



Leading Workplace Wellbeing

Suicide & Mental Health Stats

- Mental illness costs the Australian economy \$28.6B a year
- Suicide is now the leading cause of death among young & middle-aged Australians
- Approx 3,000 Australians end their own lives every year – around 8 people every day
- Every year, over 65,000 people in Australia try to kill themselves
- 75% of people who die by suicide are male

Financial Services Industry

- Mental illness highest in financial & insurance – **33%** of people experience a mental health condition (PwC, 2014).
- Anxiety & Panic Disorder most common in financial sector due to high stress – **30%** of professionals experiencing it every year (PWC, 2014).

Small Business

- **Employees of SMEs:**

- Higher levels of depression, anxiety and stress
- Take time off work because of mental health, or go to work despite it, which means increased absenteeism & presenteeism (icare, 2018)

- **SME owners:**

- Operating a small business caused 24% of business owners to become unwell
- 41% of SME owners say that they are unlikely to discuss these pressures with anyone

- **OPPORTUNITY:**

- Return on investment of \$14.50 for each \$1 small businesses spent on mental health relating to the workplace (PwC, 2014)

Wellbeing of Financial Services SMEs

Q. Why is it important to help advisers to be mentally strong, resilient & empathetic?

1. High stress, often uncertain industry
2. Speak to clients every day about their very private & often distressing physical and mental health situation...
3. Unlike corporate world – often no HR or Employee Assistance Program (EAP)
4. Advisers not only play an important role in their clients' lives – they also have the opportunity to lead & inspire the business, colleagues, families & their children

“Perfect storm”:
Email from adviser

How do our brains work?

So there are 2 important points:

1. You can train & strengthen your brain just like your muscles & physical health
2. This is not just about mental health. It's about...

Life-Shit!

2 Key Subjects:

1. How do you & your people become more happy, healthy & successful?
2. How do you create a happy, healthy & more successful business?



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Your Wellbeing

What is Mental Health?

Question:

- What words first come to mind when we talk about mental health?

Mental Health

- Mental health is about being *mentally healthy*...
- It's about being your best. About wellbeing. Resilience.
- People with good mental health can cope with the normal stresses of life, can work productively & make a contribution to their community.

**Q. What's the easiest way to look
after my wellbeing?**

3 Simple Steps to Wellbeing:

1. Work/life integration
2. De-stress – via Gratitude & Mindfulness
3. Bringing back the joy

1. Work/Life Integration

Ask yourself the 2 difficult questions...

1. How are you showing up in work?
2. How are you showing up in life, at home?

“Hard-worker” v “Workaholic”

2 key strategies:

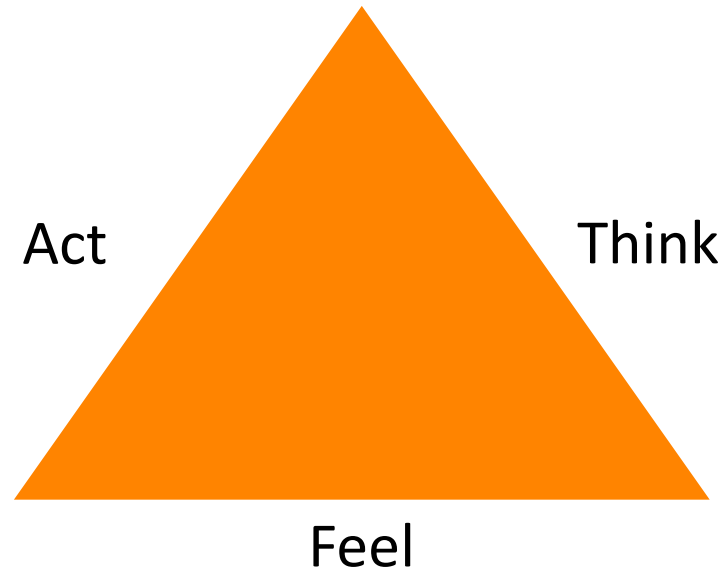
1. Establish boundaries – “Buffer-time”
2. Beware of self-sabotage

Self-Care

- Make sure none of your 6 tanks are running low:
 1. Work
 2. Physical
 3. Psychological
 4. Emotional
 5. Spiritual
 6. Relationships

2. De-Stress

How?



= How we see the world

Morning Glory!

- ✓ Get your mobile out of your bedroom!
- ✓ Set your mind the first second you open your eyes:
 1. *I am lucky to have woken up. I am alive*
 2. *I have a beautiful life*
 3. *I am not going to waste this day...*
- ✓ Cold shower every morning

The 325 Exercise

✓ Breathe

3. Bring joy back into your life!

Don't sweat the small stuff!

- So many things we struggle with, come from trying to control things we can't control...
- *Don't Sweat the Small Stuff... and it's all small stuff* (Carlson, 1997)
- “Overview Effect” – the astronauts get it...
- **Question:** What brought you joy as a 7 year old?
- Schedule JOY back into your life... What do I do???

Joy

Life can be hard...

*Laughing is how we come to terms with all the ups
& downs & cruelties & uncertainties that we face.*

Douglas Abrams, Book of Joy (2016)

**2. How can you create a happy, healthy
& more successful business?**

**Q. What are the major issues
for Australian advisors?**

Advisors: Top 3 “Lifeshit Issues”

1. Work stress
2. Relationships
3. Personal finances (Mindstar, 2018)

❖ All 3 areas are likely linked to uncertainty & negative thought patterns

1. Education: Mental Health Awareness

- One-third of advisors report 5/10 or below for understanding of mental health
- 65% want further education on: “*Stress, anxiety, depression & suicide*” (Mindstar, 2018)
- **Help supporting their clients:** significant increase in mental illness claims across income protection & disability insurance

2. Connection

Q. What do you do if you ask your colleague:

“Are you okay?”

“No.”



Welcome to the

STONE
& CHALK

e-WELLBEING HUB

Wellbeing & Mental Health tools &
resources for you.

All found in one convenient location.

Mentally Healthy Workplace for SMEs

1. How do I afford it?
2. I am so busy, so it has to be super easy. How do we get started?

Transform your business

1. **Employee Assistance Program** – sessions with a Mindstar Coach OR Mental Health Professional
2. **e-Wellbeing Hub** – online portal
3. Employee welcome email
4. Digital Poster
5. Leaders ebook Toolkit

“It’s a nice to have...”

- Little more than a coffee per day...
- For \$48 per week:
 - Employee Assistance Program
 - e-Wellbeing Hub – online portal
 - Employee welcome email
 - Digital Poster
 - Leaders ebook Toolkit

Workplace Wellbeing is Smart Business

1. **Productivity Benefits** – Look after & support your people & their day to day productivity
2. **Employee Benefits** – Employee retention & becoming an employer-of-choice
3. **Customer benefits** – Educates advisors to support customers' mental health conversations
4. **ROI** – \$14.50 return on investment for each \$1 small businesses spent on mental health relating to the workplace (PwC, 2014)

Join the Movement



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