

# Welcome and Housekeeping

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Welcome to the **Having Connected Conversations - There's more to say after R U OK?** Webinar.



Please put your microphone on mute when you aren't speaking  
Please keep your video off



Have the chat box open – you can ask questions here at any time



Navigate to [www.menti.com](https://www.menti.com) on your device and type in the Menti code **67 14 28 5**  
This will be used for interactive elements in your session

# Having Connected Conversations

There's more to say after R U OK?

## Our Story

**‘Empowering psychologically safe and thriving workplaces’**

We make a difference through prevention, protection, promotion and support of psychological safety in the workplace

We lead the way through integrated and sustainable evidence-based strategies

## Our Values

Be **Humanistic**, Be **Daring**, Be **Inspirational**, Be **Connected**



# Session Overview

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**Developing  
awareness-**

**Understanding  
mental health**



**Having  
connected  
conversations**

**There is more  
to say after R  
U OK?**



**Looking after  
yourself and  
others**



**Accessing  
supports**

# Describe the current challenges you face in asking RU OK?

Not having a personal relationship with the person.

knowing what to say/do if someone is not actually okay

Feeling unprepared to deal with the answer

Know what to say in response to someone opening up

the person I am asking may find it too confronting to be asked

Fear of insulting them.

What to say to someone if they say they are not okay? oops already said but real problem

Not knowing how to respond when someone has suicidal thoughts.

Feeling capable of helping someone who says they are not ok



# Describe the current challenges you face in asking RU OK?

How to ask this in every day conversation

How to deal with one word answers not wanting to open up

Don't want to make them cry at work

Worried about really upsetting them or bringing up difficult triggers

Knowing how to respond and where to access help for them

What to say to not make the situation worse

Not understanding their mental illness

in online world, the follow up is more challenging

asking and defensive responses come back, when knowing in performance there is a change



# Describe the current challenges you face in asking RU OK?

Working remotely makes it difficult to see what might be happening

making sure I laugh each day

Making time for activities I enjoy i.e. baking

Exercising

Going for walks

Crafting

Journaling

Walking and trying to take morning tea and arvo tea breaks

Zoom exercise sessions



# Describe the current challenges you face in asking RU OK?

Writing letter - making connections  
the old school way

Ring people who you may think are  
at high risk and ask if they are ok.



# Key Learning Principles

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**1 >**

## **Act with Care and Compassion**

Create an environment of civility and respect

**2 >**

## **Get to Know Your Colleagues**

Connect regularly with each other, ask R U OK?

**3 >**

## **Look for Observable Changes in Behaviours**

It is not your responsibility to diagnose

# Mental Health Statistics

AROUND  
**1 IN 5**  
**AUSTRALIANS**  
WILL EXPERIENCE A MENTAL HEALTH  
CONDITION EACH YEAR (ABS, 2017-18)



Lifeline has had a **22%**  
**PERCENT**  
Increase in their service since the  
introduction of the restrictions in  
Victoria. (Lifeline, 2020)

**9 in 10**  
**AUSTRALIAN** EMPLOYEES  
BELIEVE MENTALLY HEALTHY  
WORKPLACES ARE IMPORTANT

**5 in 10**  
**AUSTRALIAN** EMPLOYEES  
BELIEVE THEIR WORKPLACE IS  
MENTALLY HEALTHY

(State of workplace mental health in Australia – Beyond Blue)

**30**  
**PERCENT**

OF THE COMMUNITY  
EXPERIENCING HIGH  
LEVELS OF WORRY  
AND ANXIETY  
DURING SIMILAR  
PANDEMICS  
(Black Dog Institute 2020)



MORE THAN  
**8**  
**AUSTRALIANS**  
TAKE THEIR OWN  
LIVES EVERY DAY  
6 OF WHOM ARE MEN (ABS, 2018)



**DEPRESSION**

IS THE LEADING  
CAUSE OF DISABILITY  
WORLDWIDE  
(WHO, 2018)





# Mental Health Continuum

<div>Thriving</div> <div>Wellbeing</div>	<div>Emotional Challenges or Concerns</div>	<div>Unwell</div> <div>Mental Health Conditions</div>
<div>Occasional stress to mild stress</div> <div>Minimal impact</div>	<div>Mild to moderate stress</div> <div>Mild or temporary impact</div>	<div>Marked distress</div> <div>Moderate to disabling or chronic impairment</div>



# Mental Wellbeing Behaviour Symptoms Continuum





# R U OK? – A Conversation could change a life

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**THERE'S  
MORE TO SAY  
AFTER  
RUOK?™**

What you're going  
through isn't easy.  
It's good we can  
talk about it.

Have you been  
feeling this way  
for a while?

That's tough.  
Keep talking,  
I'm listening.



# Having Connected Conversations

**RU OK?**<sup>TM</sup>  
A conversation could change a life.

AP PSYCHOLOGY  
& CONSULTING  
SERVICES



01

## Getting Ready

Am I in a good place to have a conversation?

Am I prepared for the conversation?

