

ANXIETY IN THE WORKPLACE

A program to help
prevent and deal with
issues of increased
anxiety in your company.

‘PRESENTEEISM’ - WHEN YOU ARE AT WORK, BUT NOT FUNCTIONING AT A NORMAL LEVEL



INCREASING LEVELS OF ANXIETY IN THE WORKPLACE

Anxiety in the workplace is increasing dramatically in New Zealand and if left untreated, higher levels of sustained anxiety can lead to both physical and mental health issues, with potentially severe consequences.

Increased anxiety amongst workers also has repercussions for your company as it can affect the productivity and creativity of the workplace, spread anxiety to other workers and lower quality and efficiency. A major cause of workplace anxiety is task overload, closely followed by dealing with change, conflict & role ambiguity.

A 2016 London School of Economics study of eight countries including the US, Mexico and Japan examined the effects and costs of absenteeism due to anxiety in the workplace and 'presenteeism' – when you are at work but not functioning at a normal level. The costs of 'presenteeism' were five to ten times higher than for absenteeism. Presenteeism often occurs because managers are resistant to let employees take time off.

ARE YOUR COLLEAGUES INCREASINGLY ABSENT FROM WORK?

Absenteeism and
'presenteeism' are
increasing issues in the
New Zealand workplace.
What is it costing you?



A 2016 Health and Lifestyle study suggests that only a fifth of people experiencing anxiety in the workplace would tell their employer. And a tenth would tell their colleagues.

CHANGING ATTITUDES

Workers are reluctant to let their bosses or colleagues know they are experiencing harmful levels of anxiety because they don't want to appear weak or unfit to do their job. Conversely, bosses feel they have to be the tough leader, without emotion, which creates a barrier for staff to feel comfortable about seeking help or to discuss their issues.

As well as offering treatment and advice, part of our mission is to assist managers and bosses to build talented, competent and valuable teams and to create an understanding that increasing the mental wellbeing of employees is in everyone's best interest.

REDUCE THE STIGMA OF TALKING ABOUT MENTAL WELLBEING IN THE WORKPLACE

We can help create a culture of openness and communication amongst colleagues that supports a more productive healthier workplace.



Since 1983 Anxiety NZ Trust has been helping the one in four Kiwis who experience anxiety, panic attacks, OCD, phobias and depression.

WHAT WE OFFER

Using clinically-proven treatment, Anxiety NZ has helped thousands of Kiwis to reach their goals, reduce or resolve anxiety or depression. In many cases Anxiety NZ is a service that stands between vulnerable people experiencing otherwise negative or dire health outcomes. We are a not-for-profit charity, relying on grants and donations to keep our services functioning.

We can help advise on what changes you can make to help prevent harmful levels of anxiety in the first place. Many recommendations may be simple to implement. Offering flexible working hours, sick leave arrangements and flexible working locations are other options to consider. We take a holistic approach that considers your business environment.

However in many cases prevention may be too late and treatment may be necessary. We also provide a range of proven treatment services and we can give you the resources required to let employees know that you are offering help.

We have devised a sponsorship package to help organisations recognise anxiety amongst employees and provide them with options for help and treatment.

SPONSORSHIP

In exchange sponsorship, we can provide a range of benefits for your company and services for your employees – we have outlined the services we offer for a set amount (see following page). However we are entirely flexible, and if you feel you need a tailored program for your company, we will be happy to discuss this with you further and devise a bespoke range services to suit your requirements.

For any level of sponsorship we provide the following essentials:

- An initial talk to your employees by one of our qualified clinical psychologists to resource staff to manage anxiety in the workplace. Importantly, we highlight the potential number of people in the room who may already be experiencing issues as this will normalise seeking help and begin the essential process of allowing people to talk about mental health issues.
- We will also provide you or your Culture and HR departments with collateral alerting employees to the confidential ways they can get in touch with us or other resources to support and enhance wellbeing.



SUPPORT PROGRAM

Below is a list of support services we can offer. We can tailor the services to suit your company and requirements:

- Workshops led by an experienced psychologist specialising in managing stress, building resilience and emotional intelligence - or on other topics depending on need (6 workshops over one year each can be 1 hour to half day long at your location or at Anxiety NZ).
- Core Connections – a workplace wellness and exercise training program.
- Consultant advisory meetings with a specialist mental health psychologist or GP by phone or at our St Lukes Clinic. Ideal for managers or executives to have a psychologist on call when needing insight or advice from a clinical, best practice and risk management perspective.
- Mindfulness and Relaxation Workshops – on site at Anxiety NZ, held on one day per week.
- Discounts on all therapeutic services for appropriate referrals provided to your staff over one year.
- Primary Sponsor Placement in all communications, printing and media.
- Your logo and public message of thanks on all emails messages (70,000 per year).
- Your logo and public message of thanks on website (50,000 views).
- News items on a social media posting x 2 (5,000 to 10,000 views per post).

Please contact us if you would like to discuss creating a bespoke program of support for your and your employees: 09 846 9776

SUPPORT, TREATMENT AND EDUCATION FOR ANXIETY AND DEPRESSION

Anxiety New Zealand Trust

PO Box 41133, St Lukes, Auckland 1346.

77 Morningside Drive, Mt Albert, Auckland 1025

Phone: 09 846 9776 **Website:** anxiety.org.nz



The people depicted are for illustration purposes only and do not necessarily experience the conditions mentioned in this pamphlet.
Images courtesy of www.unsplash.com