

EPISODE 11

**LAGOS
TALKS
91.3 FM**



THE OFFICE

on Lagos Talks 91.3 FM

TOPIC

**MANAGING MENTAL HEALTH
AND WELLNESS AT WORK**

GUEST



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INTRODUCTION

Mental health is the way people think and feel and the ability to deal with issues as they arise. The outburst of the pandemic and the technological disruption has changed the way people think and do things. Employers should understand the increasing levels of stress brought about by the pandemic and redesign the office in a way that will suit the employees' mental health by creating a more comfortable and productive environment.

SIGNS OF MENTAL ILL-HEALTH

Below are some of the triggers or signs that someone has mental ill-health:

- Change in attitude
- Having a repetitive thought that controls everything that one does
- Obsessive behaviour
- Certain changes in one's behaviour: when you realise you do things that you are not supposed to do
- Not being able to associate with people
- Eating unnecessarily
- Stress
- Taking down your frustration on other people.
- Withdrawal from the workplace. Absenteeism - being there and you are not there.



TIPS FOR HR PROFESSIONALS

- Take care of your mental health the same way you take care of your physical health and always want to keep fit.
- Once you notice a change in an employee's behaviour which is likely to affect the mental health, as a boss, engage the employee to find out the reasons for the wrong behaviour, then tell the person to take time off, where necessary.
- As an employer, put in place an Employee Assistance Programme (EAP) in the workplace or encourage management to have something employees can lean on to help their mental well-being.
- Someone might find him/herself in a distress situation for reasons that could come from home, the pressure of work, or the start of a mental health problem like depression. Anyone in the state of distress needs a compassionate human response. The earlier it is recognized that something is not quite right, the earlier one can get support.
- People need rest to function properly. Take time off work to have a proper rest and know what you need to function properly and never be ashamed to speak up.
- Learn how to speak to yourself on the things you can do and do not pass a particular limit.



- Have conversation with your boss whenever you feel down.
- Learn how to work smart and not hard.
- Set boundaries: Don't try to please everybody. Learn how to say no. You know yourself and your limit. Don't chew more than you can swallow.
- As an employer, respect the boundaries set by employees.
- Get help from your boss and colleagues when you know you are struggling on your job.
- Speak up: You will not only get the help you need; you will also be empowering other people.



When employees enjoy good mental health, they will be able to:

- Make the most of their potentials
 - Cope with what life throws at them
 - Play a full part in their relationships, the workplace, and the community
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