Discussion Group Points
Episode 1
You have now completed Episode 1.

This introduction will help you to get the most out of your Discussion Group.

Your Discussion Group Members
+ The link person in your organisation will inform you who is in your Discussion Group.
+ There will be between 3–6 people in your group.

Your Discussion Group Co-ordinator
+ As a group, decide who would like to take on the role of the Group Co-ordinator. This person will:
  - co-ordinate the time and venue for the discussion groups after each Episode
  - be the time-keeper during the Discussion Group
  - encourage everyone to take part in the discussion and share their ideas
  - remind the Group of its agreed Ground Rules before and if necessary, during the Group Discussion
+ Let the people in your Discussion Group know if you would like to be the Group Co-ordinator. (If no-one volunteers it could be difficult for your group, so why not make life easier? Go on, volunteer!)

Your Discussion Group Settings
+ If you cannot meet face to face then arrange a conference call.
+ Please allow for a minimum of one hour for your Discussion Group.

The Purpose of Your Discussion Group
+ Many of us talk about how healthy or unhealthy we are in terms of our physical health. Your Discussion Group is an opportunity to talk about the ‘mental health fitness’ of your workplace – what is working well and what could be improved.
+ There are no right or wrong answers – it’s about discussing your thoughts on the subjects and issues raised.

Be Prepared For Your Discussion Group
+ In order to get the most out of your discussions, take time to read and reflect on the Discussion Group questions ahead of the meeting.
+ The answers that you wrote and downloaded from Episode 1 online may help to inform your discussion.
+ Remember to take these with you to the Discussion Group.

During Your Discussion Group
+ Take this time to talk openly about some of the subjects and issues that were raised in Episode 1.
+ Ground rules will help your Discussion Group to get the most out of the discussion time. These ought to include:
  - maintaining confidentiality within the group
  - respect for each other’s thoughts and opinions
  - agreeing times and being punctual
+ Before you get started, agree on the Ground Rules that work best for your Discussion Group.
+ During Episode 2, you will be asked about some of the responses you have given during this Discussion Group. With this in mind, you may want to take notes during your discussion.
+ You must complete this Discussion Group before proceeding to Episode 2.

Be sure to participate fully, consider your colleagues ideas and share your own opinions as much as you want.

Enjoy.
**Mental Health Continuum**

Adapted from K Tudor (1996) "Mental health Promotion: Paradigms and Practice"

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<tbody>
<tr>
<td><strong>Horizontal Axis</strong></td>
<td>This line represents mental health – from most unwell (on the left) to most healthy (on the right). On the left hand side, the person has a diagnosis and on the right there is no diagnosis.</td>
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<tr>
<td><strong>Vertical Axis</strong></td>
<td>This line represents mental well-being – from feeling most low (at the bottom) to feeling most well and positive (at the top).</td>
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<tr>
<td><strong>Bottom Right</strong></td>
<td>He/ She has poor mental well-being. This person doesn’t feel good although he/ she has no diagnosed mental health problem. This person could be at work.</td>
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<tr>
<td><strong>Bottom Left</strong></td>
<td>He/ She has a diagnosis of a mental health problem and is unwell. Together with having poor mental well-being, this person is unlikely to be at work and if they are, they are likely to be finding it very difficult.</td>
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<tr>
<td><strong>Top Right</strong></td>
<td>He/ She is mentally healthy whilst feeling great with good mental well-being. At work this person is likely to be enthusiastic and productive.</td>
</tr>
<tr>
<td><strong>Top Left</strong></td>
<td>He/ She has a diagnosis of a mental health problem and is managing the condition well. Combined with positive mental well-being, this person is likely to be enthusiastic and productive at work. He/ She has a diagnosis of a mental health.</td>
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A. Did you think that the team members' positions on the Mental Health Continuum changed?

B. What made you think that their positions had or had not changed?

C. True or False?
   - Our physical health can change day to day, week to week.
   - The Mental Health Continuum helps us to realise that our mental health and well-being can also change day to day, week to week.

D. How can you use this knowledge to help you and your colleagues?

Record your thoughts
The Health & Safety Executive state that these are the 6 top areas that cause stress at work.

<table>
<thead>
<tr>
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<th>Description</th>
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<tr>
<td>Role</td>
<td>How clear are people about what they are expected to deliver</td>
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<tr>
<td>Relat</td>
<td>How people get on and work together</td>
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<tr>
<td>Deman</td>
<td>How manageable the workload is</td>
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<td>Change</td>
<td>How people handle change</td>
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<tr>
<td>Contr</td>
<td>How much a person can decide on what they do</td>
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<td>Supp</td>
<td>How much encouragement is given by colleagues, managers and the organisation as a whole</td>
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Q.2 6 Top areas that cause stress

Recommended time: 15 minutes

Despite Matt’s objections, Dave left him to figure out the Super Chain order without any support or training.

Reminder: You recorded how the team members coped with the 6 top areas that cause stress at work.

Tip: Divide into pairs or two groups to discuss 2A and 2B. Afterwards, share your thoughts with the rest of the group.

A If you noticed that someone was not coping well in one of these areas at your work, what advice would you give them?

B Share the three points of action that you wrote down in Episode 1 to improve these areas at work. Now discuss how you’re going to put these into action.

C What would your organisation score in each of the 6 top areas that cause stress at work? Record your answers on the blank graph.

D What ideas do you have to increase these scores?
Q.2 6 Top areas that cause stress

Record your thoughts
At the initial team meeting, Sarah spoke to the newly restructured sales division. Dave and Yvonne seemed to be less happy about the changes and Matt was looking forward to the challenge.

A. What negative and positive behaviours amongst the team members did you notice at the meeting?

B. When you notice negative behaviours in your workplace what can you do about it?

C. What positive behaviours and their effect on your colleagues have you noticed in the last few weeks?

Record your thoughts
Q.4 Behaviours

Recommended time: 10 minutes

Reminder: You heard what each of them was really thinking.
Tip: Divide into pairs or two groups to discuss 4A and 4B. Afterwards, share your thoughts with the rest of the group.

A If the team continued like this, what could happen to:
+ the individuals?
+ the team?
+ the business as a whole?

B What advice would you give the team to turn the situation around?

Record your thoughts

The order didn’t go in on time. Dave blamed Matt. Matt thought he’d been treated unfairly. Yvonne was fed up.
Q.5 Body language and Voice

Recommended time: 5 minutes

Yvonne left for her lunchtime run thinking that Matt would catch her up. Matt never made it as Dave insisted, “You need to prioritise!”

Reminder: You were shown the action without sound and then you heard the conversation without seeing the action.

A What did this highlight for you?

Record your thoughts
Q.6 Signs of Mental ill-health

Recommended time: 5 minutes

Reminder: You were asked to spot signs of ill-health in Matt.

A When you see people regularly it can be more difficult to spot the signs of ill-health as these can start to appear gradually. What can you do to make sure that you spot signs of ill-health in your colleagues?

Record your thoughts
Episode 1 Discussion Complete

What you need to do NOW

+ Use the time between Episodes to put the actions that you have agreed on, into practise.

+ In order to keep on track with your agreed actions, it's recommended to pair up with a colleague to check in, support and help each other.

+ You will be sent an email reminder when Episode 2 becomes available.

+ Your Group Co-ordinator will get in contact with you to arrange the time and venue for your Discussion Group after Episode 2.

Thank you for your participation.