



HOPE THERAPY & COUNSELLING SERVICES

Supporting the mental health of your workforce

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BACKGROUND

1 in 4 people in England record a struggle with their mental health per year. Whereas 1 in 68 (Lelliott, 2008) people report struggling with a common mental health condition per week. Evidence suggests that 12.7% (Ons, 2014) of all sickness absence is attributable to mental health.

The Governments Health and Safety Executive Annual Statistics for 2020, when reporting on Work-Related Stress, Anxiety and Depression states:

- 828,000 employees are impacted by mental health problems.
- An estimated 17.9 million workdays are lost as a result of mental health, equating to 21.6 days per person.
- Mental health equates to 51% of all work-related illness.
- Mental health equates to 55% of all work-related absence.

Since the COVID-19 pandemic, mental health issues have become more prevalent, resulting in a rise of employees experiencing anxiety and depression. Moreover, there has also been a worsening of pre-existing mental health conditions. With the fallout from the pandemic, and the cost-of-living crisis, supporting your employee's mental health is now integral for not only their welfare, but the success of your business.

In recent years there has been a drastic shift towards businesses placing more emphasis on employee wellbeing. Businesses have a duty of care, therefore taking proactive measures to protect employee's wellbeing is now a vital part of the framework of any organisation. Not only this, but studies have demonstrated a direct correlation between mental health and productivity - employee wellbeing is linked to better morale, less absences, higher efficiency and an overall more positive reputation for the business.

Therefore, investing in your employee's mental health and wellbeing will have a significant impact on your business long-term.

LELLIOTT, P., TULLOCH, S., BOARDMAN, J., HARTLEY, S., & HENDERSON, H. (2008). MENTAL HEALTH AND WORK. RETRIEVED FROM [GOV.UK/GOVERNMENT/UPLOADS/SYSTEM/UPLOADS/ATTACHMENT_DATA/FILE/212206/HWWB-MENTAL-HEALTH-AND-WORK.PDF](http://gov.uk/government/uploads/system/uploads/attachment_data/file/212206/HWWB-MENTAL-HEALTH-AND-WORK.PDF)

ONS. (2014). FULL REPORT: SICKNESS ABSENCE ON THE LABOUR MARKET, FEBRUARY 2014. RETRIEVED FROM [WEBARCHIVE. NATIONALARCHIVES.GOV.UK/20160105100709/HTTP://WWW.ONS.GOV.UK/ONS/DCP17176/353890.PDF](http://www.nationalarchives.gov.uk/20160105100709/http://www.ons.gov.uk/ONS/DCP17176/353890.PDF) [ACCESSED 28/07/16]

MENTAL HEALTH AND WHY IT MATTERS

WHAT IS MENTAL HEALTH?

Mental health refers to our psychological, emotional and social wellbeing. Our mental health has an impact on how we feel as well as how we act. It can dictate how we react to life events, handle challenging emotions and interact with others.

There are many factors that contribute towards mental health problems, such as:

- Life experiences - that is, life-changing events that individuals experience, such as abuse or trauma.
- Biology - biological factors, such as brain chemistry or genes.
- Family history of mental health conditions.

WHAT IS MENTAL ILLNESS?

Mental illness, also commonly referred to as a mental health disorder, refers to a variety of health conditions that are characterised by a significant disturbance in an individual's behaviour, emotional regulation, cognition or social abilities. A mental illness is a health condition/disorder that has been diagnosed by a medical professional, such as a psychiatrist.

WHY SHOULD IT MATTER TO BUSINESSES?

Because mental health illnesses and problems interfere with an individual's emotional and social abilities, this can have an impact on their behaviour within the workplace, including their ability to complete their daily duties.

According to research, mental health problems account for the loss of over 70 million working days per year - of which, 10 million are due to depression, anxiety and stress caused by work and/or working conditions (Sainsbury's Centre for Mental Health, 2007).

For this reason, it is important for businesses to fully understand the importance of maintaining their employees' mental health. Cultivating a workplace that is supportive, as well as enjoyable, will benefit both the employee and business overall.





HOW TO TALK ABOUT MENTAL HEALTH

Mental health, in particular mental illness, can be a difficult topic to approach. However, it should be a priority for all businesses to cultivate an environment that allows employees to talk openly and honestly with their peers as well as managers.

Talking is not only important in making staff feel supported, comfortable and content, but raising awareness about the importance of good mental health.

One way that businesses can normalise discussions around mental health is through setting up regular welfare check-ins. Check-ins should be common place between managers and staff, as well as more informal chats between colleagues.

HOW TO SPOT THE SIGNS

It should be a priority for businesses to address mental health concerns as early as possible - one of the main reasons that it has become so prevalent as an issue within the workplace is because employee's mental health problems go undetected and untreated for a long time. The longer it takes for an employee to receive support for their mental health, the more debilitating and severe its impacts can become.

