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STRABAG

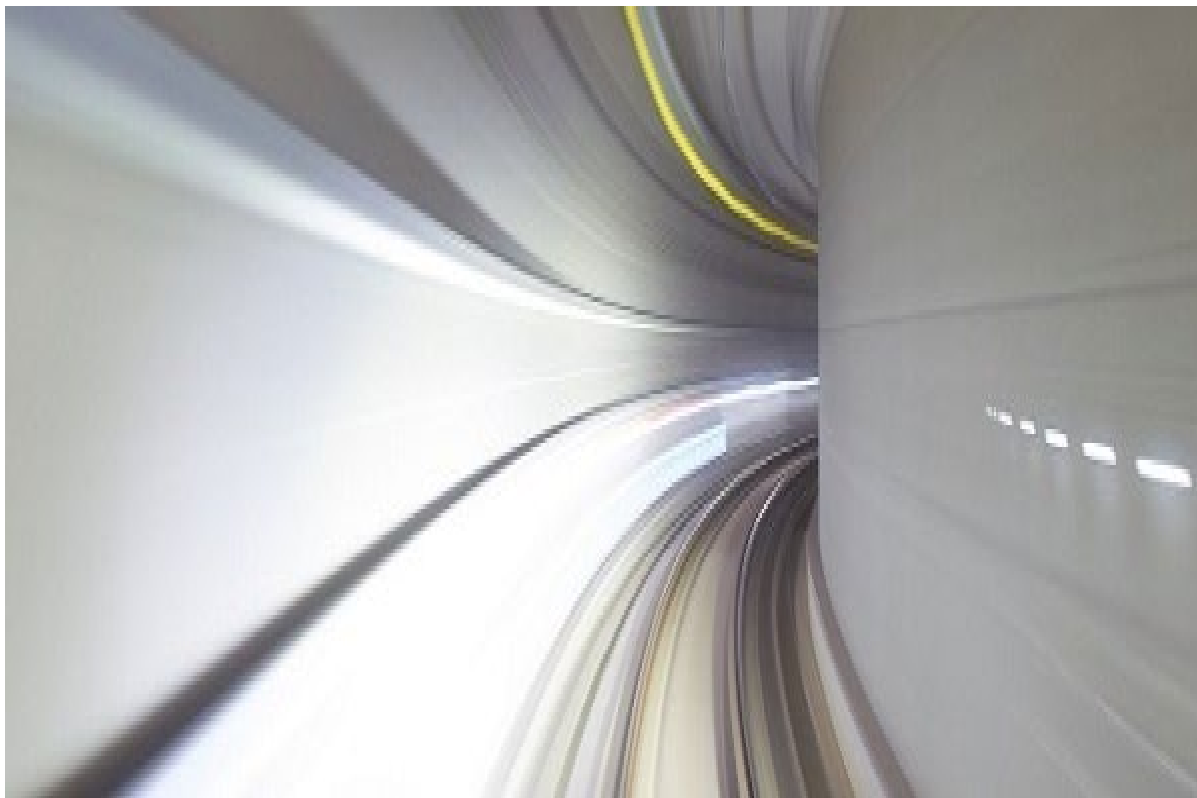
Learning to Adapt:

