

Men's Mental Health

Name

Consultant

Converge International
Care Made **Real**



Acknowledgment of Country

I begin today by acknowledging the Traditional Custodians of the land that I am on today and I pay my respects to their elders past, present and emerging.

I would like to acknowledge and respect their continuing culture and the contribution First Nations people make to the life of this region.

Overview

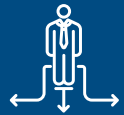
— In this session, we will cover



Understanding Men's
Mental Health



Male Risk Factors



Male Signs of Mental Health
Concerns



Supportive Men's Mental
Health Conversations



Encouraging Action & Help
Seeking



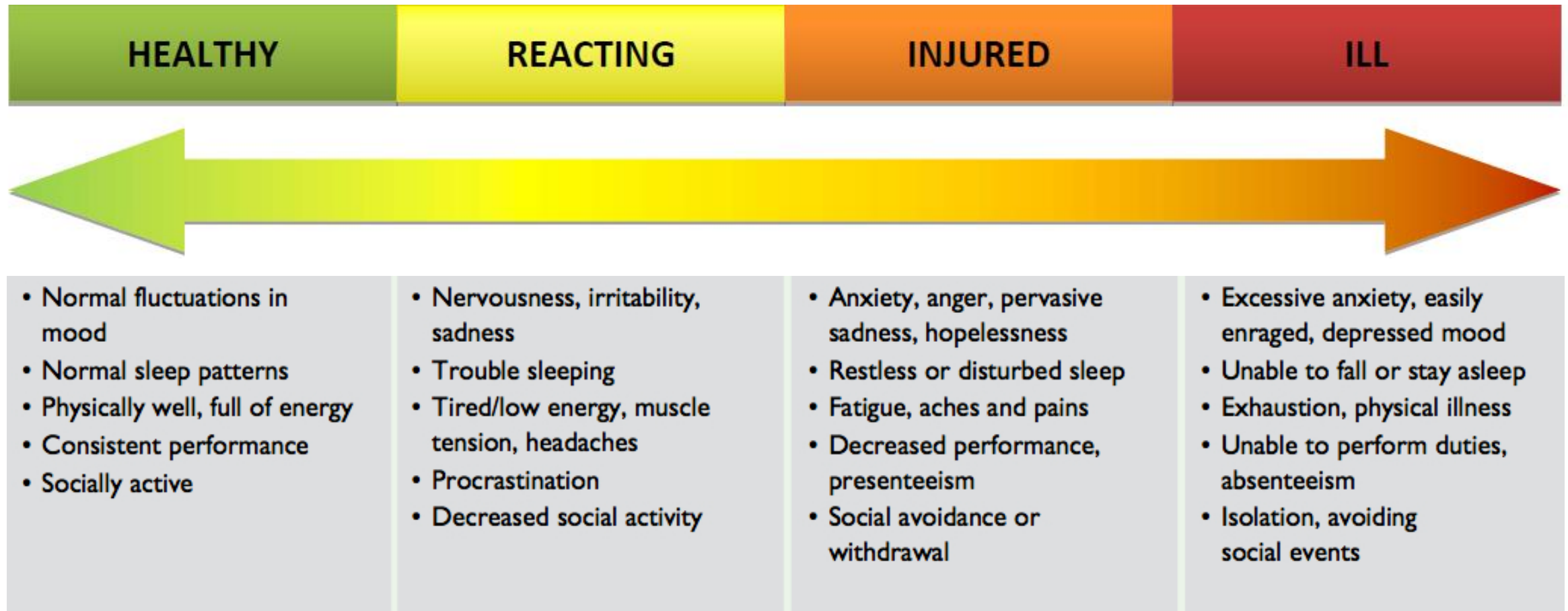
Discussion and Q&A

What is Mental Health?

“A state of well-being in which every individual realises their potential, can **cope with the normal stressors** of life, can **work productively** and fruitfully, and is able to **make a contribution** to their community”.

