



Stress First Aid.

High quality training from the experts



Understanding & managing workplace stress & mental health problems in the workplace. A workshop for managers

Bespoke training for managers and staff. Delivered by the UK's leading provider of mental health and psychology-based training.

Clearly, the symptoms of stress is of consequence to the physical and mental wellbeing of people and inevitably the organisations that support them. The fields of psychology & psychiatry are complex. Individuals exposed to stress-related situations have difficulty in understanding and expressing their thoughts and feelings; likewise, managers & HR staff are commonly challenged to make sense of behaviours and the complex underlying factors with little or no knowledge of the subject. Conflating the terms 'stress' and 'mental disorder' only serves to complicate the human resources processes; but in the absence of accurate knowledge and appropriate advice, managers and HR professionals can be left in a confused position with little help, or no help from the health service.

This challenging area of psychology and psychiatry must managed in a skillful and organised way if individuals, organisations and managers are to make healthy changes with better-managed interventions.

Stress 'First Aid' - An integrated training package designed for HR & management.

This training supports managers and HR professionals to understand terminology, the symptoms, and the underlying causes of stress. It supports them to understand mental illness and to identify psychiatric presentations with greater clarity and effective support.

The Following key areas are addressed in this training:

- Understanding the key causes of stress-related symptoms and understanding the appropriate interventions;
- Screening tools to identify the potential causes of stress and tools to reduce / minimise stress in the workplace - How to more accurately identify and measure the causes of stress in the workplace and better-manage the associated challenges;
- Understanding the confused and disorganised perspectives taken by GPs & primary care;
- Understanding the behavioural psychology of stress and how to improve interactions and / solutions to support vulnerable individuals or challenging situations;

- Leadership styles - understanding the good and bad styles of senior management and how these impact on the experience of workplace stress. Minimising stress by adapting the transformational leadership styles into current management strategies;

- Understanding the causes of counter-productive work behaviours (CWB), subversive workplace behaviour and the 'protest sick note';
- Recognising malingering and deceitful practice;
- Recognising risks and emergencies and escalating appropriately;

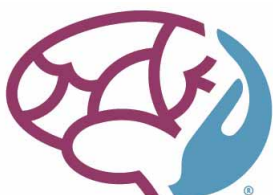
Complimentary training workshops:

- Staff Resilience training;
- CBT-based counselling skills;
- Managing conflict and difficult conversations training;
- Leadership training.



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