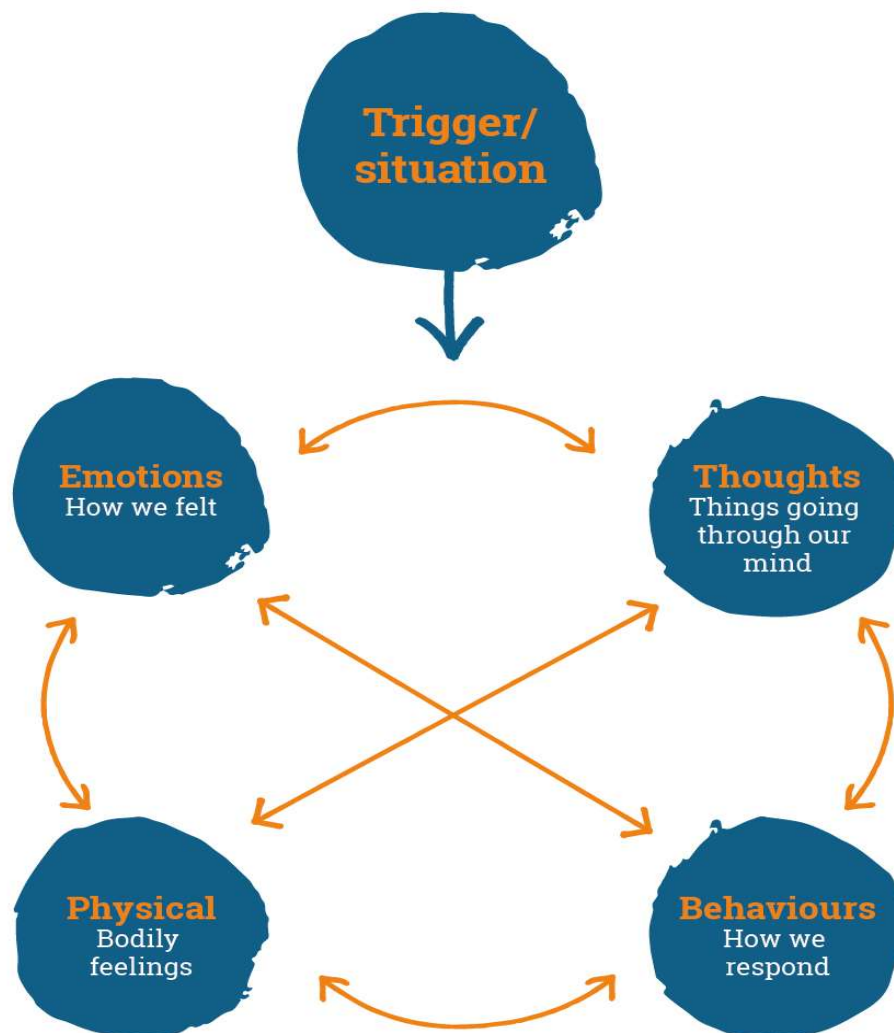


Stress Management Overview

- ▶ Compassion focussed thinking – self soothing.
- ▶ Overestimate the threat and underestimate our power and help available.
- ▶ Hyperarousal can mean we distort – think about relationships.
- ▶ Our brains habituate – superfast processors.
- ▶ Mindful of contagion – we sense others stress.
- ▶ We all have different life experiences and anxiety ‘nuances’.
- ▶ Comparing self to others negatively generates stress.
- ▶ Emotion is useful – more than just good/bad.
- ▶ Structure setting is useful psychologically.
- ▶ Sometimes we do have to avoid/escape a poor environment.