The World Health Organisation

Mental Health Continuum



Men's Mental Health – Myths and Facts Quiz

- Up to 25% of men experience a diagnosed mental health condition in their lifetime
- Half of the men experiencing a mental health condition or symptoms access support
- Suicide rates between men and women are similar
- 15% experience a mental health condition in any 12-month period

MEN'S MENTAL HEALTH



Key facts everyone should know about men's mental health



#1

Suicide is the leading killer of men under 55 in Australia



Suicide kills

7

Australian men a day



3 in 4

suicides are men

4 Habits for Mentally Healthy Men

- Healthy body**
Eat well, exercise, reduce alcohol
- Healthy lifestyle**
Take care of relationships, work life and social life
- Healthy mindset**
Be mindful, set goals, reframe unhelpful thoughts
- Healthy connections**
Talk with mates, know when and where to get help

During a Man's Lifetime

- 1 in 2 will have a mental health disorder
- 1 in 3 will have a substance abuse disorder
- 1 in 5 men will have an anxiety disorder
- 1 in 8 men will have a mood disorder (e.g. depression)

More Facts

1 in 8 will experience depression at some stage in their lives

1 in 5 will experience anxiety

1 in 7 experience depression and/or anxiety in any given year

Twice as likely as females to have a substance abuse disorder

7 out of 9 suicides in Australia are male

Only 27.5% of males with a mental health concern accessed services

Poll



Name three risk factors that impact on men's mental health:

