Stress Management Society
from distress to de-stress

International Wellbeing Insights
People, Culture & Wellbeing

MEA Mental Health Champions Skill Session

MARS

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BE AWARE - CHALLENGING TOPIC

TRIGGER WARNING

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HOW MANY OF YOU…

RAISE YOUR HAND IF YOU AGREE

… ARE CONCERNED ABOUT THE NUMBER OF PEOPLE WE LOSE TO SUICIDE EVERY YEAR?

… WOULD LIKE TO UNDERSTAND WAYS TO SAFEGUARD, SIGNPOST AND SUPPORT THOSE EXPERIENCING DARK THOUGHTS?

…ARE NOT CONCERNED ABOUT SUICIDE AND ARE NOT INTERESTED IN SAFEGUARDING, SIGNPOSTING AND SUPPORTING THOSE THAT ARE STRUGGLING?

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THIS SESSION IS BEING RECORDED…

RECORDING IN PROGRESS

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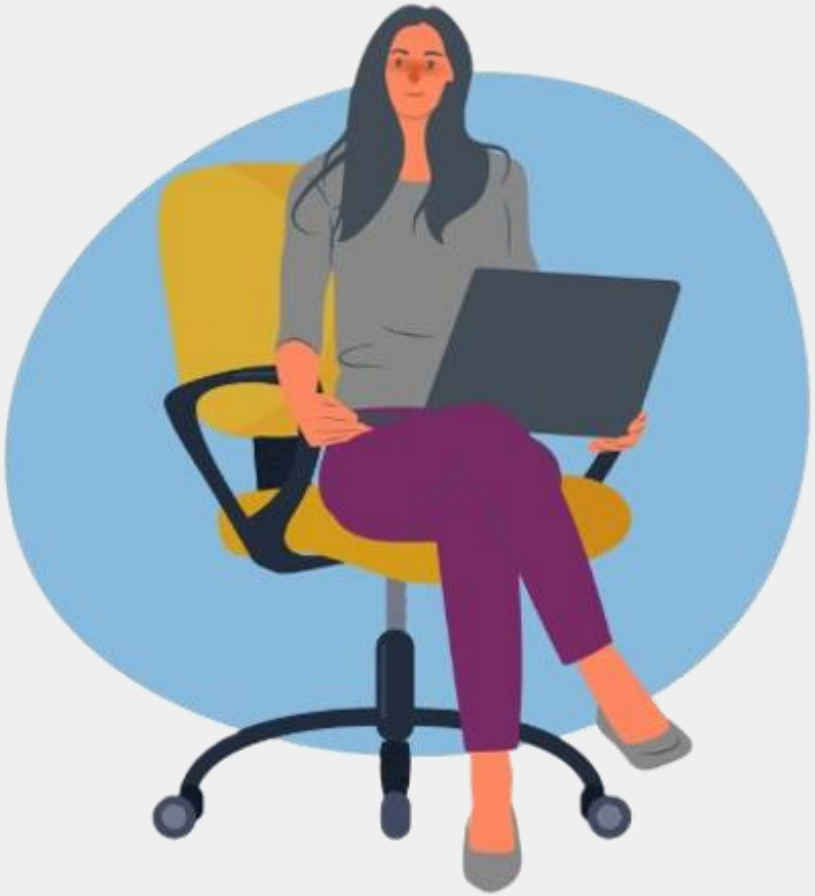
HOW TO USE THE WORKSHOP

Cameras on please – this is not a lecture; this is an **interactive workshop**. The content has been written to move on when you participate.

Questions will be asked throughout the session, **please get involved** on the microphone and the chat section. This is not the facilitator's session, it's everyone's session! Put your hand up or make a request to share on the mic using the chat.

There will be opportunities to participate – so… **we need to hear from you**!

Please **feel free to ask questions**, **share experiences**, **disagree**, **seek clarification**, **tell me to slow down** - whatever you need at any time.