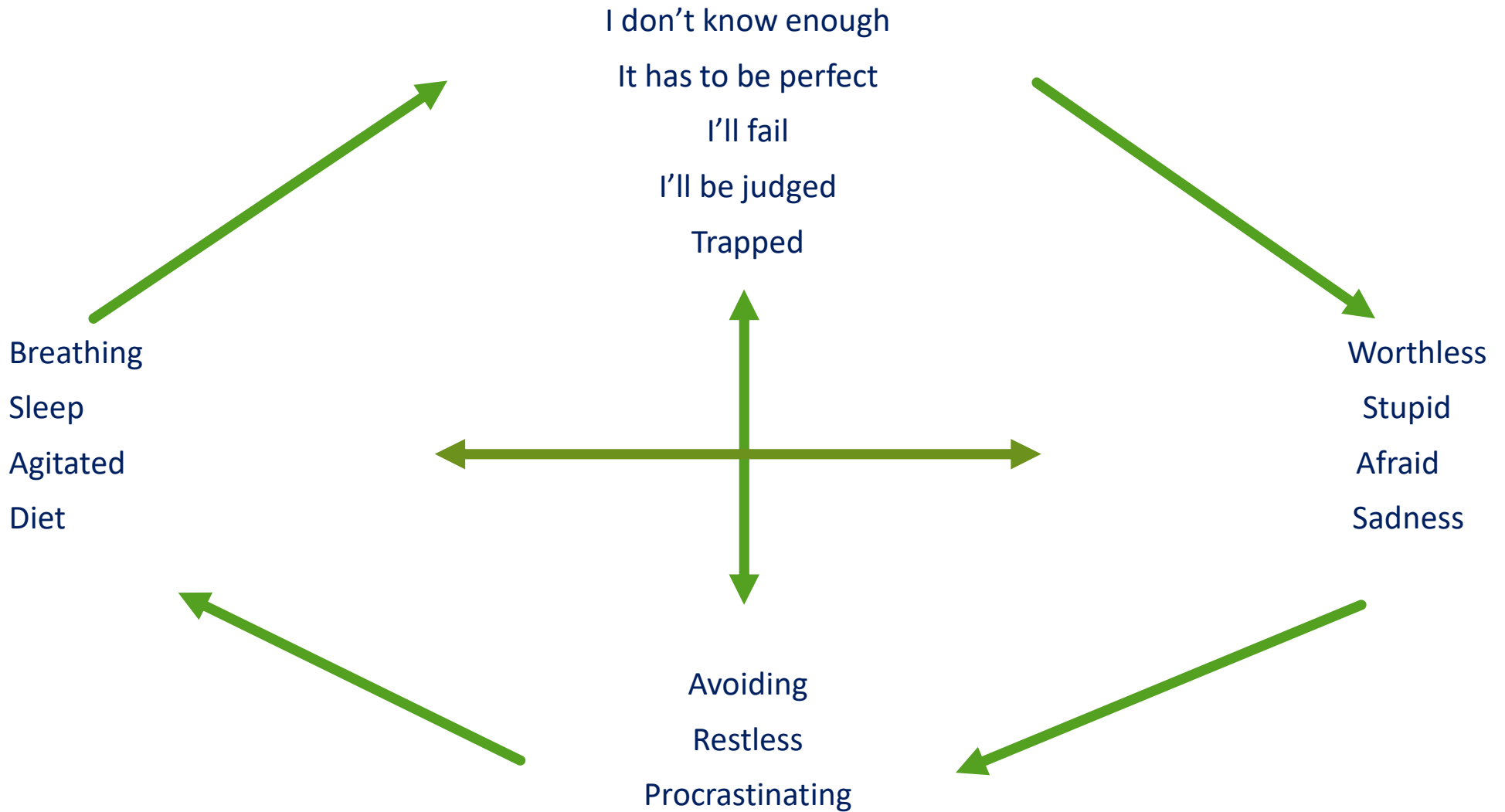
Hot Cross Bun - Five Areas



Task & Situation



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Focus on the Thinking, Behaviour and Physiology.

► Negative Automatic Thoughts (NATs)

- *What evidence do I have?*
- *What would a kind person say to me?*
- *Would I treat someone else this way?*
- *Am I judging myself on feelings rather than action?*
- *Am I being realistic in goal setting?*
- *Am I thinking in all or nothing terms?*



Behaviour

- ▶ We avoid the things which bring us physical and emotional discomfort. However, this also means we never overcome the anxiety/phobia.
- ▶ Self-compassion in setting steps towards behavioural change.
- ▶ Feel the fear and do it anyway thinking.
- ▶ What do I need to do this, who or what might help. How do I review it compassionately?



Physiology

- ▶ We can't be stressed and relaxed at the same time – learning relaxation exercises can manually 'turn off' a stress response.
- ▶ Relaxation varies for each of us
- ▶ Think about exercise, diet and alcohol intake.
- ▶ Progressive relaxation – Jacobson
- ▶ Circular, box or four-square breathing..



Breathing Exercise

- ▶ Let shoulders relax
- ▶ Breathe in through nose and count to four
- ▶ Hold breathe for four
- ▶ Exhale through mouth for five
- ▶ Repeat four times



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Questions?



Where to get help

- ▶ Your GP or practice nurse, especially if you have physical symptoms that need checking out; in a crisis call 111, 999 or go to A & E
- ▶ Hub of hope <https://hubofhope.co.uk/>
- ▶ IAPT in your locality
- ▶ Your line manager, supervisor or colleague, HR link.
- ▶ Mental Health First Aider or Mental Health champion
- ▶ Employee Assistance Programme, if you have one
- ▶ For student members of CIPA, there's also the Informals' MHFAer support line via informalswelfare@gmail.com (see <https://yellowsheet.wordpress.com/access-to-mental-health-first-aiders-and-support-helplines/>).
- ▶ LawCare <https://www.lawcare.org.uk/> 0800 279 6888
- ▶ Samaritans <https://www.samaritans.org/> 116 123
- ▶ Calmzone <https://www.thecalmzone.net/> 0800 585858



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Find out more about us

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