

## What does a PSYCHED workplace look like ?



- ✓ All staff are treated with dignity and respect.
- ✓ Staff are clear about what they have to do, how they do it and why they are doing it.
- ✓ Mental wellbeing is actively promoted and is a topic of conversation.
- ✓ Anyone experiencing a period of low mental health feels supported by colleagues and management
- ✓ Management and employees know how to ask for and to offer help and are supported by structures and a work culture that facilitates this.
- ✓ Efforts are made to ensure effective communication between management and staff and among staff members.
- ✓ Opportunities for new learning and further development are available and encouraged.
- ✓ Interaction with work colleagues and social connection is part of the working day




## How do you take part ?

1. Decide to become PSYCHED about your workplace. Small things make a big difference.
2. Speak to your colleagues and start the conversation about what a PSYCHED, mental health promoting workplace means.  
For examples:  
<http://corkhealthycities.com/psyched>

Send examples of initiatives you are running in your workplace. Not only to be considered for a PSYCHED Award, but also to share your good ideas and experience with other businesses.  
Submit at: <http://corkhealthycities.com/psyched>

3. See examples and videos of the PSYCHED initiatives on our website. You will also find details of upcoming PSYCHED workshops, events and the PSYCHED celebration evening in May 2019..
- 4.

## Contact Us

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## A PSYCHED workplace...



**Stimulates** conversations leading to a better understanding of mental health

**Promotes** mental health and wellbeing and sets goals for positive improvement.

**Celebrates** commitment, good practice and innovation in mental health promotion in the workplace.

HEALTHY  
CITIES &  
COUNTIES

# What is PSYCHED ?

PSYCHED is an initiative of Healthy Cities and Counties. This collaboration is comprised of: the Health Service Executive, University College Cork, Cork City Council and Cork County Council.

It is about workplaces getting interested in mental health and wellbeing!

It is about stimulating a conversation that promotes better understanding of mental health and wellbeing in the workplace.

## Why get PSYCHED ?

Mental health exists on a continuum, ranging from poor mental health to positive mental health.



## HOW AM I DOING NOW?

Just like our physical health our mental health can vary from day to day.

Learning about mental health in the workplace encourages working environments that are supportive, nurturing and open to growth and change.

# Employee and Employer Benefits

Work can take up a third of our day, or even more.. It has an important role in our lives. Our working environment can positively or negatively affect our mental wellbeing and, in the same way, we can positively or negatively affect our workplace.

## For employees, a mental health promoting workplace means:

- ✓ A safe, secure and supportive working environment
- ✓ Social interaction, connection and support
- ✓ Work issues that lead to or are caused by poor mental health are identified and addressed
- ✓ Mental health supporting behaviours are encouraged
- ✓ Realistic and achievable job tasks and objectives
- ✓ Feeling able to ask for and receive help during times of poor mental health and, where possible, feeling supported to remain at work or return to work.
- ✓ Feeling valued and that you are playing a useful role.

## For employers, a mental health promoting workplace means:

- ✓ Reduced absenteeism
- ✓ Reduced staff turnover
- ✓ Reduced workplace stress
- ✓ Improved employee health
- ✓ Improved employee engagement
- ✓ Increased productivity and margins
- ✓ Enhanced recruitment profile
- ✓ A more creative and innovative workforce
- ✓ A happier work environment



## A take home opportunity

Learning positive mental health practices at work spreads to the home and to the wider community, indirectly enriching all our lives.

