

WHAT IS MENTAL HEALTH?

EMPLOYER DISCUSSION GUIDE

LEARNING OBJECTIVES:

- › Understand what is meant by the term “mental health”
- › Recount the prevalence of mental illness
- › Articulate the five pillars of good mental health



USING THE DISCUSSION GUIDE

Before Facilitating:

1. Watch video module yourself.
2. Familiarise yourself with the background information (on this page).
3. Familiarise yourself with the group questions (over page) and consider how you might respond to these questions yourself.
4. Allow 10-15 minutes for watching the video module plus exploring the group questions.

When Facilitating:

1. Inform the group of the purpose of the module and learning objectives. It can help to list the learning objectives on a whiteboard.
2. Have group watch the video module.
3. Ask group “comprehension” questions (over page) to ensure transfer of important information.
4. Ask group “deep learning” questions (over page) to generate group discussion.
5. Close the session by referring to the Closing Points (over page).

BACKGROUND INFORMATION

Like physical health, mental health is a continuum that most people will move up and down at various stages of life. This can be due to individual habits, external circumstances or genetic predisposition.

The three significant areas of the mental health continuum include mental illness (common illnesses include depression and anxiety), mental wellness (getting by ok), and flourishing (having an optimal level of wellbeing).

Throughout the world, about one in four people each year will meet the diagnostic criteria for having a mental illness. Almost 50 percent of all people will experience a mental illness in their lifetime.

Like physical health, everyone can take positive steps to not only reduce their likelihood of developing an illness, but also optimise their level of wellbeing.

In addition to remaining physically healthy, psychologists have identified five pillars of good mental health. These include:

- › experiencing positive emotions,
- › participating in activities that fully engage you,
- › enjoying positive relationships with others,
- › having a sense of meaning or purpose, and
- › experiencing satisfaction associated with accomplishment.



GROUP QUESTIONS

Comprehension

What are the three main levels of the mental health continuum?

How many people will experience a mental illness each year? How many in their lifetime?

What are the five pillars of good mental health?

Deep Learning

Given the high prevalence of mental illnesses, it is likely we even have people in this room who have had a personal experience.

Just like heart disease and diabetes, there can be a genetic predisposition which makes people more likely to develop a mental illness. However, just like our physical health we can all take positive steps to remain illness free and to optimise our wellbeing.

Which of the five pillars of good mental health do you most associate with?

What are your go-to strategies to bring yourself up when you've been feeling down?

Closing Points

The term mental health is not a substitute for the term "mental illness". Mental health is a continuum and each of us have the power to not just remain illness free, but also to flourish.

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Working in partnership to improve mental wellbeing