Mental Health Forum Summary

UK Mental Health Week 2023

ARMSTRONG WOLFE™

The use of data to manage stress and mental health in the workplace is crucial for maximising productivity.

Many individuals wake up feeling unprepared and lack sufficient recovery time during the day. It is important to note that sleep alone is not a blanket fix for recovery, as the processing of information overnight can leave people feeling drained in the morning.

Peak performance occurs when individuals are under moderate stress and able to concentrate effectively. However, the inability to take recovery time between meetings hinders one's ability to be their best self. Approximately 65% of people report feeling stressed, indicating the prevalence of this issue.

The impact of psychological safety on performance is significant, and it is essential to assess whether individuals are in the right job environment to maintain confidence and minimise stress.

The culture within organisations plays a pivotal role in managing stress and promoting psychological well-being. Leaders need to prioritise caring for their employees and create a psychologically safe environment.

While psychological safety is a widely discussed topic, it may not always be effectively implemented. Incorporating physiological aspects into the way businesses operate can also be beneficial. Stress and recovery should be treated as interrelated factors, and tools like heart rate monitors can visually demonstrate the physical effects of stress.

Understanding the causes of stress is crucial for effective management. External stresses, health and fitness, and genetic inheritance contribute to individuals' stress levels.

Long-term fatigue, resulting from an excess of stress without adequate recovery, is a significant concern. Injecting recovery periods when individuals are fatigued is important, but it requires a culture that supports such practices. Managing people with a focus on their physical well-being has been shown to yield measurable productivity responses.

Organisations must adopt a strategic approach to support employees' mental health and well-being. It should not be treated as an ad hoc or event-based initiative but rather as a sustainable practice. C-suite leaders must understand the link between employee performance and health and drive this initiative.

A healthy organisational culture is critical, as diverse talent may be deterred from advancing if they perceive higher stress levels in certain roles. Healthy teams tend to be the highest performing teams.

Viewing health as more than the absence of illness is essential. Understanding what makes individuals stronger, such as purpose and alignment within the organisation, is crucial. The intersection between individual and organisational health is a key focus.

Ultimately, sustainability is the goal, as healthy workplaces lead to sustainable employee performance. The availability of technological tools for measurement provides organisations with the capacity to manage stress and mental health more effectively. By measuring and understanding these aspects, organisations can serve as role models for their employees.

Maximising the investment in people and managing their mental health and stress levels should be a priority for organisations since people are their most valuable asset. Implementing small changes and continually progressing in this area is recommended.

In a competitive employment landscape, taking care of employees is essential for attracting top talent and establishing an attractive workplace. Prioritising mental health and stress management is not only beneficial for individuals but also crucial for the overall success of organisations.

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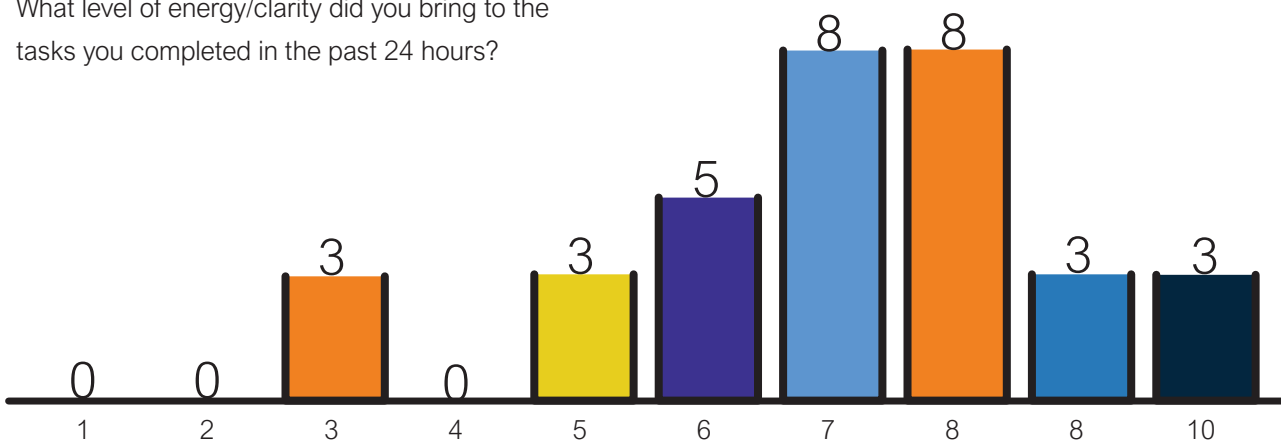
Forum Data Feedback

