

# Mental Fitness Support...

---

## with performance in mind

### Mental Health Fitness Support Programme

This programme is aimed at supporting, supervising and advising your Mental Health First Aiders

#### How it typically works

A member of our team:

- supervises your Mental Health First Aiders monthly meetings
- attends your offices or leads remote sessions where they:
  - hold short lunchtime sessions with managers or colleagues on how to support their own wellbeing
  - has the role of your external Mental Health Fitness coach where they meet employees who would like to have an external vs internal coach and where timeslots are agreed in advance

#### Lunchtime sessions

For lunchtime sessions it would be useful if they could be a minimum of an hour long. Within the sessions we will look at practical and applied techniques from the world of Cognitive Behavioural Therapy that can be taught to managers. These sessions will not only teach specific interventions that can be utilised but will also upskill individuals within the area of mental health. They could include the following topics:

- managing worry
- managing unhelpful thoughts
- how to check in with your mental health
- boosting self-esteem
- developing a mental fitness action plan
- managing low mood
- an introduction to CBT
- how to tap into positive emotions
- learning mindfulness
- connecting with your values
- building a mental health support network
- building upon your resilience

### **Mental Health Fitness Coach**

As your Mental Health Fitness coach, it is important that we are very clear in our role. This is a great opportunity for us to encourage people to view sessions as a chance to boost their mental fitness. We need to be clear that these sessions will not be therapy and will be focused around supporting individuals to learn practical and applied skills that can boost their resilience levels. We also need to make sure that these sessions are not being seen as clinical support for someone who is experiencing a moderate to severe mental health problem.

Our CBT therapist is more than comfortable to treat individuals on a 1 to 1 basis; however, this requires weekly support and regular intervention.

How the coaching sessions are promoted will be important for making sure we are getting the best use of everyone's time and energy. Examples of this could be:

- do you want to learn how to boost your mental fitness?
- are you looking to upgrade your self-esteem/confidence?
- are you looking for ways to boost your mood?
- do you want to learn how to be more mindful at work?

### **Supervision for Mental Health First Aiders**

With regards to supervision, this is an opportunity for a group of people to learn from each other. These sessions can be structured and include an agenda where each person has an opportunity to check in with how they are doing and talk about any challenges they are facing. The supervision will be a safe space where people can talk openly and freely about their thoughts and emotions. It will also provide the group with an opportunity to problem solve effectively and help each other to come up with solutions to problems.

Supervision can also provide us with the opportunity to upskill the mental first aiders in specific areas which they would like to learn about.

### **In summary, our role here is to:**

Provide employees with the knowledge, tools and skills to support them to boost their mental health/fitness.

To provide people with practical ways they can start proactively looking after their wellbeing and mental health.

### **The following are out of scope:**

This is not a clinical role - it's a supervisory and coaching role. So, the following would typically be out of scope:

- delving back into people's past to help them understand a problem
- offering weekly clinical support
- treating people with mental health problems
- helping people understand how problems are impacting their mental health