

*positive
inspiration*



Mental Health at Work



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“If society is to be judged by the way in which it cares for the most vulnerable then business must be measured by the support it gives to employees in their hour of need.” - Louise Aston, Wellbeing Director. BITC.

Based on information given to employers through employee statements and medical notes work related stress and anxiety has become the greatest cause of employee time off within the UK workforce.

Understanding more fully how stress and anxiety affect the body makes the problem even greater than these statistics suggest. When we are stressed the flight or fight reflex (FoF) kicks into play. This is where we feel the affects of stress and anxiety in our bodies and minds. Adrenalin is released, the neurons in the brain begin to fire faster, blood vessels contract, our heart rate goes up, our breathing increases and we are ready to run away or fight. This has been the body's defence for thousands of years but now we are triggering it with constant deadlines, over work, not being able to shut down the mind away from work, building our lives to complete the jobs at hand, all the while having more put onto us and thinking we can manage

77% of employees have experienced symptoms of poor mental health at some point in their lives

Working through lunch to get a job done slows down the body, loses focus in the mind and has a negative affect on the work being done. More mistakes happen because we push through more hours to do work that is getting worse and worse the more effort we put into it.

Even just taking a 20 minute break outside to clear the mind would make a difference. The body is refreshed, the mind becomes alert again and more work gets done!

62% of employees attributed their symptoms of poor mental health to work or said that work was a contributing factor

We are getting to the point where people feel they are thriving on the stress, and that they benefit from the pressures created. So the FoF kicks in, we get adrenaline pumping, neurons firing, the heart beats faster and we get more oxygen into our lungs. “I work better under pressure”, “I thrive on the stress” or maybe the negative aspect of “I have to do more”, “the load never eases”, “I don't have time to take a break”.

62% of all employees have experienced these symptoms due to work or where work was a contributing factor, rising to 84% of those who took the BITC public survey

If you have ever thought any of the statements above, then you are in the very place that is causing you harm. The mind is a machine, a super computer that works away behind closed doors and processes 2 million bits of information every second. But the conscious mind, the part we are trying to force to do the work and get the job done can manage no more than between 5 and 9 bits of information at once. So on average, 7 things can be in your mind at once, but any distraction knocks something away and under stressful conditions the FoF kicks in; when these things happen, we are more alert, we have extra energy, we run on the second wind.

In the last month alone 24% of employees have experienced symptoms of poor mental health where work was a contributing factor

Our bodies aren't meant to use the FoF reflex all the time, it is meant as a short burst of energy for a reason. It shuts down the parts of the body that we don't need to run away or fight - including the immune system, meaning more sickness, and the digestive system, meaning more long term affects and chronic conditions like ulcers, IBS and massive weight loss or gain. The mind has neurons firing but it also has cortisol pumping through it, so we can't focus on anything clearly except dealing with the stress. It allows us to focus on one thing clearly, either an escape or where to attack. Not on the jobs at hand, so they aren't done to our full capability. We don't physically attack, we have learned to control that with our morals and civility, but we do attack verbally, so the short outbursts and snapping at a co-worker, management or worse, the customer, is a reaction to the FoF system in-built within our minds and physiology.

29% of all employees have been diagnosed with a mental health condition

Teaching the mind to relax is key to managing the stresses of today. If we are refreshed and clear minded, we do more, we do it better and more importantly we can keep doing it rather than running ourselves down.

Line managers see employee wellbeing as their responsibility

Positive Inspiration uses various different therapies to work with people to help them to not just relax, but to train themselves to be able to relax. We can work with management to deal with specific or general issues, how to maintain healthier workforce, how to deal with these growing challenges and understand them. We can work with members of your team, as groups or individuals, helping to get them back into peak mental shape, which helps their bodies and reverses the downward spirals of stress and anxiety.

76% of line managers believe they are responsible for employee wellbeing, but only 22% have received training

Whether it be management or employee, individual or group sessions, we can use several forms of therapy to get the best out of a person.

30% of employees think their employer doesn't support people well who experience mental health problems

With as little as a 20 minute session, or full one hour sessions, Positive Inspiration can make a massive positive difference.

What can WE do to support your team and others?

Positive Inspiration offers Complimentary and Natural Health treatment options in individual or group sessions. We specialise in dealing with the effects of workplace stress, anxiety and low mood, demonstrating how any person can and should relax through the day, without it negatively affecting work schedules.