The Key to Mental Wellbeing at Work

Dr Claire Douglas

Head of Occupational Health and Wellbeing, SCS Railways





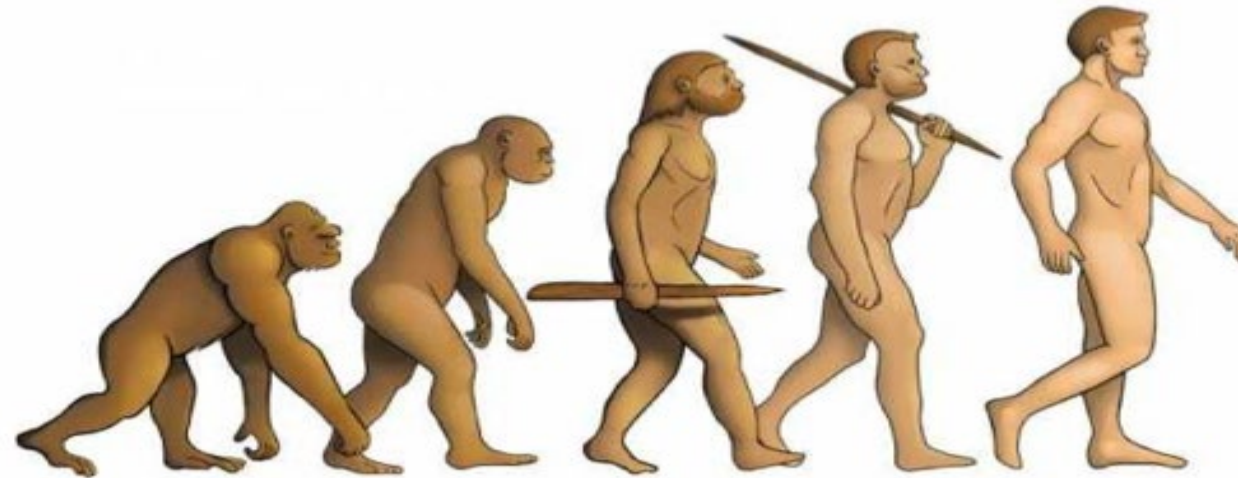
Skanska, Costain and Strabag

SCS Railways

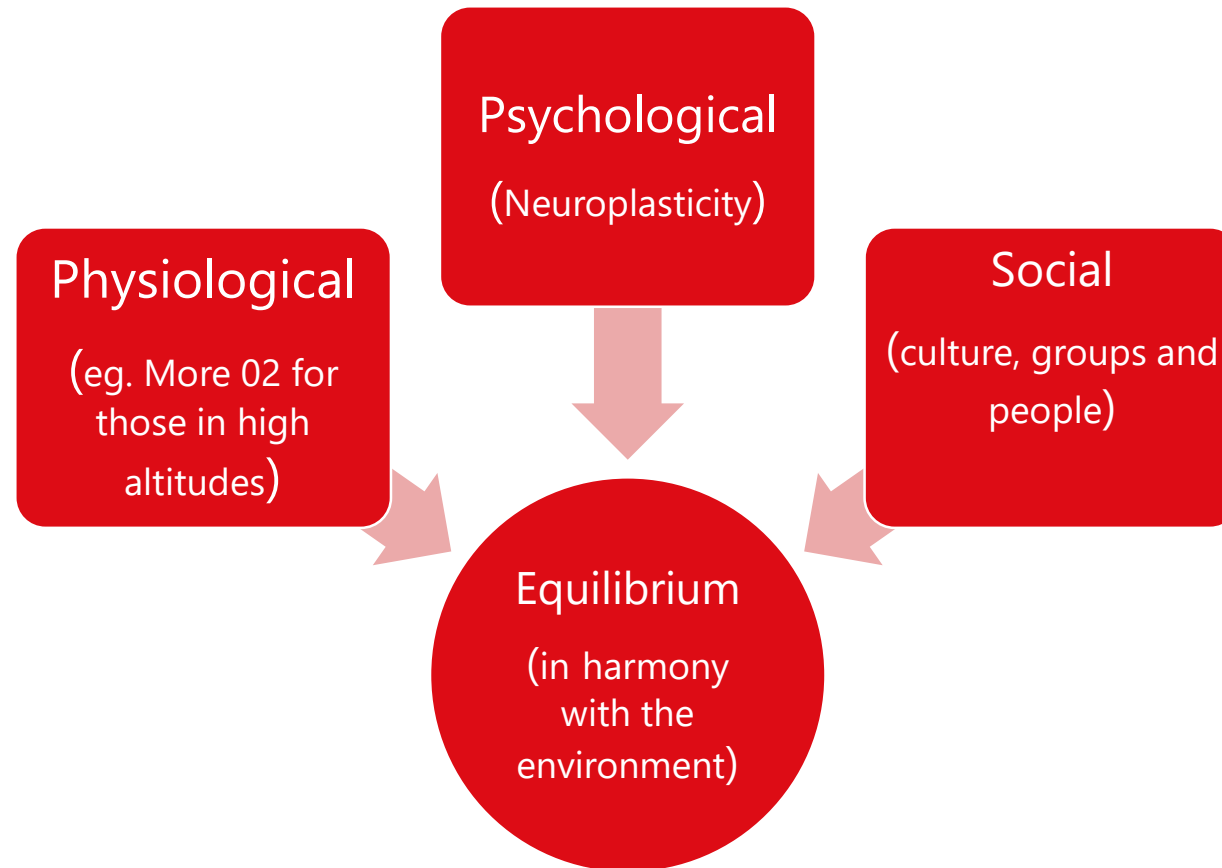
Building the HS2
High Speed Railway

Adaptation: An incredible ability

Studies of evolution show how humankind has adapted as a species over millions of years, physically and biologically. As we spread out across the globe changes were made to help us live with differing climate, diet and altitudes.



Adapting in order to restore balance



Adapting in order to survive

Studies of adaptation in humans link adaptation to survival. Businesses also have to adapt in order to survive.



Today's world: Hyper connected



We are living in the age of information

Challenges

- It's a VUCA world!
- Speed of Life
- Pace of Change
- Social changes (no one at home to keep the calm)
- Always switched on
- Constant Bad News

Causes

- Advances in technology
- Economic situation
- Globalisation

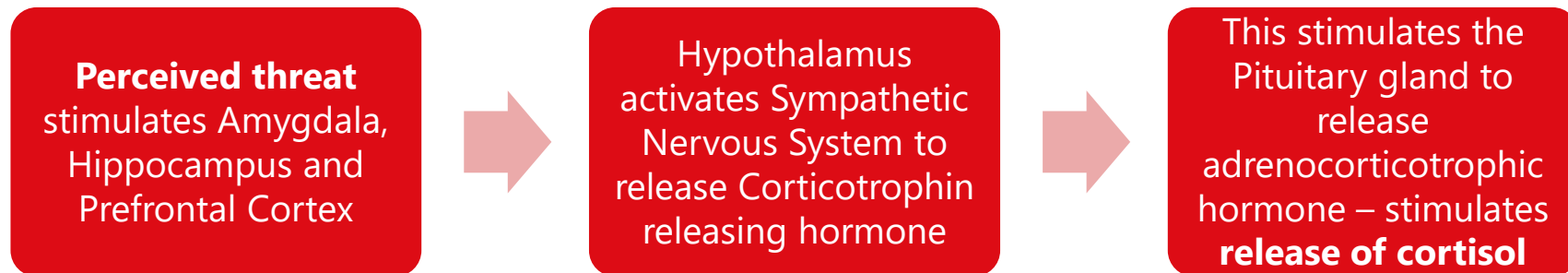
How well are we adapting?

Stats re mental health today

- Mental Health Problems are one of the main causes of illness worldwide
- Incidence of mental ill health 1 in 4 in the UK. Globally approx. 15% of the population (ref: our world in data 2016)
- Mental ill health is the leading cause of absence
- 1 in 3 fit notes (Doctors certificate for absence) in UK are for Mental Ill health
- Self Harm and eating disorders are increasing (NHS 2016)
- Suicide rates a concern for many countries (falling in UK)

Maladaptation, (the inability to adapt), results in stress

- General Adaptation Theory (Selye:1936) Alarm-Resistance-Exhaustion
- Fight Flight (Cannon)
- Hypothalamic-Pituitary-Adrenal Axis (HPA)



We have been working in offices for over 200 years

The 9 – 5 working day was first introduced in 1940

- We now have the technology to work from anywhere at anytime
- On average employees today will change job every 3 years
- We can now connect with clients online
- Social media has a big influence on both employees and clients



Skills required for successful adaptation

- Self Efficacy (belief in your ability to cope)
- Emotional intelligence (including awareness and regulation)
- Open mindedness/Curiosity
- Positive thinking
- Problem Solving



Take time out to switch off: It's essential



How can we help people to adapt?