Men's Mental Health Risk Factors

 1. Social isolation

 2. Money issues

 3. Housing issues

 4. Bereavement

 5. Work issues

 6. Health issues

 7. Drugs and alcohol

 8. Relationships issues

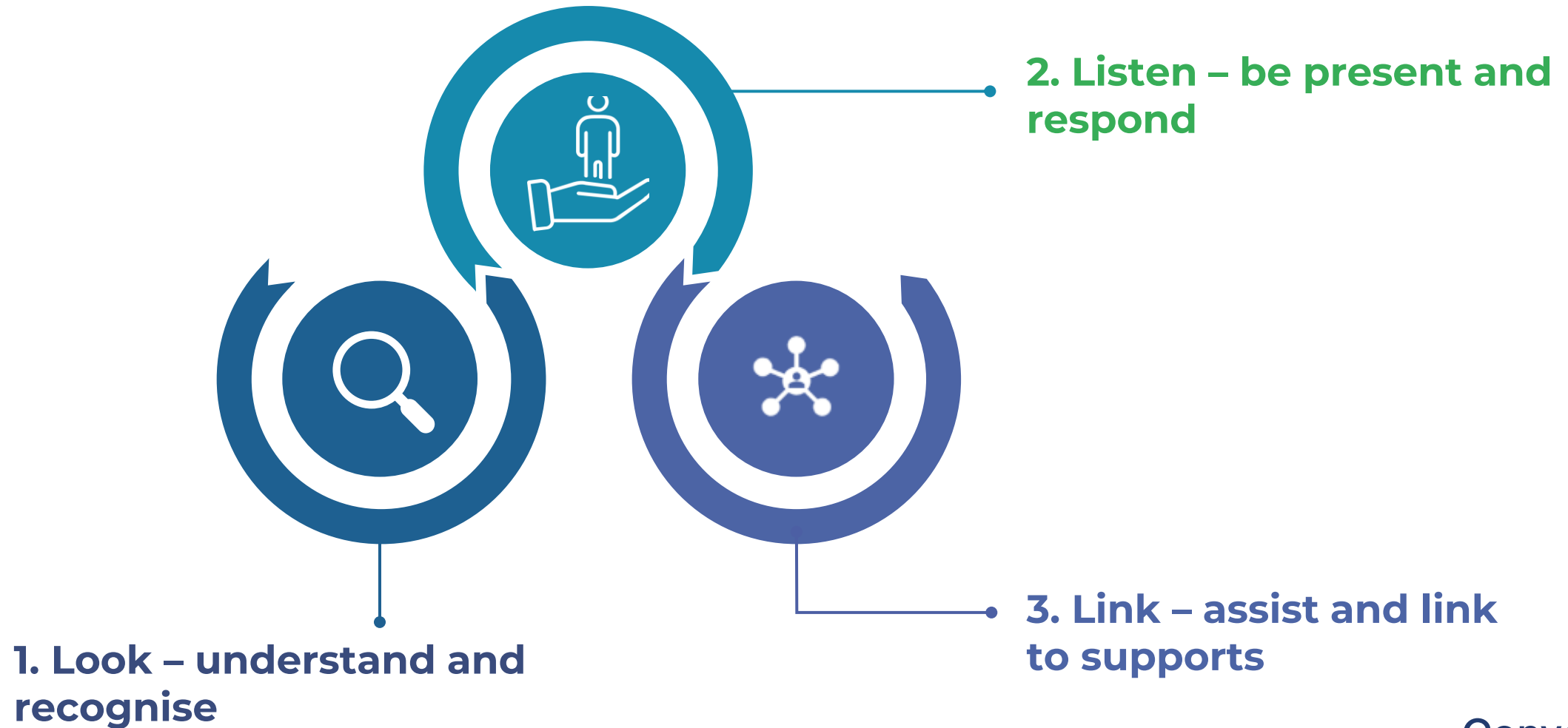
 9. Abuse

 10. Trauma

 11. Inequality

 12. Stress

Supporting Mental Health

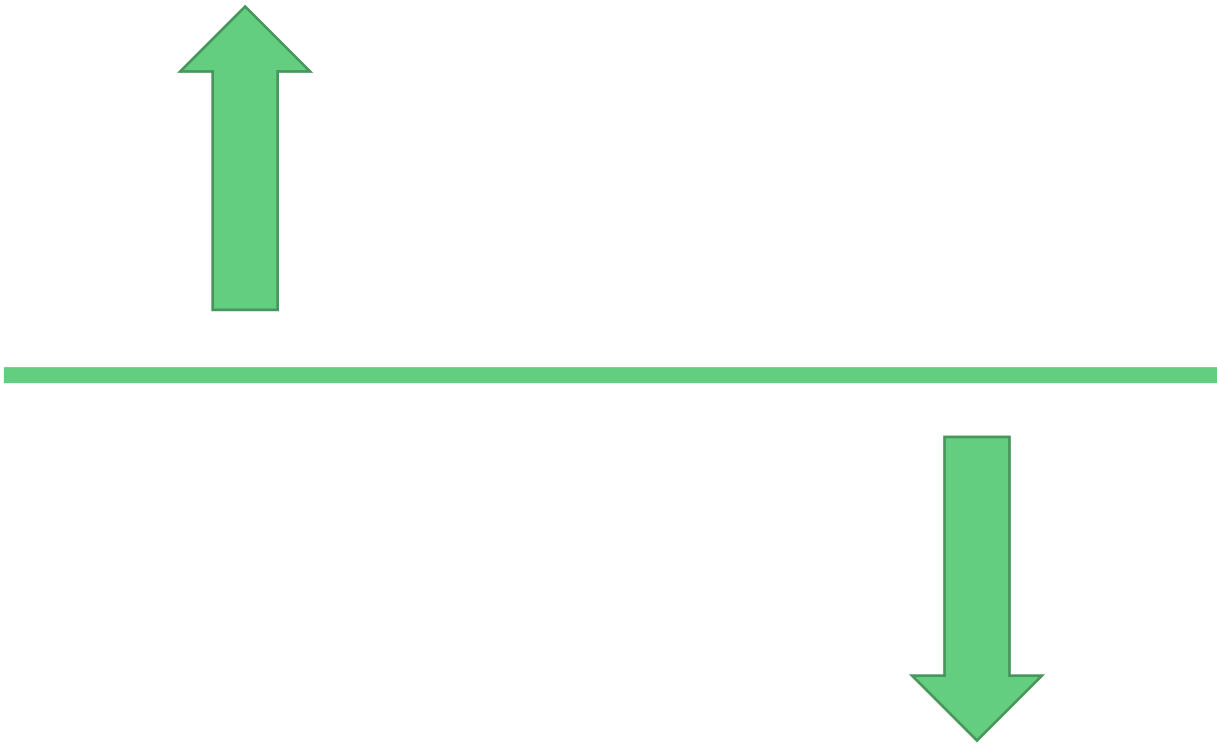


1. Look – Signs of Psychological Distress



- What are some of the common signs of psychological distress that men display?