By taking out the stress, a person becomes more capable; by taking a moment to refocus, they become more alert to work issues. This means less mistakes, better mood, a happier and more productive work force.

We can offer you:

Personal Therapy:

Clinical Hypnotherapy - Using Cognitive, Analytical and Suggestive hypnosis to deal with specific issues.

EFT (Emotional Freedom Technique) - A powerful treatment of acupuncture on meridian points.

NLP (Neuro-Linguistic Programming) - Showing line managers and supervisors how to use their words and tone to gain the most out of staff and dealing with anxiety or stress.

Mindfulness and Relaxation - Simple techniques to alleviate stress and calm the mind and body.

Massage - Using simple massage to relieve stress - 20 minute work floor sessions or full 1 hour private.

Acupuncture - The use of fine needles to puncture and stimulate the body's energies and meridian pathways

Group Therapy

CAUSE - Health and Wellbeing course – Cognitive Awareness, Understanding and Self Endearment. A lifestyle directional training course to guide staff into a healthier lifestyle; including stress relief, time management, nutrition and motivation. Available in 1-hour sessions over a 10-week period.

Relaxation – Using the individual therapies in combination, this can simply take a group of people and explain how to build relaxation into their daily life, whether at work or at home. Stress and anxiety in one aspect of life, always transfers through to the others. Learning how to understand and control those negative feelings creates a more positive and happier outlook at home, work or anywhere in life.

Ergo-Dynamics - A custom designed, workplace based exercise and stretch programme specifically designed with Fitness Instructor Dave Smith. The hardest aspect for an employer in the workplace is keeping the ergonomic requirements needed for those that sit at desks day in, day out. By adopting amazingly easy techniques, employees can follow an exercise routine while still doing their work. This works the muscles, avoiding strains, cramps and repetitive disorders. It stimulates blood flow and the lymph to energise and detoxify the body, allowing the person to feel more energised, alert and clear headed. As a signed course and part of employee training, you too gain the benefit of having the ability to check staff have followed their demonstrated health procedures.

Costs for the private sector are currently standing at between £40 and £120 per hour for such treatments. Positive Inspiration can offer a special pricing strategy to suit your business, offering either booked sessions or a full day placement to be used by your employees and all with the benefit of being tax deductible under the Counselling Welfare, [Section 210 ITEPA 2003 and S.I. 2000 No. 2080 exemption]

About Positive Inspiration

Positive Inspiration is a Limited Company with CIC registration. As a nonprofit company, we are supporting within your local community those affected by Acquired Brain Injury (ABI). Whether through trauma, illness or bleed, the brain can be damaged very easily and the effects may not be noticed or understood for a while after the initial injury, we also support those affected by PTSD. As with brain injury, it is not always understood or recognised and the personal effects may not show for years after an event. We offer understanding and specific therapies proven to have positive affect.

Supporting your Employees, while supporting the community around you!

Why do we support ABI and PTSD?

In the UK alone there are over 500,000 people per year who survive brain injury, whether it is through illness, bleed or direct trauma. Some of those make a recovery where on the outside they have recovered fully, but brain injury is know as the hidden disability because only the person affected knows what is happening. This can lead to depression, anxiety, emotional instability, confusion, phobias and even PTSD. In many cases those who suffer from these symptoms struggle alone and need specialist help. Anybody could end up with PTSD; any shock or trauma can cause it, it can take years become evident, it is not just veterans with combat stress that need help.

That is where Positive Inspiration comes in! Started by an ABI survivor, who also went through PTSD and more, Positive Inspiration brings complimentary and natural health to a sector who can't get this treatment via the NHS. Due to lack of funds or financial support, these individuals usually can't afford to see private practitioners. Medication has its place and at no time do we say anything different to a GP or Medical Professional but sometimes we need to look at the psychological reasoning and simply re-frame the issue. Understanding a simple thing can have a massive effect on a person's lifestyle, confidence and will to get well. By supporting Positive Inspiration you are offering support to those in need in your area and just possibly to those closer than you may think.

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Rogan Grant, CNHC and GRCCT registered, DBS and Declare Scotland PVG Scheme Certified

CNHC - Complimentary and Natural Health Council DBS - Disclosure and Barring Service
GRCCT - General Regulatory Council for Complimentary Therapies PVG - Protection of Vulnerable Groups

Companies House Registration
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