1. Policies and procedures

Flexible working Policy

Agile working guidance

- Requires a culture of trust
- Measure output not attendance
- Ensure people who are working from home are suited to this and have proper set up at home
- Ensure regular 1-2-1 and team meetings

Mental Wellbeing Policy

- Gives advice for contact with employees who are off sick with stress
- To include what support is available and how to access this
- What role do people play in supporting mental wellbeing at work; Employees, Line Managers, HR

2. Training and raising awareness

Ensure people have the following skills;

- Resilience
- Problem solving
- Time management (set boundaries and diary in time to think! Employers should set expectations about answering emails out of hours etc)
- Emotional intelligence
- Ensure Line Managers have the skills to support the mental wellbeing of their teams
- Introduce Mindfulness

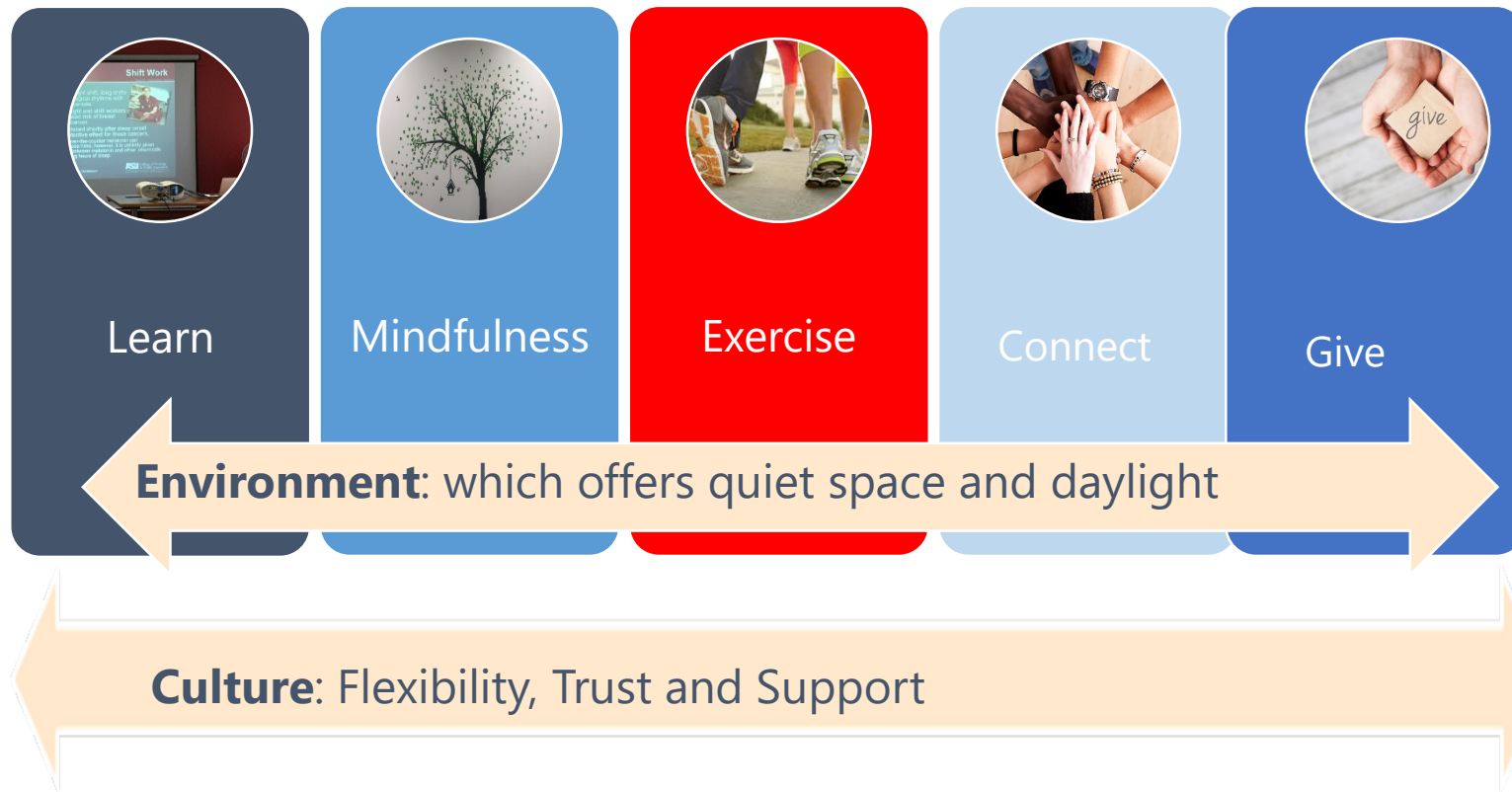
3. Provide the right environment

- Develop a culture of trust and support
- Make sure all staff are aware of how to access support
- Provide a quiet space
- Encourage breaks away from the office