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GROUND RULES: CREATING A TRUSTED SPACE

BE ON TIME

BE HERE NOW:
NOT BE HERE SOMETIMES

HONESTY & RESPECT

LIMIT DISTRACTIONS:
TECH OFF OR ON SILENT

KEEP AN OPEN MIND

SAFEGUARDING

PARTICIPATION:
WHAT YOU PUT IN IS WHAT YOU GET OUT

USING 'I…' STATEMENTS

CONFIDENTIALITY

Please feel free to add more in the chat section…

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LINK FOR HANDBOOK

Will be shared after the session

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LET'S WELCOME OUR NEW CHAMPIONS

ELIZABETH KONDO

YOLI PHAKATHI

ABDALLAH SALEM

PASSANT ABDEL NABI

LOBNA BEDIER

SALLY DOUKI

HEBA ELBAZZ

SALMA GALAL

JOHN KAGENI KIMANI

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L.I.F.E. FRAMEWORK

Listen

- Hold space with empathy and without judgement
- Ask open questions that invite real conversation

Identify

- Notice the early warning signs and shifts in behaviour
- Know when to act if someone might be at risk

Facilitate

- Signpost to professional help and trusted support
- Connect them with the right resources

Engage

- Follow up and show you're still there
- Encourage lasting support through community and connection

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VIDEO – DIFFERENCE BETWEEN DEPRESSION AND SUICIDALITY

https://youtu.be/a2R45LuUB_0?si=g0qrJejCNxRALaGS

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L.I.F.E. FRAMEWORK

LISTEN

HOLD SPACE
LEVELS OF LISTENING
ASK OPEN QUESTIONS

EXERCISE:
“EMPATHY CIRCLES” LISTEN FOR 2 MINUTES AND REFLECT BACK WHAT YOU HEAR TO YOUR PARTNER

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VIDEO – NORWICH FC #YOUARENOTALONE

https://www.youtube.com/watch?v=Sd2nujJwYiM

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L.I.F.E. FRAMEWORK

IDENTIFY

RED VS YELLOW FLAG BEHAVIOURS

NON-VERBAL CUES

WHAT DOES STRUGGLING LOOK LIKE?

EXERCISE:

CHAMPIONS CAN YOU IDENTIFY THE RISKS FROM THE VIDEO?

WHAT STOOD OUT?

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L.I.F.E. FRAMEWORK

FACILITATE

THE SIGNPOST SUPPORT TRIANGLE

EXERCISE:

‘REFERRAL RELAY’, ROLEPLAY SCENARIO TO SAFEGUARD, SIGNPOST AND SUPPORT

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L.I.F.E. FRAMEWORK

ENGAGE

FOLLOW UP CONSISTENTLY
ENCOURAGE COMMUNITY
REINFORCE HOPE
BE ACCOUNTABLE

EXERCISE:

“CIRCLE OF ENGAGEMENT”- MAP OUT WHO YOU REGULARLY CHECK IN WITH, WHERE HAVE YOU DROPPED OFF? MAKE AN ACTION PLAN

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BREAKOUT ROOM ACTIVITY: L.I.F.E. MODEL IN ACTION

You're part of a regional marketing team. Ahmed, a colleague who's worked with you for three years, recently returned from a short leave following a family bereavement. Normally upbeat and sociable, he's been noticeably withdrawn over the last few weeks.

Recent Observations:

- He's missed several team stand-ups without explanation.
- His once-detailed work has become inconsistent and rushed.
- He declined a team lunch, saying, *"I just don't have it in me anymore."*
- You overheard him mutter *"what's the point anyway"* after a meeting.
- A close teammate said Omar messaged them at 2 a.m. saying he "felt like a burden" and "everyone would be better off without him."
- He is incredibly distant and disengaged
- He sent you a message on teams which included statements like 'I don't want to be here anymore' and 'I have had enough'.

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BREAKOUT ROOM ACTIVITY: L.I.F.E. MODEL IN ACTION

IN THIS WORK-RELATED SCENARIO...

- THINK ABOUT THE **4 ELEMENTS** OF THE **L.I.F.E** MODEL:
  LISTEN, IDENTIFY, FACILITATE AND ENGAGE

- TAKE TURNS APPLYING THE MODEL AND YOUR FULL CHAMPIONS SKILL SET

- BREAKOUT SESSIONS (12 MINUTES)

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WHAT WE ARE NOT...