1. Significant Change in Baseline Behaviour



- Take time to get to know your team members
- Observe their behaviours
- Recognise and reach out

Male-specific Signs



- Increase in substance use/abuse
- Displaying anger and frustration
- Difficulty sleeping or sleeping too much
- Loss or change of routine
- Disconnecting from family, friends and colleagues
- Increased risk taking behaviour
- Immersing into work
- Often mask with physical symptoms e.g. tired, pain
- Tend to speak in the third-person

How to Approach The Conversation

- Talk while 'on task': situations where you're able to do something and talk at the same time
- Sit or stand side by side
- Don't make it a big deal
- Language is important
- Adopt 'the fixer' mindset
- Share something personal to help open the conversation up



How to Check In

- Check in on a problem they have spoken about before
- Use “I” statements
- Demonstrate concern/ empathy
- Informal/ private conversation
- Mention what you have noticed
- Listen & avoid judgment
- Ask ‘what’ ‘when’ ‘how’ questions rather than ‘why’ which can seem judgmental

Check in

‘How is work at the moment?’

‘How are you going?’

‘I’ve noticed that...’ “and wanted to check if you are okay?”

Listen

“How are you managing?”

“when did you start feeling this way”

“I’m glad you felt comfortable to tell me”

“Who else can you talk to about this?”

How to Link With Support

- Try not to force it
- Encourage connection with support network (family, friend, peer)
- Check what's been helpful previously (where relevant)
- Provide information and contacts for support, e.g. EAP, Mensshed, MensLine, Dads In Distress
- Encourage them to focus on simple things that could improve how they feel (e.g. eat well, stay active)
- If face-to-face isn't for them many support services have helplines, text, email, and websites with chat and information

'Who have you been able to talk to about this/how you're feeling?'

'What have you been able to do that has helped?'

'How much of the information have you got about support resources?'

'How about making some time for an appointment with your doctor/EAP?'

Men's Support Pathways

- Movember provides information and advice on men's mental health and has a list of support organisations
<https://au.movember.com/mens-health/mental-health>
- Men's Sheds community spaces to support men through practical hobbies, making friends and learning skills
<https://mensshed.org/>
- MensLine free 24/7 telephone support and online forum for men **1300 78 99 78**
- Dads In Distress support for separated dads **1300 853 437**

'Have you heard of Mens Line?'

'Would it help to have a bit more information on what support is available?'

'Would you like me to send you some information which may shed some light on what you're experiencing?'

'Would you speak to someone about what you are going through?'



**AUSTRALIAN
MEN'S SHED
ASSOCIATION**
Shoulder to Shoulder



How to Check Back In

- Ask how they are going
- Check in about any follow up
- Acknowledge small steps and progress
- Normalise any challenges
- Respect privacy

'How are things going?'

How did your appointment go? I don't need details just interested in whether they/it was helpful for you.

What can I do to help/support you?



When They Aren't Ready to Talk

- Don't force it, there may need to be a few conversations
- “It's ok that you don't want to talk about it but I'm available if you do want to talk’
- ‘Is there someone else you'd rather discuss this with?’
- Highlight support if they'd like to speak to someone in confidence

Self-Care Strategy: Male Preferences



Contemporary EAP

Addressing the key areas in life that are known to cause concern



Specialists



Professional



Confidential

**4 sessions per issue
Legal Assist 2 Sessions**



EAP Access and Support

— Appointment scheduling process and service delivery options

Booking an Appointment

Call **1300 OUR EAP (1300 687 327)** (Aus)
0800 666 367 (NZ) | **+613 8620 5300** (Intl)

Visit **www.convergeinternational.com.au**
to access our Live Chat service, make a
booking enquiry or use the **NEW** online
Employee Assist telehealth booking service

Once your appointment is booked it will be confirmed within 48hrs via a SMS reminder. You can change or cancel up to 24hrs before your appointment.