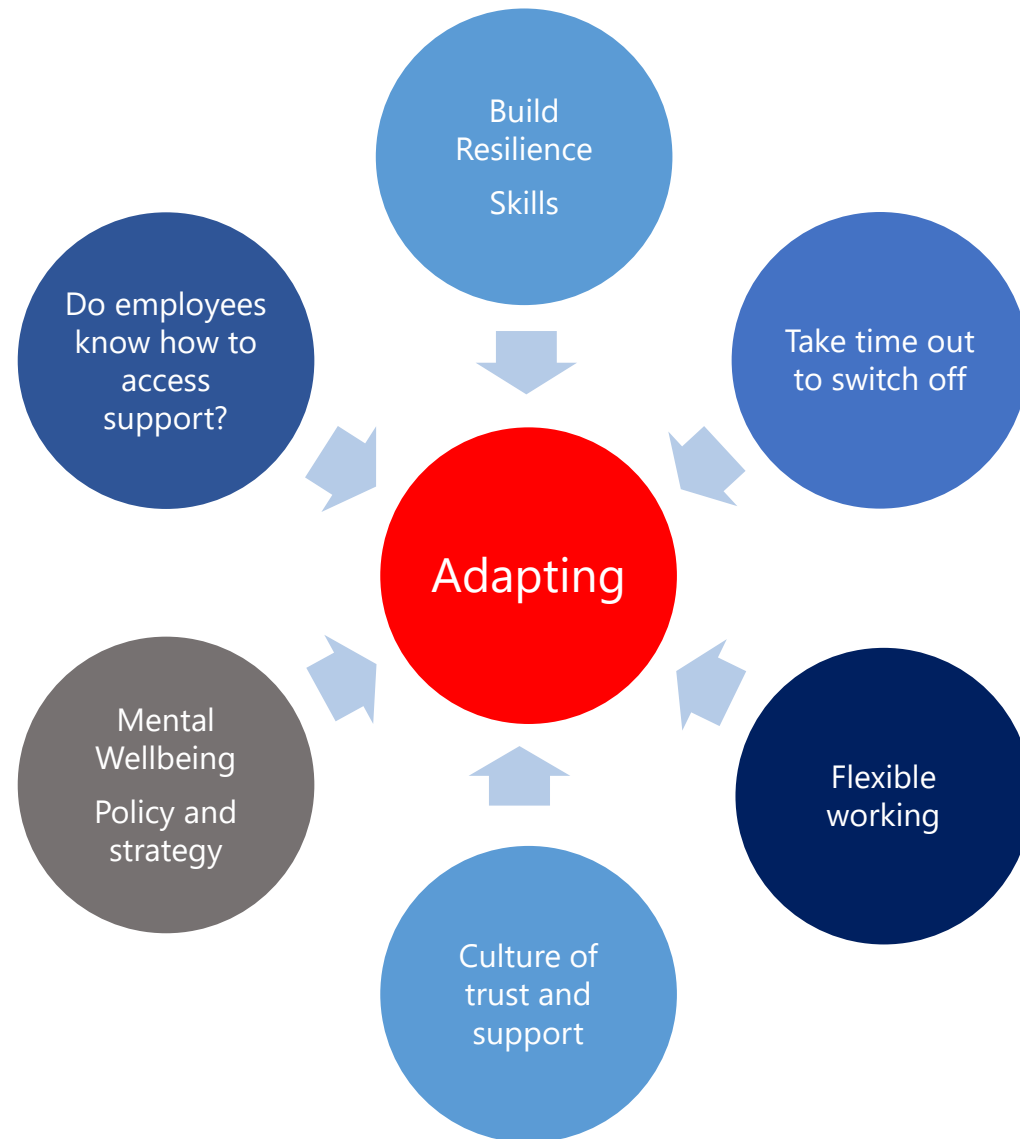


The Health and Wellbeing Hub:
A quiet space at SCS Railways

Wellbeing Strategy



Summary





And don't forget
to have fun!!

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Thank you!

Please feel free to get in touch if you have any thoughts following today's talk;

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Any Questions?