

# Mental

## MH@work

Put your own oxygen mask on first



Helena Jónsdóttir  
Mental consulting

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# Mental health in the workplace: The coming revolution

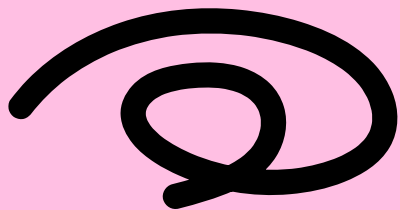
*„There is a coming revolution in the way companies and organizations have to think, talk about and deal with the mental health and well-being of employees.*

*Mental health in the workplace is becoming one of the most important issue in business today.“*

McKinsey Quarterly - 2020

# The Mental approach

## 1. Clear vision



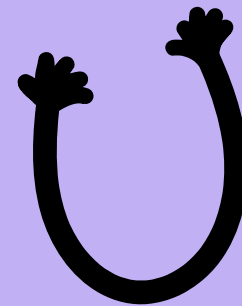
A clear vision, goals and strategy that provides a framework and ensures effective ways to support employee well-being

## 2. Actions



Training and actions to prevent and deal with employee well being

## 3. Results



Implementation, measurement and maintenance of results



Mental

# Mental health on the agenda!

Here and now - and every day



# Do we dare?

## The stigma

- Taboos and myths
- Mental stigma persist
- Our own prejudice

## The mental – physical health disparity

- Physical visibility is favored
- Being sick is ok but not being ok is not ok

# The price of silence

- Untreated employee mental health often leads to costly challenges:
  - Absence / sick leaves
  - Lower productivity
  - High employee turnover
  - Increased HR costs

Mental health in the workplace needs to be considered before crises arise



# Mental

## Our own mental health

How can I be the mentally healthy leader?

# The mental health continuum



## Crisis

Very anxious  
Very low mood  
Absenteeism  
Exhausted  
Very poor sleep  
Weight loss



## Struggle

Anxious  
Depressed  
Tired  
Poor performance  
Poor sleep  
Poor appetite



## Survive

Worried  
Nervous  
Irritable  
Sad  
Trouble sleeping  
Distracted  
Withdrawn



## Thrive

Positive  
Calm  
Performing  
Sleeping well  
Eating normally  
Normal social activity



## Excel

Cheerful  
Joyful  
Energetic  
High performance  
Flow  
Fully realising potential