Urgent phone appointments within 20 minutes.



Privacy

Strictest confidentiality will be maintained by Converge International in line with AHPRA guidelines



The employee gives written permission to release information



Duty of care issue arises in which there is potential harm to self or others or when we are obliged to release due to application of any legislation/mandatory reporting

Specialist Phone Helplines

— Specialist confidential support by our experts.



First Nations

Call for specialist advice and support around indigenous issues. Our consultants can also arrange for referral to other Aboriginal and Torres Strait Islander Peoples services.

1300 287 432



LGBTQI+

Speak with a specialist counsellor and access support across issues specific to Lesbian, Gay, Bisexual, Transgender, Intersex, Queer or Questioning people.

1300 542 874



Domestic and Family Violence

Speak with a specialist and access counselling, referral and support around domestic and family violence.

1300 338 465



Eldercare

Access advice on aged care issues and referral to specialist resources, as well as emotional support when caring for family members or friends.

1300 035 337



Disability and Carers'

Disability support and referral to state and local resources and services, as well as emotional support around caring for family or friends who live with disability.

1300 243 543



Youth and Student

Access age-sensitive support focusing on the emotional needs and psychological pressures many young Australians and students face in their daily lives.

1300 687 399

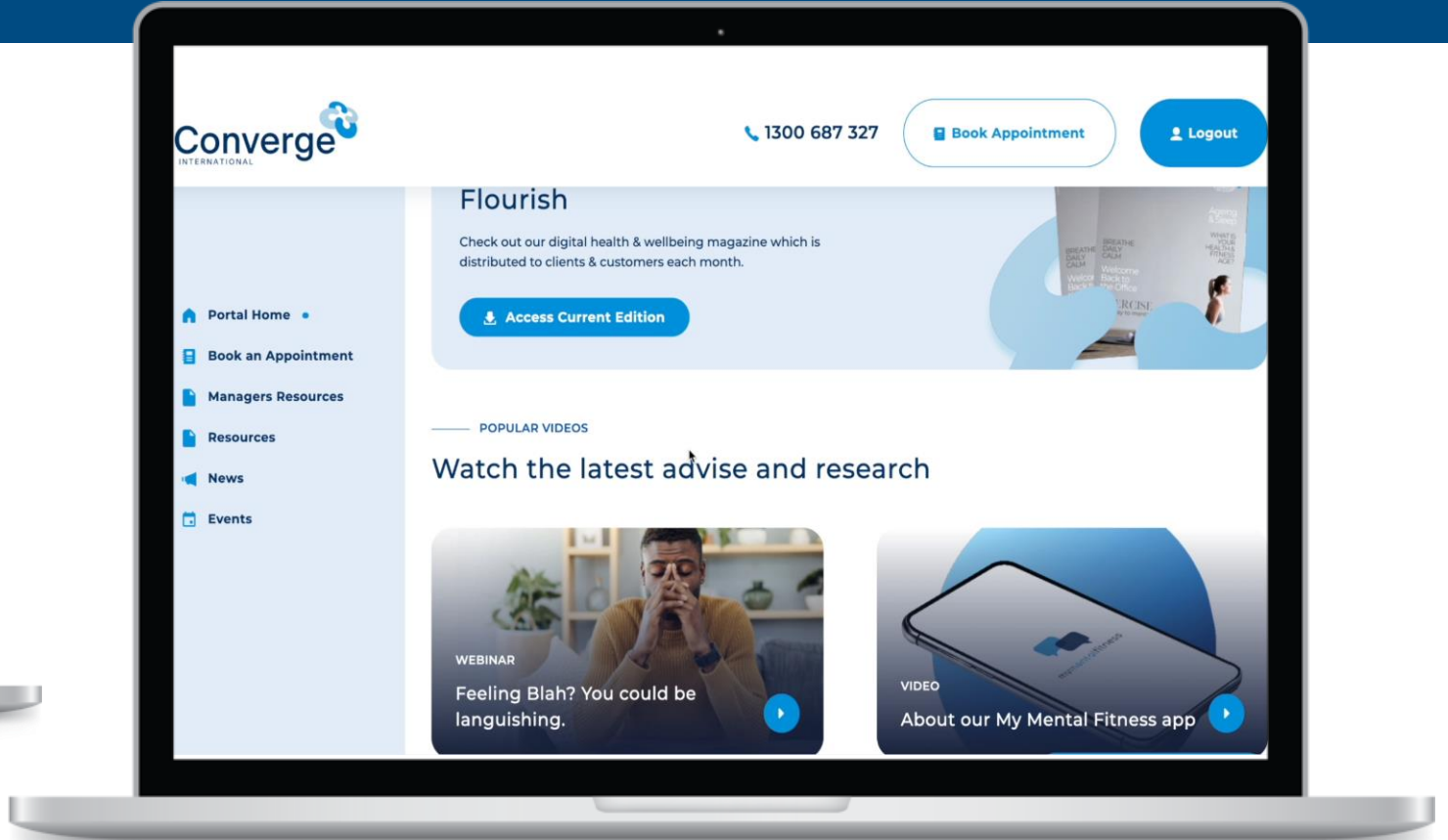
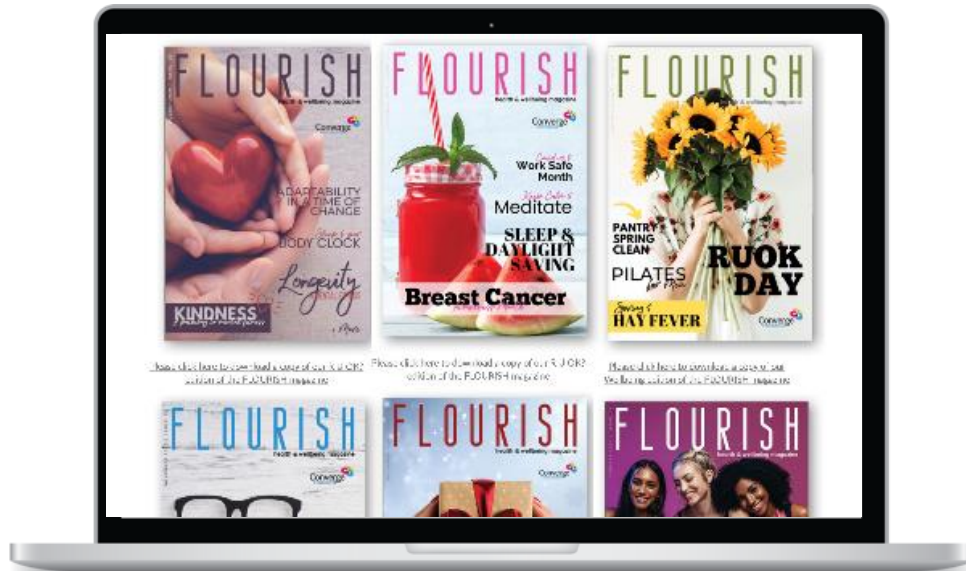


Spiritual and Pastoral Care

Speak with a counsellor who will help you draw on Spiritual resources suitable to your faith journey. We have counsellors from all major faith traditions and every major Christian denomination trained to integrate spirituality as an essential aspect of well-being.

1300 772 435

New Employee Portal



User Name: monashhealth
Password: monashhealth

Converge International Health and Wellbeing Portal comprises an expanding curated collection of materials focused on increasing your physical and psychological wellbeing.

Gateway to NEW Online Employee Assist Telehealth bookings

Questions



Thank you

Name
Consultant

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