

# Mental Health in the Workplace

## An organisation's culture can have an impact on the staff's mental health and wellbeing

### Is Mental Health a big issue for organisations?

Mental health issues tend to be hidden within organisations. This can often be a result of an organisation focusing on the process of the organisations rather than the people. Many people believe that there is a stigma attached to mental health and this can often be one of the reasons why it is hidden and not spoken about within organisations.

### What may be some signs of poor Mental Health of your staff within the organisation?

- Chronic fatigue
- Insomnia
- High stress levels
- Poor concentration
- Worrying
- Finding it hard to make decisions
- Low mood
- Poor diet
- Irritability and short temper

### How can an organisation change its work culture to help with mental health?

A first step to take is to ensure that your organisation has a healthy leader. Your healthy leader will ideally look after themselves and also ensure that they are looking after their management team and all of the staff within the organisation.

Organisations can reduce the stressfulness of the environment by making the environment less transactional. A less transactional environment means that there can be a larger focus on the care and wellbeing of the team itself. Organisations should reduce the pressure by focusing on the people first and the process second.

Ensuring that the staff are resting to improve their general wellbeing. For example, having a healthy work life balance.

If you would like to discuss Mental Health in the Workplace in more detail, please contact MHA Moore and Smalley to speak to a member of our Small Business team or email Philip Dyer, Founder of nxo Healthy Leaders, on [philip.dyer@nxo.net](mailto:philip.dyer@nxo.net) who specialises in creating Healthy Leaders in the workplace

### Chartered accountants & business advisers

 [www.mooreandsmalley.co.uk](http://www.mooreandsmalley.co.uk)

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 Offices in: Preston, Blackpool, East Midlands, Kendal, Kirkby Lonsdale, Lancaster, Liverpool, Manchester and Southport



**Judith Dugdale**

Corporate Services Director

01772 821021

[judith.dugdale@mooreandsmalley.co.uk](mailto:judith.dugdale@mooreandsmalley.co.uk)

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