## Welcome

# Managing Workplace Anxiety: Putting people first, gaining performance

We will explore the intricacies of the workplace environment and the challenges it poses for employees, as well as sharing personal experiences.





## Who are Platfform Wellbeing?



Workplace Wellbeing



Talking Therapies



**Education Wellbeing** 



Reflective Supervision



# Managing Workplace Anxiety: Putting people first, gaining performance

Dr Sian Edwards, Head of Training and Delivery, Platfform Wellbeing





DR SIAN EDWARDS

HEAD OF TRAINING AND DELIVERY
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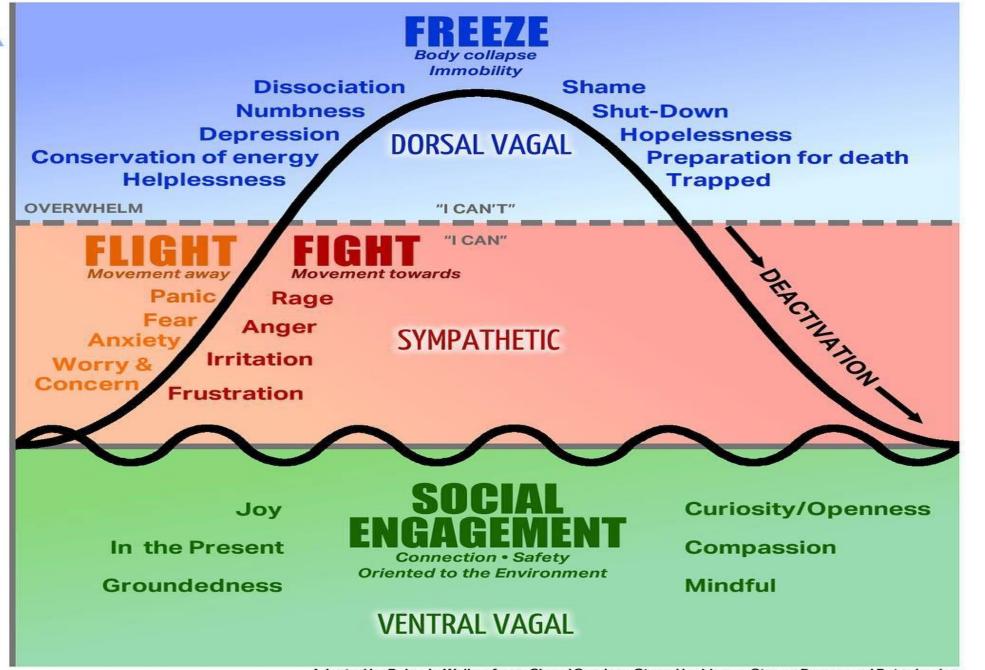
PETE JOHNSON

COMMERCIAL DIRECTOR AT PLATFFORM WELLBEING

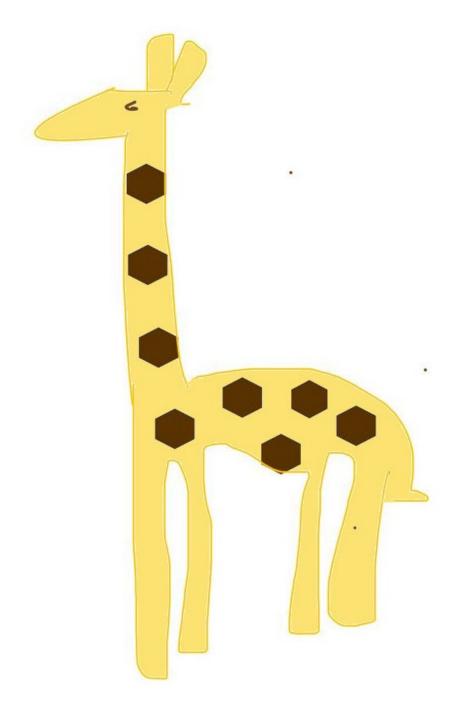


Anxiety is a natural response to pressure, feeling afraid or threatened, which can show up in how we feel physically, mentally, and in how we behave.