Please rate your energy level at the commencement of the day

1	2	3	4	5	6	7	8	8	10
0	0	3	5	3	1	6	11	2	1
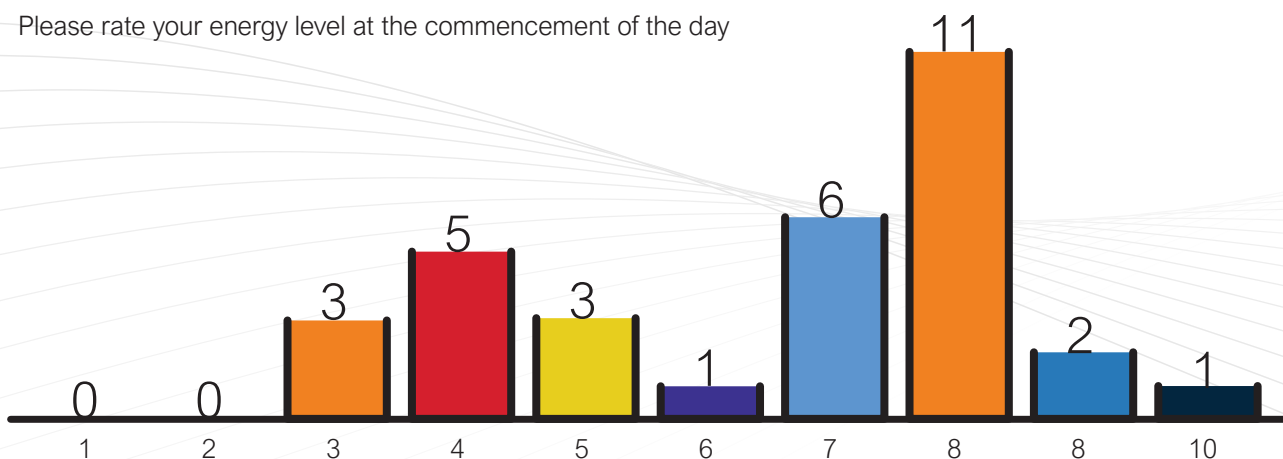
What was the highest level of intensity/stress out of 10 that you experienced over the last 24 hours?

1	2	3	4	5	6	7	8	8	10
0	0	3	2	3	3	9	5	4	3

What level of energy/clarity did you bring to the tasks you completed in the past 24 hours?

1	2	3	4	5	6	7	8	8	10
0	0	3	0	3	5	8	8	3	3

"We need to move away from a tik box, superficial, event-based, awareness building approach to workforce health and focus on data-driven, evidence-based approach focused on responding to the presenting needs of our people.

*In doing so we will understand how to make work healthy and build workplaces that are sustainable and resilient."*
John Ryan
CEO, **Healthy Place To Work**

"The most striking datapoint for me was the score of only 50% of respondents feeling that their senior managers cared about their health and wellbeing. It is painfully clear that the time for talking about narrowly defined wellbeing in HR departments is over. Generic 'solutions' are not providing answers for hard pressed executives on the shop floor.

Finding internal champions of data-driven, science-based measurement, diagnosis and action has become the new frontier of enhanced executive productivity. It is here that senior managers, consultants, coaches and technology providers will find practical, tailored enhancements to corporate culture and financial performance."
Andrew McDonald
Former MD at Merrill Lynch. **Founder of PQ** (Physiological Quotient)