02

## Ask 'Are you OK'?

Let them know that you are concerned about them and that you care

03

## Listen without judgement

Allow space for them to share as much or as little as they want

Listen carefully and use appropriate body language

04

## Encourage help seeking

Talk openly about mental health and discuss resources (internal and external) available to help them

05

## Follow up

Let them know you care and that you would like to check in with them again

Remember to follow up as agreed



# Supporting a colleague

Steps you can take to support a colleague that you are concerned about:

## GETTING READY

ASK “ARE YOU  
OK?”

LISTEN WITHOUT  
JUDGMENT

ENCOURAGE  
HELP SEEKING

FOLLOW UP

- Am I in a good place to have a conversation?
- Have I identified a suitable time and place to have a conversation?
- Am I prepared for the conversation and how to respond if someone says they are not OK?
- Do I understand that some people may not be ready to talk or feel more comfortable speaking with someone else?
- Do I know about the support services available?

# Supporting a colleague

Steps you can take to support a colleague that you are concerned about:

## GETTING READY

## ASK “ARE YOU OK?”

## LISTEN WITHOUT JUDGMENT

## ENCOURAGE HELP SEEKING

## FOLLOW UP

- Be relaxed in your approach
- Let your colleague know that you are concerned about them and that you care
- Let your colleague know that you have noticed changes in their behaviour (provide examples)
- If someone isn't ready to talk let them know that they can speak with you at another time or maybe they would like to speak with someone else.



# Supporting a colleague

Steps you can take to support a colleague that you are concerned about:

## GETTING READY

## ASK "ARE YOU OK?"

## LISTEN WITHOUT JUDGMENT

## ENCOURAGE HELP SEEKING

## FOLLOW UP

- Allow your colleague the space to share as much or as little as they want
- Listen carefully and use appropriate body language
- Try to maintain eye contact and sit in a relaxed position
- Respect their decision if they do not wish to discuss the matter at this time

# Supporting a colleague

Steps you can take to support a colleague that you are concerned about:

## GETTING READY

## ASK “ARE YOU OK?”

## LISTEN WITHOUT JUDGMENT

## ENCOURAGE HELP SEEKING

## FOLLOW UP

- Talk openly about mental health and discuss resources (internal and external) available to help them
- Ask open questions about the next steps
  - “How can I best support you?”
  - “What might be a useful first step?”
  - “Is there someone who can support you?”
- Assist them to access support if required



# Supporting a colleague

Steps you can take to support a colleague that you are concerned about:

## GETTING READY

## ASK “ARE YOU OK?”

## LISTEN WITHOUT JUDGMENT

## ENCOURAGE HELP SEEKING

## FOLLOW UP

- Let them know you care and that you would like to check in with them again
- Remember to follow up as agreed
- Understand it can take time for people to be ready to seek help
- Try not to judge and remain optimistic about the options for getting help



# Supporting a colleague

## Health

## Mild Distress

## Moderate Distress

## Marked Distress



- As an individual, lead by example
- Get to know your colleagues
- Provide support
- Foster a healthy climate
- Identify and resolve problems early
- Demonstrate genuine care and concern
- Encourage opportunities for self care
- Resource yourself on Mental Health

- Watch for behaviour changes
- Know the resources and how to access them
- Encourage early access to care and support such as GP
- Consult with your manager, HR, EAP or other health professionals when a colleague displays behaviours associated with mild distress
- Seek support from services such as EAP and other wellbeing programs

- Seek mental health resources
- Respect privacy and confidentiality
- Minimise rumours
- Respect limitations
- Maintain respectful contact
- Advise your manager, HR, EAP or other health professionals when a colleague displays behaviours associated with mild distress
- Engage support from services such as EAP and other wellbeing programs



## **Self Care**

**Taking time to look after yourself & others**

# What are you currently doing to look after your wellbeing?

Exercising daily

running

Practicing self compassion

Walking

Lots of walking

meditating

Zoom with friends

improving diet

Meditation and yoga and eating as well as I can! And keeping in touch online with friends

