



Renaissance

Impact of Work on Mental Health & Wellbeing

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What Government think I do.



What Society Thinks i do.



What my Friends think I do.



What My Family thinks I do.



What My Boss think I do.



What my Clients think I do.



What My Articled Assistants think I Do



What I think I Do



What I Really do.

Outline

- What is mental health is
- Benefits of work
- Negative effects of Work
- Workplace Problems
- Making Work Work For Your Mental Health
- General Aspects of Taking Care of your Mental Health
- Promoting Mental Health in the Workplace



What is Mental Health?

- Mental health includes our emotional, psychological, and social well-being.
- It affects how we think, feel, and act.
- It is who you are - how you work, handle stress, relate to others, make choices, etc
- Mental illness - a diagnosable condition which causes serious disorder in a person's behaviour or thinking
- For the purposes of this discussion, think of mental health as a resource or 'mental capital'

ILLNESS-WELLNESS CONTINUUM



Benefits Of Work

- Meaning & purpose
- Improves brain function
- General health
- Self esteem
- Personal development
- Social support & networking
- Earn a living





Negative Effects of Excess Work on Mental Health

- Depression, anxiety
- Alcohol and drug use
- Relationship problems
- Poor sexual health – reduced libido, infertility, miscarriage
- Poor diet (inadequate nutrition)
- Insomnia
- Poor mental function
- Exhaustion & Burn Out
- Chronic Fatigue Syndrome
- Poor physical health
- Somatisation
- Other aspects of one's life obliterated

Common Workplace Problems

- Sexual harassment
- Bullying
- Work overload
- Under-utilization or job ambiguity
- Poor interpersonal relationships
- Toxic working environments
- Personality problems
- Physical conditions
- Inadequate health and safety policies
- Workplace Politics e.g. favouritism, bureaucracy



Personal Problems that often Result in Employee Distress

Sometimes the problems with work are just a last straw:

1. Marital problems
2. Gender based violence
3. Alcohol and drug misuse
4. Illness of a loved one – chronic or acute
5. General health
6. Bereavement & grief
7. Debt
8. Personality issues - Anger



Effect of Mental Ill health on Work

- Evidence suggests 12.7% of all sickness absence days in the UK can be attributed to mental health conditions.
- Depression & anxiety have a significant economic impact; the estimated cost to the global economy is US\$ 1 trillion per year in lost productivity in the USA.
- For every US\$ 1 put into scaled up treatment for common mental disorders, there is a return of US\$ 4 in improved health and productivity.



Making Work Work For Your Mental Health



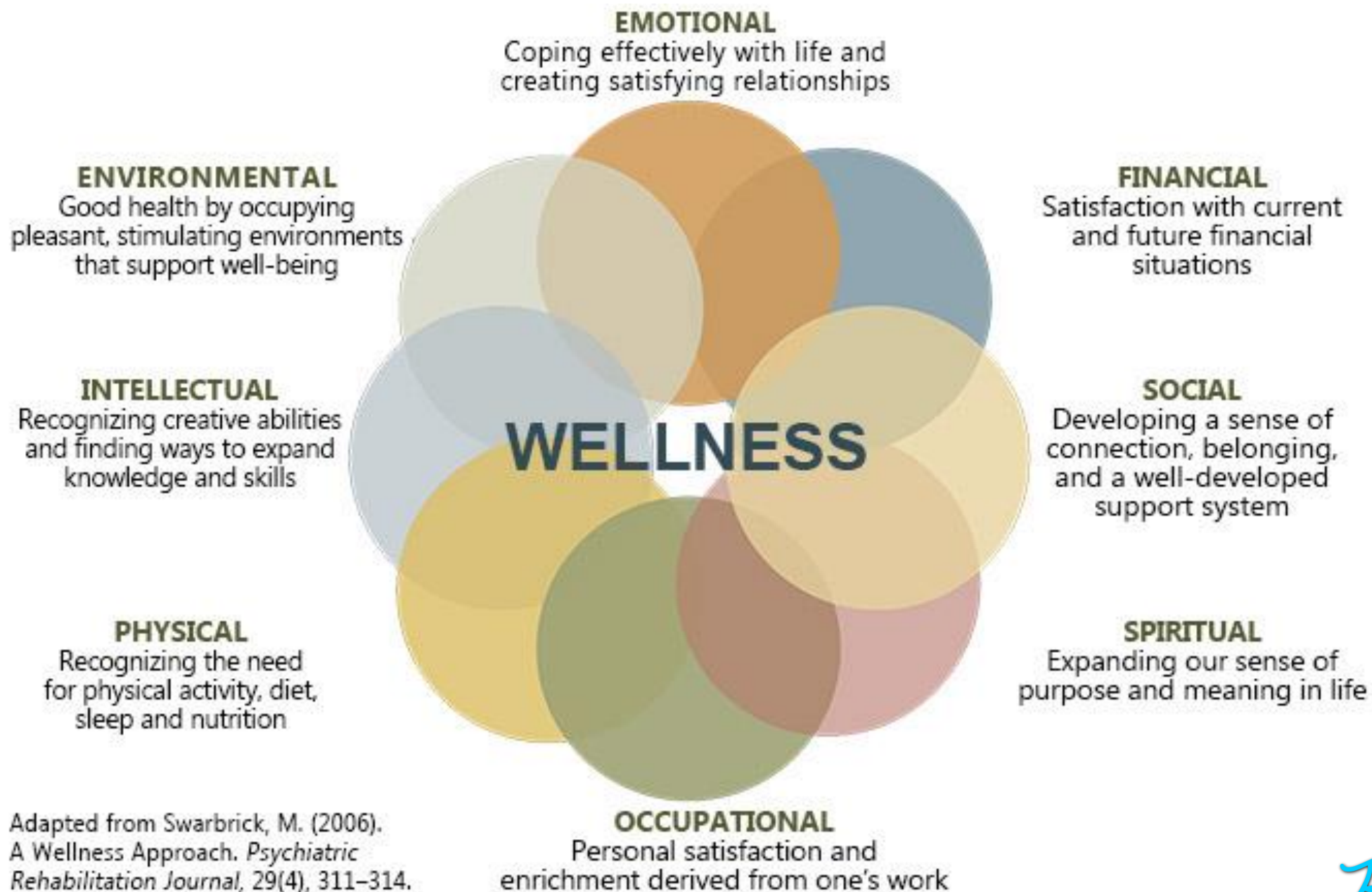
- Clarify your roles and responsibilities
- Manage office politics – gossip, rumours, etc
- Establish boundaries – work conflict, overtime, social media, etc
- Self care – health lifestyle, work-life balance
- Set learning or developmental goals
- Learn to work as a team (avoid hero complex)
- Do your part – don't slack
- Hold your team mates accountable
- Develop other aspects of your life e.g. work-life balance

Work-life
balance



8
Dimensions
of
Wellness





Adapted from Swarbrick, M. (2006).
A Wellness Approach. *Psychiatric
Rehabilitation Journal*, 29(4), 311-314.



Promoting Mental Health in The Workplace

- Management championing it
- Communication culture
- Clarify roles
- Clarify HR policies
- Punish the offenders – harassers, lazies, etc
- Pay ear to suggestions
- Team building
- Employee Wellness Programmes e.g. psychoeducation talks, assessments, therapy/counselling, etc

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Individual Therapy



Family Therapy



Group Therapy



Special Needs