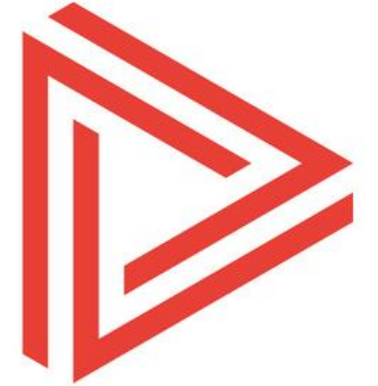


Personal Health

Step
Change
in Safety



Disclaimer: this safety moment is designed to prevent similar incidents occurring. All guidance herein is provided in good faith and Step Change in Safety nor its member companies accept responsibility for any inaccuracies or omissions contained within this safety moment.





According to international SOS, the biggest risk to health, exceeding cardiovascular complaints, is mental health.

Mental health is the leading reason for accessing occupational health services.

Personal Health

Mental health affects everyone. We all have it. We all feel it.

Just like physical health, mental health is important for our wellbeing. Mental health includes our emotional, psychological, and social wellbeing. It also impacts how we handle stress, relate to others, and make choices.

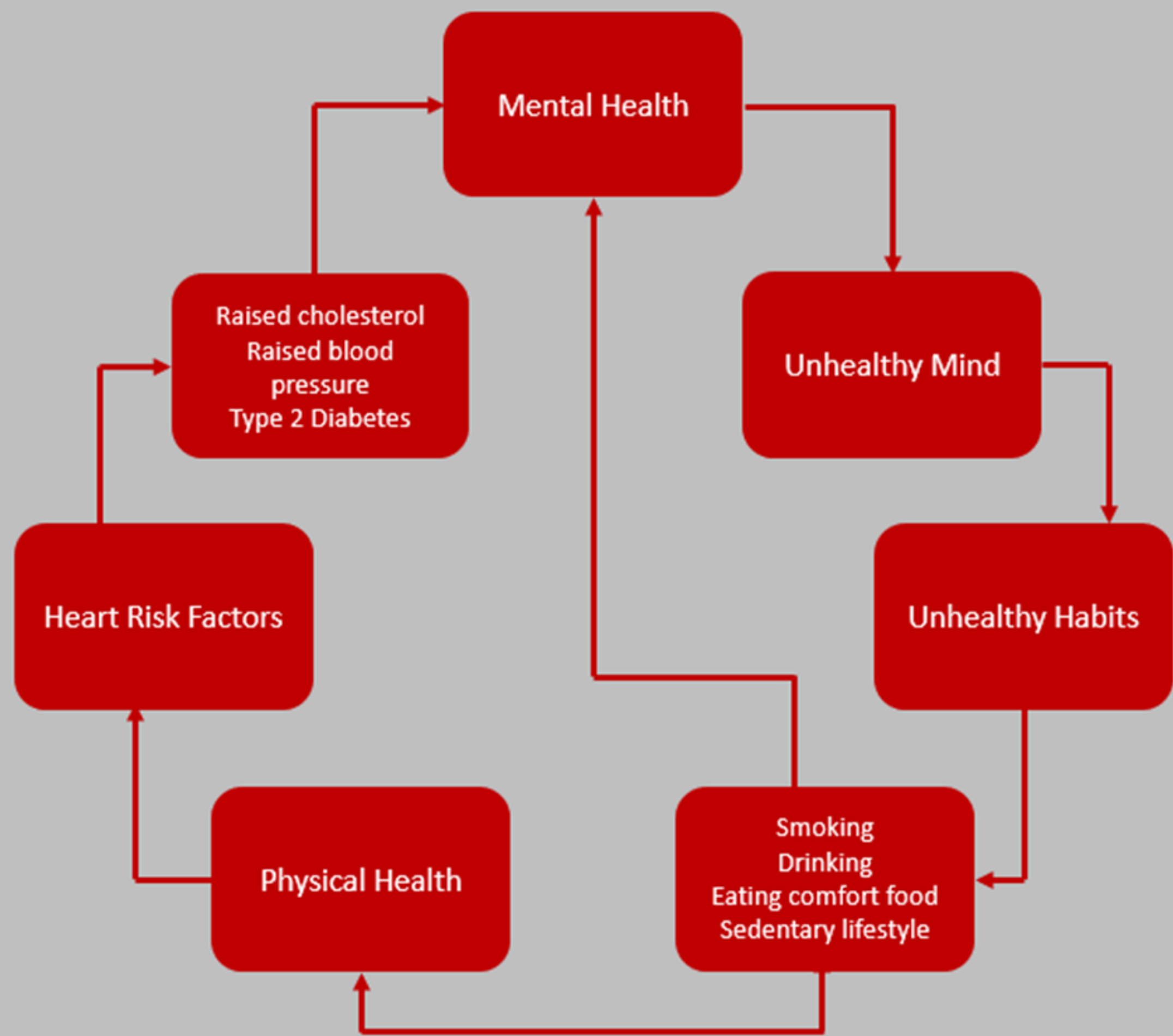
Our state of mind can affect our ability to cope with normal life and work stresses, including our capability to work productively and safe.