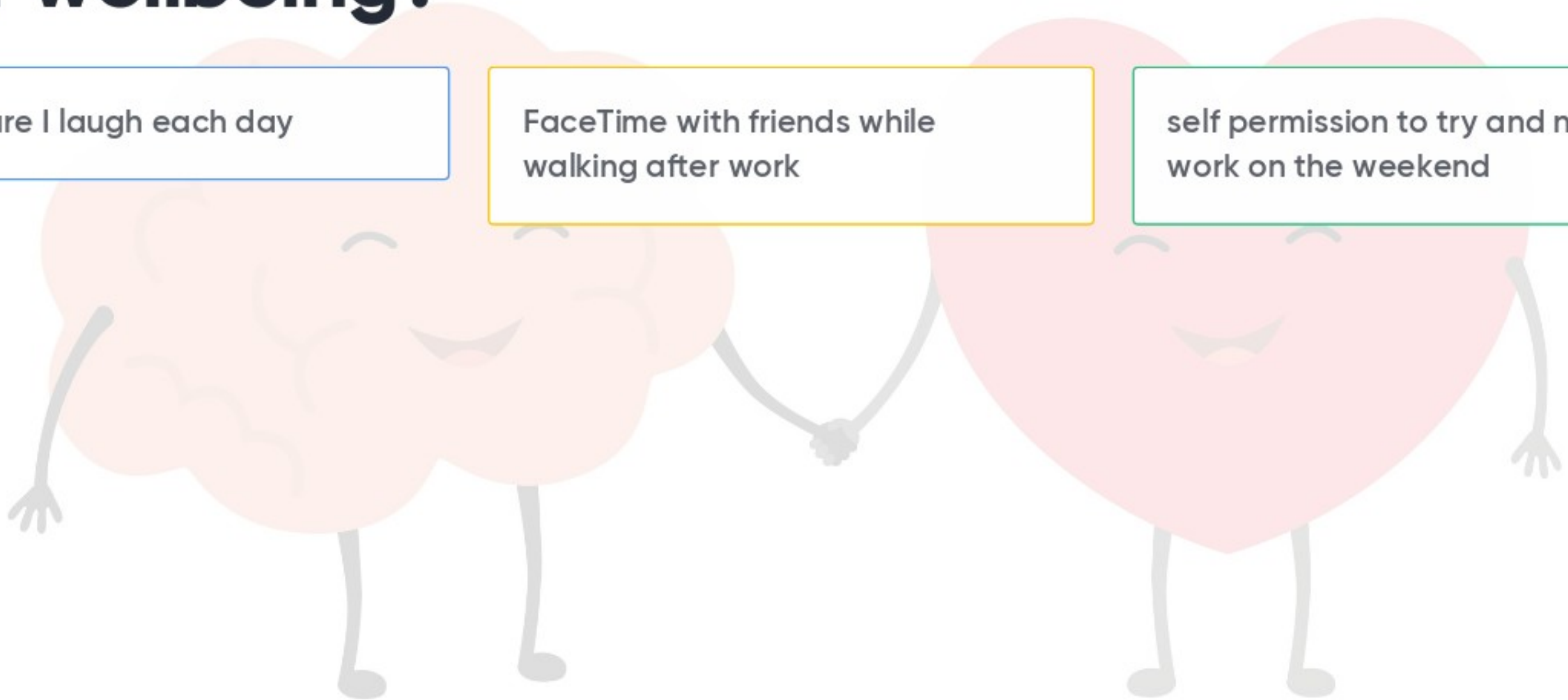


# What are you currently doing to look after your wellbeing?

make sure I laugh each day

FaceTime with friends while walking after work

self permission to try and not to work on the weekend



# Self-Care Strategies



Be Aware

Be aware of your feelings, thoughts and behaviours

Be kind to yourself and others

Identify your triggers and know when you are most vulnerable

Focus on what you can control

Connect with purpose and compassion



Be Active

Manage sleep and stress

Exercise, nutrition and balance

Relaxation and mindfulness

Take structured and regular breaks

Work in 90-minute cycles

Put a personal wellbeing support plan in place



Keep Learning

Adopt a growth mindset

Actively seek out new experiences

Set yourself a new challenge

Spend time reflecting

Take on new hobbies and interests



Connect

Stay connected: Talk to your friends and family about how you feel

Access formal supports like counselling, doctor, EAP, Team Talks, Buddy, Manager

Make sure communication is from credible sources and factual

Connect with peers and create a support group



Help Others



# **Accessing Supports**

# Support Services & Resources-Internal

- **Human Resources**

- Your Human Resources Business Partner or (03) 5327 9530
- [manager.hrsupport@federation.edu.au](mailto:manager.hrsupport@federation.edu.au)



- **Employee Assistance Program**

- 1300 OUR EAP (1300 687 327) or (03) 8681 2444
- <https://www.convergeinternational.com.au/>

- **Manager Assistance Program**

- 1300 OUR EAP (1300 687 327) or (03) 8681 2444
- <https://www.convergeinternational.com.au/>
- Manager Toolkit





# Additional Support Services

Support Service	Contact Details
Beyondblue (24 hours per day 7 days per week)	1300 224 636
Lifeline	13 11 14
MensLine Australia	1300 789 978
Relationships Australia	1300 364 277
Kids Helpline	1800 551 800
Suicide Call Back Service	1300 659 467
Headspace	1800 650 890
1800RESPECT	1800 737 732

# Reflect on one thing you are going to commit to doing to connect and ask someone 'RU OK?'

Getting to know colleagues

remember the spirit and intent to asking the question and say I will follow up with them and do this

Making kindness a number one priority when checking in

I messaged all my close friends to check in on them today. And I will make more of a effort to talk more with work colleagues

Check in on my neighbour

be more observant

Be mindful of changes in behaviour, use this to have the conversation

Be tuned in to changes in behaviour and put it out there that I'm approachable

Skip app has reach out to people and pay for a coffee for someone - am going to reach out and do this.