How self-confident and assured
do you feel?
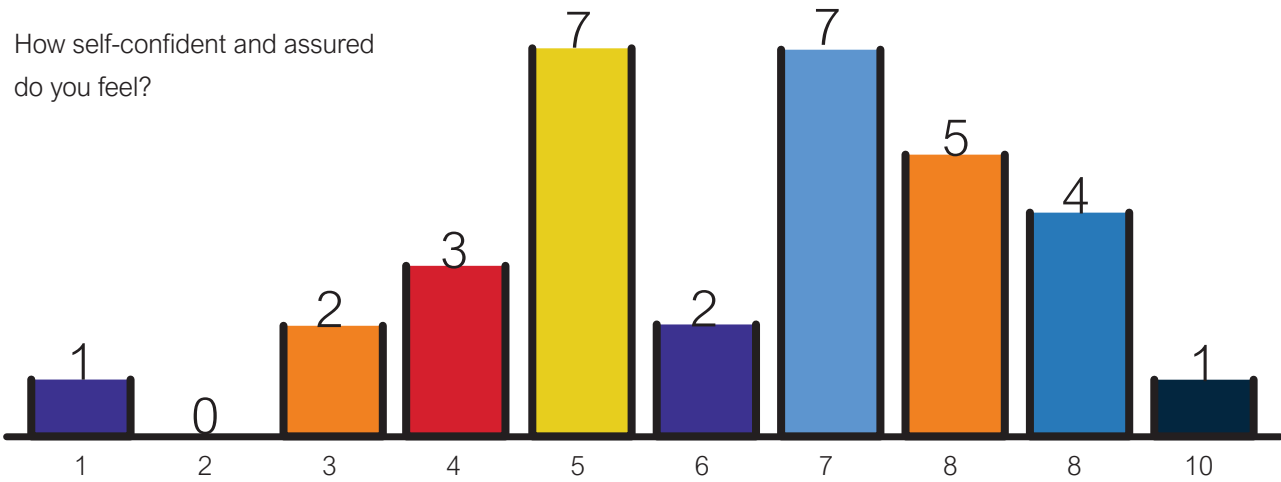
Evaluate your passion for performance over the past 24 hours
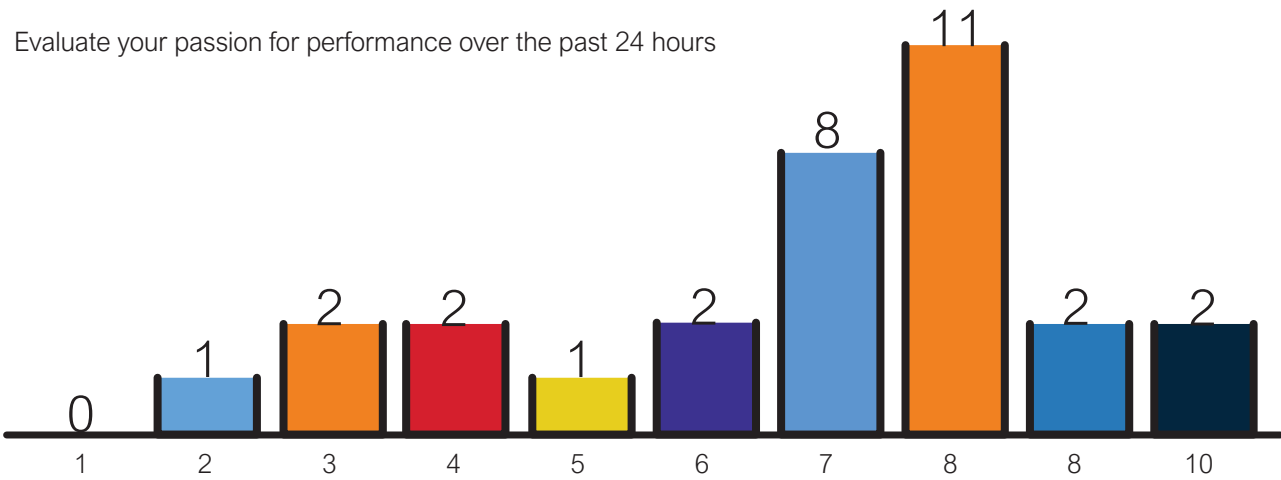
" I enjoyed being part of such an engaging and interesting panel on the topic of 'Managing Stress and Wellbeing'. I hope that as a group of subject matter experts but also as four individuals who have all worked in high intensity environments, we gave the Armstrong Wolfe members some things to think about.

The negative impact that accumulated stress can have on us, the necessity of good quality rest and recuperation, and the role that data has in creating insight and helping organisations become healthy places to work were key takeaways for me. Thank you to Armstrong Wolfe for organising."
Cressida Hamilton
Career Coach, **Armstrong Wolfe**

"Health & Wellbeing is a human need and imperative for sustained and optimal performance. Control what you can, influence what you can't and embrace the power of understanding and experimentation towards the meaningful change you want to see."
Sam Schlimper
Senior Principal Consultant, **Talent Advisory**

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