Mental health can be affected by several external contributors out with our control. Identifying your current mental health state is the first important step in maintaining it.



52% of all mental health cases are **stress-related**

1 in 6 management referrals in 2019 were for **stress**



In Crisis

"I can't survive this"

Disabling distress & loss of function

Panic attacks

Unable to fall or stay asleep

Intrusive thoughts

Thoughts of self-harm or suicide

Easily enraged or aggressive

Careless mistakes and inability to focus

Feeling Numb, lost or out of control

Dependence on substances, food or other numbing activities to cope

Struggling

"I can't keep this up"

Persistent fear, panic, anxiety, anger, pervasive sadness, hopelessness

Exhaustion

Poor performance & difficulty making decisions or concentrating

Avoiding interaction with coworkers, family & friends

Fatigue, aches & pains

Restless, disturbed sleep

Self-medicating with substances, food or other numbing activities

Surviving

"Something isn't right"

Nervousness, sadness, increased mood fluctuations

Inconsistent performance

More easily overwhelmed or irritated

Increased need for control and difficulty adjusting to changes

Trouble sleeping or eating

Activities & relationships you used to enjoy seem less interesting or even stressful

Muscle tension, low energy, headaches

Thriving

"I got this"

Calm & steady with minor mood fluctuations

Able to take things in stride

Consistent performance

Able to take feedback & to adjust to changes of plans

Able to focus

Able to communicate effectively

Normal sleep patterns & appetite

Excelling

"I feel positive"

Fully engaged

Cheerful

High performance

Energetic

Realising full potential

Joyful

Looking forward to the future

It's ok to not be ok

Do you see yourself in the attached table?

If you are in the **Surviving**, **Struggling** or **In Crisis** columns, take your time to reflect and discuss with your family, friends, workmates and managers

Share your problems and build strategies to help.

For more information see [Mental Health Awareness Guidance](https://www.stepchangeinsafety.net/resources/mental-health-awareness-guidance/)

This simple guidance document provides the basics of mental health awareness in order to reduce stigma, initiate conversations and direct individuals to additional sources of support



Verification of learnings shared and feedback

Safety Moment

To ensure this learning leads to meaningful improvement, follow the Plan Do Check Act process and provide your feedback to Step Change in Safety.

Plan

Review the learning and assess how it applies to your organisation, work area or tasks.
Identify any risks, gaps, or required changes to current procedures.



Do

Implement necessary actions - communicate changes, update procedures, and ensure everyone affected understands their responsibility.



Check

Monitor the effectiveness of the changes. Observe work practices, gather feedback, and verify that the learnings have been understood and applied correctly.



Act

Make any needed adjustments based on what you've learned.
Share lessons with your team, document improvements and feedback to Step Change in Safety.



Share your learnings and feedback. **Your proactive engagement helps create a safer workplace for everyone.**



Feedback Form

Link to [Resource Feedback Form](#)

