

# **Mental Health Awareness**

**(A Guide for Small  
Business Owners)**



# Agenda



Stress and Performance



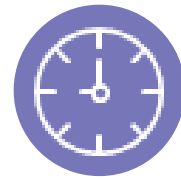
Early Warning Signs



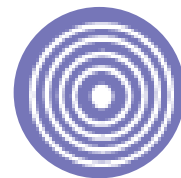
Are you experiencing Burnout?



What is Anxiety and Depression



Small Business Challenges



Developing Your Support Plan

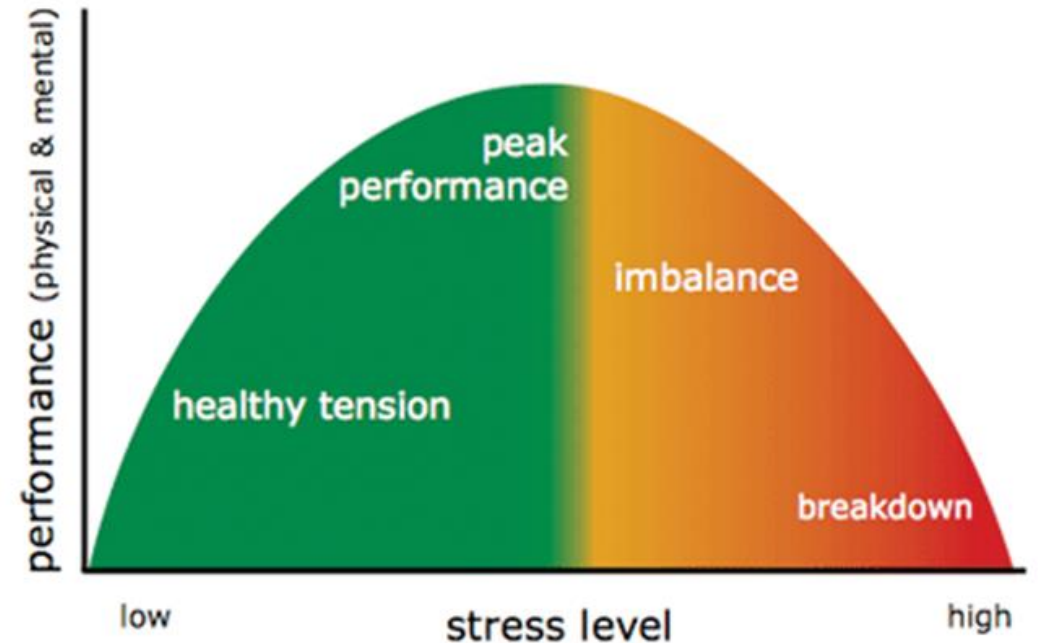
# Stress and Performance

## Helpful Stress

- Increases Motivation & stimulation

## Unhelpful Stress

- Excessive, prolonged & harmful to mental, physical and spiritual health
- Decreases Motivation & productivity



# Common Reactions to Stress

Physical	Cognitive	Emotional	Behavioural
Headache Chest pain Heart palpitations Increased Heart Rate Increased Blood Pressure Decreased immunity Stomach upset Sleep problems Indigestion	Restlessness Worrying Lack of focus Indecisiveness Forgetfulness Negative thinking Internalisation	Anxiety (maybe for no reason) Irritability Depression Anger Insecurity Burn out Pressured	Appetite changes Sleep disturbance Angry outbursts Drug or alcohol abuse Increased smoking Social withdrawal Crying Relationship conflicts

# Causes of Anxiety and Depression

Family History or personal Trauma

Ongoing Stressful events

Elevated stress over long periods eg, bullying, aggression.

Physical Health Problems

Substance Use

Personality Factors



# What is Anxiety?

Some anxiety, worry and fear is normal

Prepares us for 'fight' or 'flight'

If feelings of anxiety, worry, and tension persists  
it can significantly interfere with daily life.

Constant anxiety and the accompanying physical  
symptoms of anxiety can be disabling, particularly  
if experienced over a long period of time.



# Recognising Depression

Early Warning Signs include a change in

- Mood
  - Feeling low or flat
  - No pleasure in usual activities
- Behaviour
  - Disturbed Sleep
  - Disturbed Appetite
  - Tearful
  - Irritable

- Energy levels
  - Low
  - Body feels heavy
- Habits
  - Stopped normal activities
- Outlook
  - Pessimistic



# Early Warning Signs

- Finding it difficult to concentrate on tasks
- Feeling tired and fatigued
- Being unusually tearful or emotional
- Getting angry easily or frustrated with tasks or people
- Drinking alcohol to cope
- Finding it hard to make decisions
- Avoiding social situations.
- Procrastinating







# Small Business Challenges

## Symptoms of stress

- Long hours to meet demand
- Blurred boundaries between work and home
- Feeling isolated
- Managing cash flow and finances
- Multiple roles
- Meeting legal obligations
- Managing self and others

**Are you experiencing Burnout?**



# Developing your Support Plan

- Options:
  - Medications only
  - Psychological Intervention such as Cognitive Behaviour Therapy (CBT)
  - Both
- CBT has proven efficacy for treating depression
  - 80% of people will make a full recovery when both CBT and medications are used
  - Benefits – learn how to prevent relapse
  - Timeframe – 1 to 6 months



# Additional Supports

Your EAP provides:  
Free confidential counselling with Psychologists  
and Social Workers

Manager Assist Program  
1800 629 277

Lifeline 13 11 14

Suicide Callback 1300 659 467

When Danger is imminent: 000



**Thank you**



# Questions?

**Evelyn Garrett**  
Social Worker

**E: [Evelyn.Garrett@maxsolutions.com.au](mailto:Evelyn.Garrett@maxsolutions.com.au)**

**P: 1800 629 277**

**E: [support@maxsolutions.com.au](mailto:support@maxsolutions.com.au)**

**W: [maxsolutions.com.au](http://maxsolutions.com.au)**