# The manager and MH

**Put your own oxygen  
mask on first!**



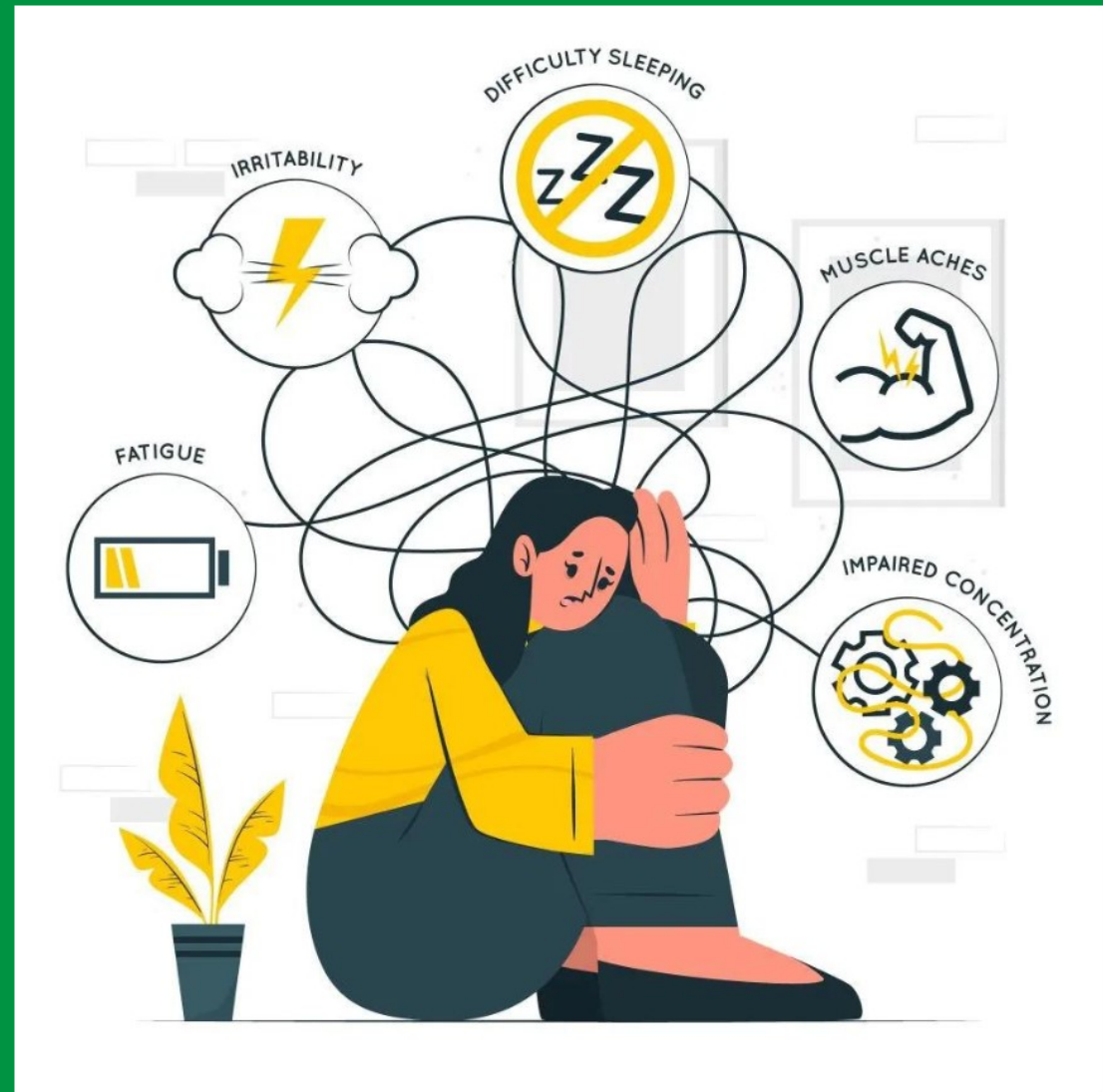


# Our very own recipe

Ingredients for good mental health

# Self awareness

Know your symptoms



# Self Compassion

Dare to be vulnerable



- Empathy Starts Within:
  - Reflecting on Self-Care & Empathy
  - Focusing on your own well-being
- Breaking the Cycle of Sacrifice:
  - Shifting to Self-Preservation
  - Challenging Overwork & Burnout Glorification

# Self prioritization

Practical strategies for leadership

- Revise current self care practices
- Establishing boundaries
- Nurturing physical health
- Cultivating emotional wellness
- Engaging in hobbies and interests
- Seeking support

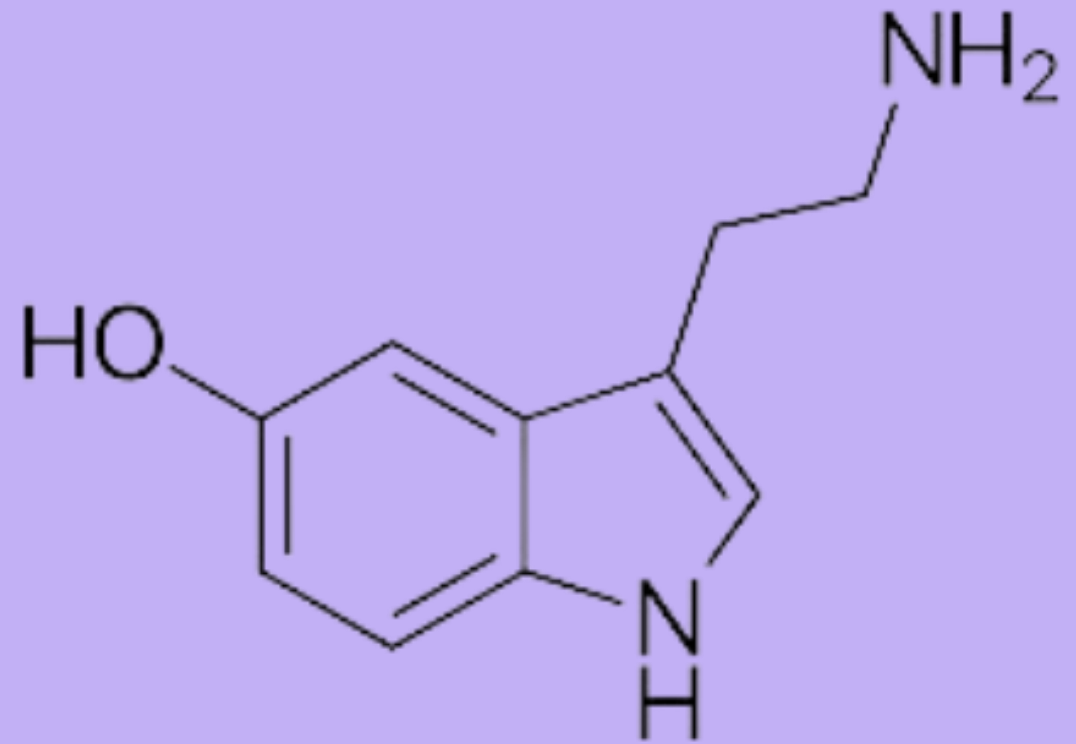
# My own MH recipe

A very personal take on  
self care



# What's your recipe?

Your serotonin building blocks?





Takk!

Thank you!

Gracias!

Shukran!

Merci!

Asante!

Arigatou

Dziękuję

Helena Jónsdóttir  
Mental consulting ltd.  
tel: +354 661 7808  
[helena@mentalradgjof.is](mailto:helena@mentalradgjof.is)