Although mental health problems can be difficult to spot, there are various signs that you as an employer can look out for.

COGNITIVE

- ▶ A cognitive sign that an employee may be experiencing mental health problems could be a sudden drop in performance levels at work.

BEHAVIOURAL

- ▶ A change in behaviour, such as isolation from colleagues, arriving late and missing deadlines are common signs of mental health problems.

EMOTIONAL

- ▶ Employees experiencing mental health problems may appear overly emotional - they may be sensitive to criticism and lacking self confidence.

PHYSICAL

- ▶ An employee with mental health problems may display signs of physical illness, fatigue or weight change.

WHO IS HOPE THERAPY & COUNSELLING SERVICES?

We offer specialist welfare consultancy support alongside trained professionals who can offer various welfare services such as counselling, coaching and mindfulness. These are services that organisations often require on an ad hoc basis, and as such, it does not pay for full-time resources.

We understand both the organisation's corporate needs and your employees' welfare needs. Our commitment is to deliver clinical and well-being services designed to support you both.

The expectations of organisations are shifting now, with increasing pressure being put on businesses to support the well-being of their employees.

With our services, your employees will be given guidance, support, skills, and coping strategies to help them best through the issues they are experiencing.

We are here to guide your employees in navigating personal challenging, day-to-day problems as well as more life changing events.

FIGURE 1:

CIPD. (2021) HEALTH AND WELLBEING AT WORK SURVEY 2021. LONDON: CHARTERED INSTITUTE OF PERSONNEL AND DEVELOPMENT.(PG 15).



INCREASE IN ORGANISATIONS TAKING STEPS TO ADDRESS STRESS-RELATED ABSENCE FROM 2015 TO 2021



WHY USE A SERVICE LIKE HOPE THERAPY & COUNSELLING SERVICES?



Left untreated in the workplace, problems like anxiety, depression, and family or relationship issues can start to impact employees' work. Any unresolved personal problems often translate into poor performance, absenteeism, poor employee retention, inconsistent customer service, and even increased workplace injuries.

Businesses increasingly understand that their employees' wellness directly translates to their success. Mental health support is increasingly recognised as a key contributor to staff productivity, effectiveness, and employee/customer satisfaction. Organisations like ours can be important in fostering a mentally healthy and emotionally mature workplace.

As well as offering a consultative, partnership approach towards employee welfare, we are also able to offer training specifically geared towards improving staff welfare and resiliency.

Our clinical team also support you with staff counselling, coaching and executive mindfulness programmes.

All aspects of wellness are connected and impact each other. We work to ensure the your employees are supported in any way that they need.



WHY USE US?



Promoting Resiliency

Increasing workplace demands can create stress for people at all levels. This can have both negative physical and psychological side effects. We support employees build resiliency by giving them strategies to reduce stress in order to improve their ability to cope with life's challenges.

1



Work-life Balance

Working practices have continued to evolve, meaning that the line between work and home life has become increasingly blurred. Our team can support you in reclaiming a sense of balance, resulting in happier and more productive employee's.

2



Employee Satisfaction

More and more employees expect counselling to be included in an employer's health and wellbeing strategy.

We excel in supporting you implement the right program to maximise morale, motivation and productivity.

3



Productivity

Many companies use an Employee Wellbeing Programme (EAP) as a way to improve staff retention, attract new employee's and reduce sick days. These things all have a direct impact on the success of your business.

4



Staff Retention

Improved wellbeing can influence how valued staff feel in the workplace, thus aiding retention levels - something that is more important than ever before as a result of rising levels of voluntary redundancy, unemployment and early retirement.

5



Timely

The average time for us to place a client with a counsellor is less than 7 days, compared to up to 18 weeks via the NHS.

6



COUNSELLING

WHY COUNSELLING?

Mental health and wellbeing concerns can have a very real impact both on employees and employers.

Recognising that your staff are your most valuable asset, you can be safe in the knowledge that your employees can benefit both personally and professionally from our service - which can improve work-based confidence and performance, as well as positively impacting employee satisfaction and retention rates.

Our counselling service offers employees a confidential place to discuss a variety of real-world issues either virtually or face-to-face.



BENEFITS FOR YOUR EMPLOYEE

- ▶ Can receive support within days, compared to the other avenues, which can often take months to access.
- ▶ Counselling can help your employees to accept and make sense of things by providing them with tools and skills.
- ▶ Sessions are confidential.
- ▶ Counsellors are fully qualified and trained to deal with a wide range of mental health needs.
- ▶ Sessions can be delivered online, providing flexibility and convenience.