A REMINDER:

WE DO NOT PROVIDE COUNSELLING ADVICE OR GUIDANCE.

WHAT DO WE DO INSTEAD?

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SUPPORT

WHAT SUPPORT DO YOU NEED FROM:

MARS/ IWI

MHC SUPPORT TEAM

YOUR PEERS

YOUR LEADERSHIP

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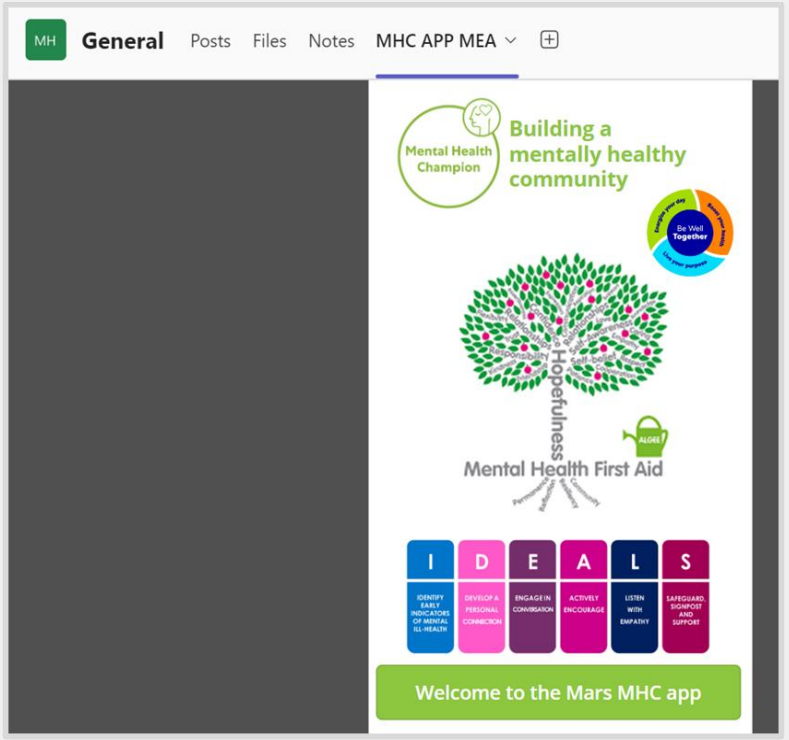
MEA MHC APP REMINDER

You can access the App via our **QR code**, via **this link**, or through our **Mental Health Champions Program MEA MS Teams** channel



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THE PURPOSE OF THE APP IS TO SUPPORT US

Enables us to "**offload**" conversations we've had as mental health champions

Gives us access to **key resources** that will support us as MHCs

Enables us to **detect (anonymised) themes** so we can better understand how to **help our associates**.

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MHC COMMUNITY

HAVE YOU CONNECTED ON THE MARS MHC TEAMS CHANNEL: WHAT HAS PREVENTED YOU FROM DOING SO?

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Be Well Together

Energize your day

Boost your health

Live your purpose

Find your local AAP provider here:

https://team.effem.com/sites/AAP

Access your AAP Wellbeing app on the go

WORKPLACE OPTIONS

Available on the App Store

GET IT ON Google Play

MARS

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Our Associate Assistant Program (AAP) is a Global program that provides free and confidential short-term counselling, referrals and follow-up services to Associates and their family members who have personal and/or work-related concerns. In Canada, Workplace Options is our AAP service provider.

Suggestions how the Associate Assistance Program (AAP) can help you:

Are you worried about your finances, feeling stressed or struggling to sleep? Are you prioritizing your individual wellbeing? Contact the AAP confidentially for support.

ACTIONABLE NEXT STEPS

WHAT COMMITMENT WILL YOU MAKE TO BREAKING BARRIERS SURROUNDING MENTAL HEALTH?

WHAT COMMITMENT WILL YOU MAKE TO HAVING MORE OPEN CONVERSATIONS?

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WHAT DO YOU NEED TO ASK BEFORE WE END TODAYS SESSION?

ANSWER IN THE CHAT

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THANK YOU!

We look forward to supporting your wellbeing journey…

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www.stress.org.uk

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