Workplace Mental Health

Understand stress, spot warning signs, and access effective support



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Workplace Mental Health, With Care

Presentation purpose

Psychoeducation and practical support for workplaces, delivered with clinical care and dignity

Compassionate message

You are not alone, and support can be structured, timely, and confidential

Presenter credentials

Clinical Psychologist and Corporate Wellness Director (workplace mental health, stress, and resilience)

Workshop formats

Awareness seminars, wellness sessions, and manager or HR learning blocks

Date line

Today’s session overview and participant expectations for a calm, non-judgmental space

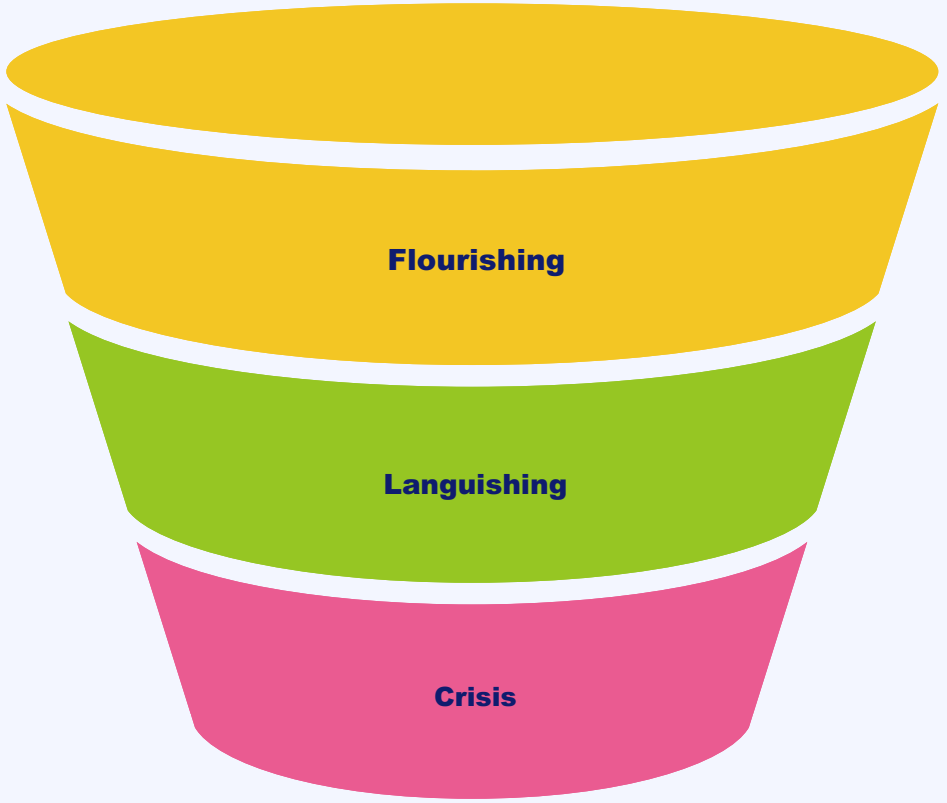


Mental Health Continuum

Energy, meaning, and flexible coping under normal pressures

Reduced motivation, low satisfaction, and subtle stress spillover

Impaired functioning, heightened risk, and urgent support needs



Prevalence and Modern Stressors

Burnout risk

High workload, chronic time pressure, and emotional labor can erode well-being and performance

Anxiety drivers

Uncertainty, information overload, and perceived lack of control increase threat sensitivity

Systemic friction

Role conflict, unclear expectations, and low psychological safety worsen stress and disengagement

How Stress Changes the Body

01

Perceived threat activation

Perceived threat activates the sympathetic system for quick mobilization.

02

Physiological mobilization

Heart rate and alertness rise to prepare action or protection.

03

Recovery and downshifting

Parasympathetic activity supports downshifting, digestion, and emotional settling.

04

Chronic dysregulation

Repeated threat without recovery can keep the system stuck in high alert.

Warning Signs to Watch For

Behavioral warning signs

Withdrawal, irritability, absenteeism, missed deadlines, or reduced participation

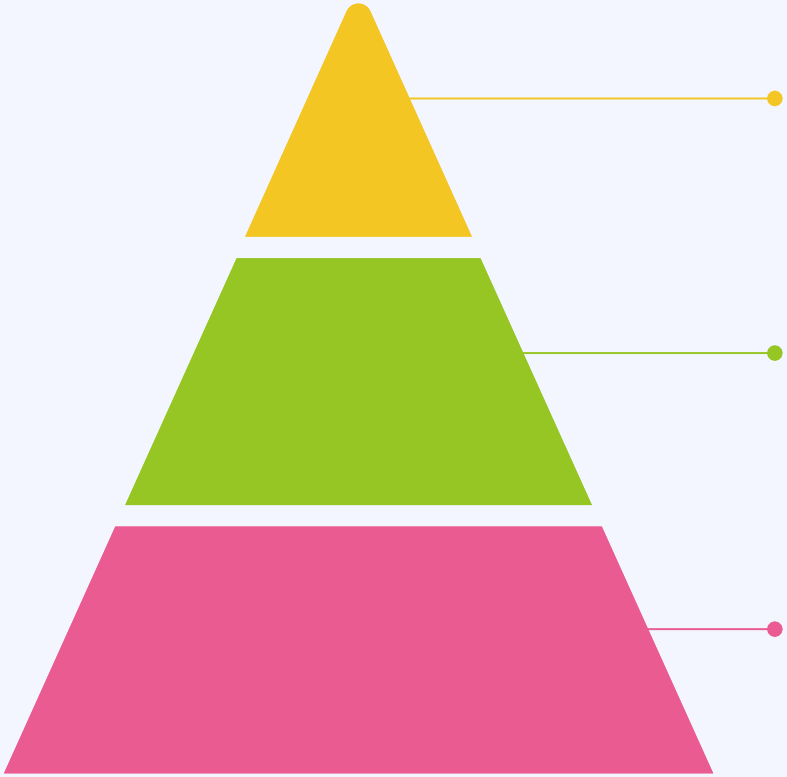
Cognitive warning signs

Rumination, trouble concentrating, pessimistic thinking, or indecisiveness

Physical warning signs

Sleep disruption, headaches, stomach upset, fatigue, or frequent tension symptoms

Evidence-Based Coping Frameworks



Boundaries & negotiation

Boundary setting, assertive communication, and workload negotiation

Mindfulness skills

Mindfulness practices for attention and body awareness, including grounding and paced breathing

CBT foundations

Thought–behavior links in CBT, gentle activity scheduling, and realistic problem framing

Psychological Safety and Support

Peer support guidelines

Encourage listening, normalize help-seeking, and avoid judgment or fixing without consent

Manager intervention steps

Notice patterns, check in privately, clarify support options, and document observations respectfully

Team support systems

Establish referral pathways, protect time for recovery, and monitor workload and communication norms

Follow-through

Track outcomes, reduce friction, and reinforce norms that reduce stigma and promote care

Accessing Help and Crisis Resources

Need	What to do	Where to go
General support	Contact your confidential EAP and request an intake or referral	EAP portal or HR-provided contact
Therapy access	Ask for a clinician match and discuss goals, availability, and preferred format	Therapy provider directory or EAP referral
Immediate danger	Call local emergency services or crisis hotline and stay with the person if safe	Crisis hotline and emergency number