BENEFITS FOR YOUR ORGANISATION

- ▶ Employee counselling has become more commonplace and increasingly being seen as a duty of care.
- ▶ Can be seen as part of an overall staff wellbeing package.
- ▶ Can be viewed as an important part of reducing staff absenteeism.
- ▶ Can be part of supporting staff back into the workplace.
- ▶ Improved staff mental wellbeing can increase workplace productivity.





EXECUTIVE COACHING



WHAT IS EXECUTIVE COACHING?

Executive coaching is a highly individualist process which provides your employee with advice and guidance intended to help them exceed in both their professional and personal life.

Executive coaching can teach new and seasoned leaders proven strategies to help increase employee engagement, workplace morale and cultivate a more positive brand image.

Executive coaching will provide your employees with the opportunity to acquire new professional skills and competencies, that will both improve their productivity in the workplace whilst improving their confidence through personal development.

STRONGER COMMUNICATION SKILLS

One of the most needed skills in the workplace is communication, however, this is often a skill that needs to be cultivated. Executive coaching is a safe and encouraging place to cultivate this vital skill. When employees have a firm foundation of communication skills, the day-to-day operations of the business are able to run more efficiently and successfully.

BENEFITS OF COACHING FOR YOUR EMPLOYEE

With focused, one-to-one support, coaching enables an individual to identify and work towards strategic goals. Through this process, they will gain a more in-depth knowledge of the skills they already have and the ones they wish to pursue. In doing this, you as an employer are ensuring the development of strong, capable leaders in the workplace.

A workplace environment that embodies a cooperative and supportive spirit ensures that team members step up to the plate when help is needed. Employees who feel like their organisation cares for their personal development are more committed, both to their job role and the company itself.

ENHANCED EMOTIONAL INTELLIGENCE

Emotional intelligence is an important skill, both professionally and personally. The ability to rationalise with empathy is a useful skill in the workplace. Self-regulation and understanding in an employee creates a healthy environment for all employees, thus increasing engagement and productivity.

INTERNET BASED MENTAL HEALTH SUPPORT

Our Internet-based Mental Health Support (i-CBT) includes a range of evidence-based Cognitive Behavioural Therapy (CBT) programmes. These programmes are designed to replicate the areas that a CBT sessions would cover.

i-CBT has the same benefits as in-person therapy, but with the added advantage and flexibility that help can be delivered anywhere, at any time.

The programmes are designed to last a minimum of 6 weeks, but there is an opportunity to undertake up to twelve.

The e-learning element of i-CBT means that the individual can take their own time working through the practice exercises in the comfort of their own home.

As employees work their way through weekly online sessions, they will have ongoing access to a fully qualified member of the Hope Therapy counselling team to support them.

WHAT KIND OF PROGRAMMES DO WE OFFER?

Online packages can help support your employee in a number of different areas that can directly impact their wellbeing.

The courses include:

- CBT for Generalised Anxiety Disorder
- CBT for Health Anxiety
- CBT for Managing Insomnia
- CBT for Obsessive-Compulsive Disorder
- CBT for Panic Disorder
- CBT for Social Anxiety
- Mindfulness-Based CBT for Depression and Anxiety.

WHAT IS COGNITIVE BEHAVIOURAL THERAPY?

CBT is a form of therapy that looks at how individuals think about a situation and how this affects the way they act. In turn, their actions can affect how they think and feel.

This is done through talking - with a main focus on working through challenging individual automatic beliefs, attitudes and thoughts.

The National Institute of Clinical and Health Care Excellence (NICE) recommends a Cognitive Behaviour Therapy based approach for working with a variety of psychological issues, ranging from anxiety through to depression.



A photograph of a hand holding a thin, vertical branch of a eucalyptus-like plant. The branch has several pairs of small, rounded, green leaves. The hand is positioned at the bottom of the branch, with the thumb and index finger gripping it. The background is a plain, light-colored wall.

EXECUTIVE MINDFULNESS

A Harvard Business Review article recently showed that mindfulness in the workplace can help leaders to identify and overcome self-limiting beliefs and better manage interpersonal conflict and challenge.

Mindfulness is a way of paying attention, being focused and staying in the present moment without getting caught up in reestablished patterns of thoughts and behaviour.

Mindfulness can also help an individual to focus on, and view, events going on in their lives at any given point with more clarity and understanding. It is not designed to eliminate the pressures that an individual will encounter in life, but can provide an individual with the tools to react in a calmer and more balanced manner.

Mindfulness meditation, when applied in the workplace, aims to support us to better manage stress levels, maintain focus, improve relationships and enhance our emotional intelligence.

Here at Hope Therapy we are able to offer both specific mindfulness programmes and bespoke work, depending on your needs.

HOPE THERAPY AND COUNSELLING SERVICES



GET IN TOUCH

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