



Anticipate and Plan for
**Organisation Mental Health
Beyond COVID-19**

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www.michellepizer.com.au

How's the roller-coaster ride?



Poll 1: Where are you?

- a) ACT
- b) NSW
- c) NT
- d) QLD
- e) TAS
- f) VIC (Melbourne)
- g) VIC (Regional)
- h) WA



Why do we care?

It's mandated.



The mental health surge is here.

- It was already very expensive.
- Claims continue to increase.
- It's the most common reason for lowered productivity in 2020.
- 78% reported their mental health worsened (UNSW study of 5000 adults during Wave 1).
- The uncertainty continues: working on COVID-normal while aiming for COVID-free.



The mental health surge is coming.

“We can expect surges of poor mental health, substance use and suicide risk presentations at around 3-6 months, 12-18 months, and up to 5 years post response phase.”

National Mental Health and Wellbeing Pandemic Response Plan

**It's a moral imperative; and it
makes good business sense.**



**Are you prevention or
promotion focused?**

Poll 2: Are you prevention or promotion focussed?

- a) Prevention
- b) Promotion

The Matrix

1. Prevention

Defensive
moves

2. Promotion

Offensive
moves

3. Pragmatic

Combination

4. Progressive

Optimal
combination

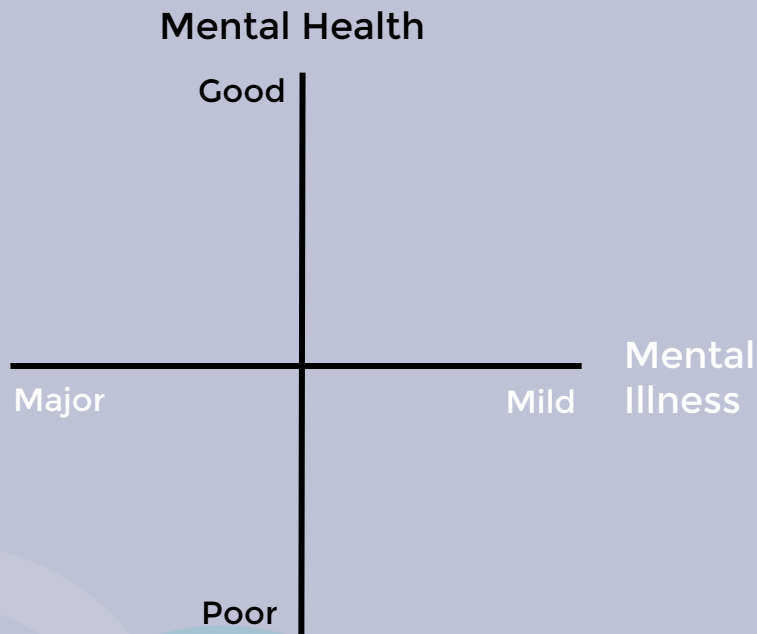
Poll 3: Where's your company?

- a) Prevention
- b) Promotion
- c) Pragmatic
- d) Progressive

**What is a
mentally
healthy
workplace?**



Mental Health vs Mental Illness



Mental Health

- More than an absence of mental illness.
- Able to deal robustly with life's challenges.
- Take pleasure and satisfaction from life.

Mental Illness

- Diagnosable conditions, such as depression, anxiety and substance use disorders.
- Significantly affects how a person feels, thinks, behaves and interacts with other people.



It takes two to
mental health
tango.



Decide with mental
health in mind.



Make it safe.

You need a range of initiatives:

- Prevent poor mental health.
- Intervene early.
- Reduce the ongoing impact.
- Promote good mental health.



Everyone can see it's a priority.



Case study: “A mentally healthy workplace”

Where mental health is:

- **Everyone’s responsibility.**
- **Considered in every way you do business.**
- **People feel safe and supported to talk about it.**
- **Tailored for individuals and teams.**
- **A priority and everyone can see it.**

Poll 4: Overall, how mentally healthy is your workplace today?

- a) Very healthy
- b) Healthy
- c) Neither
- d) Unhealthy
- e) Very unhealthy

Q&A