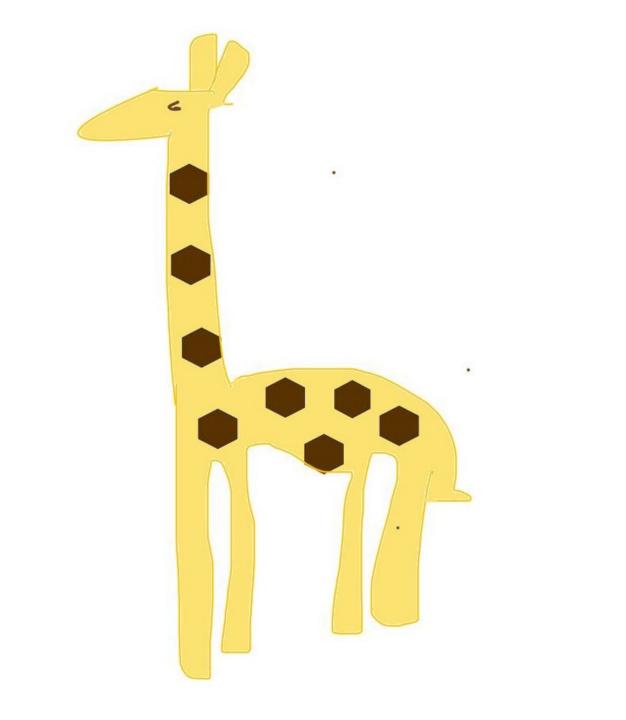




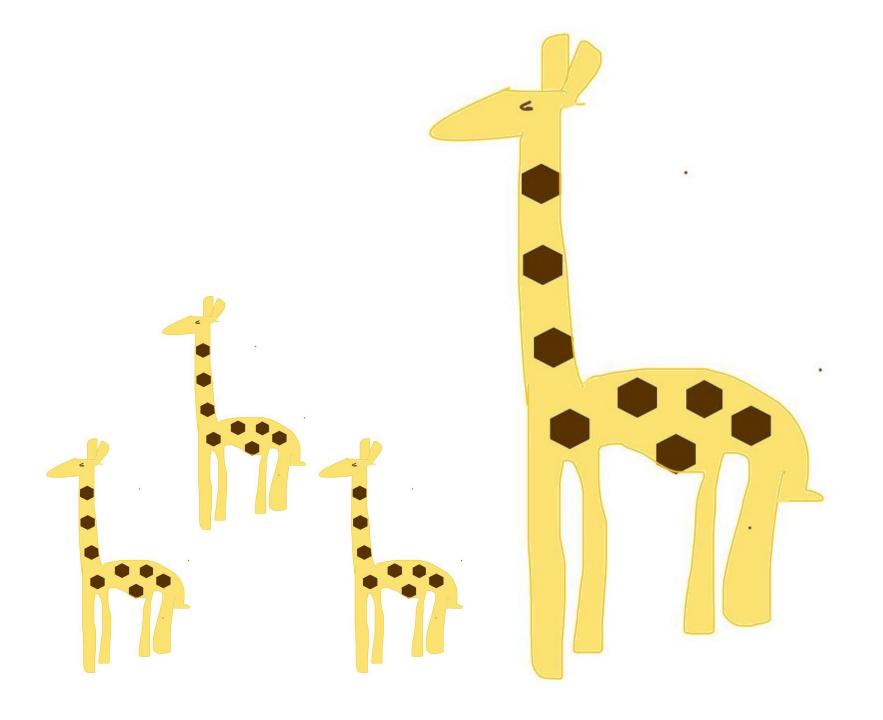




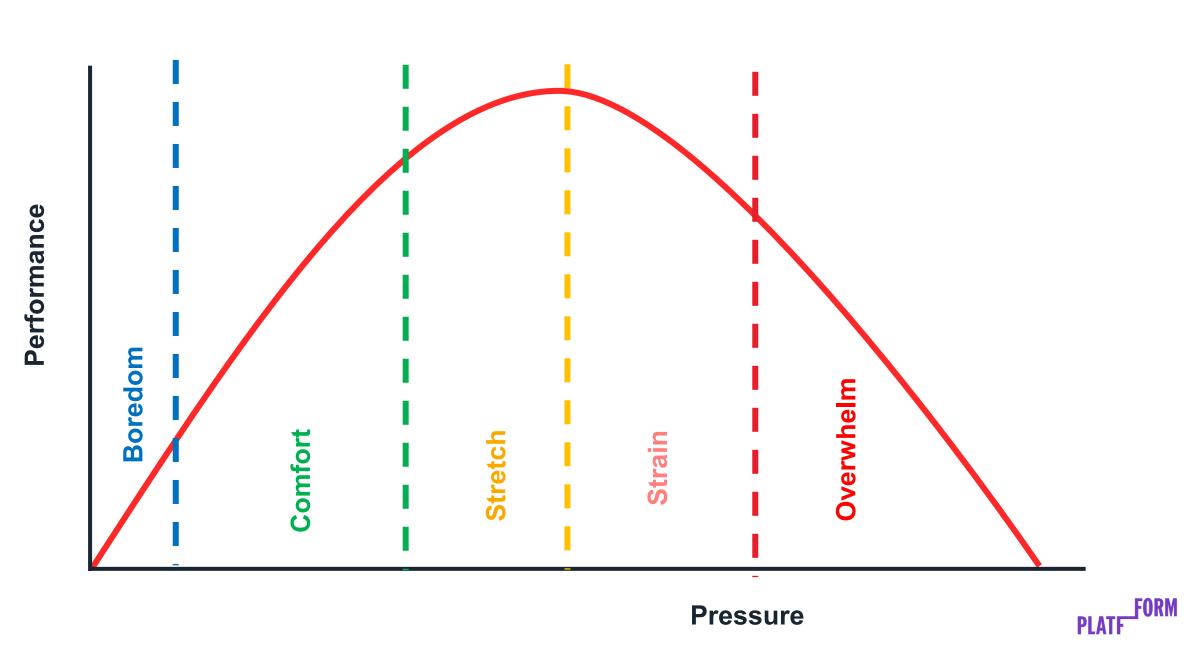
PLATF FORM







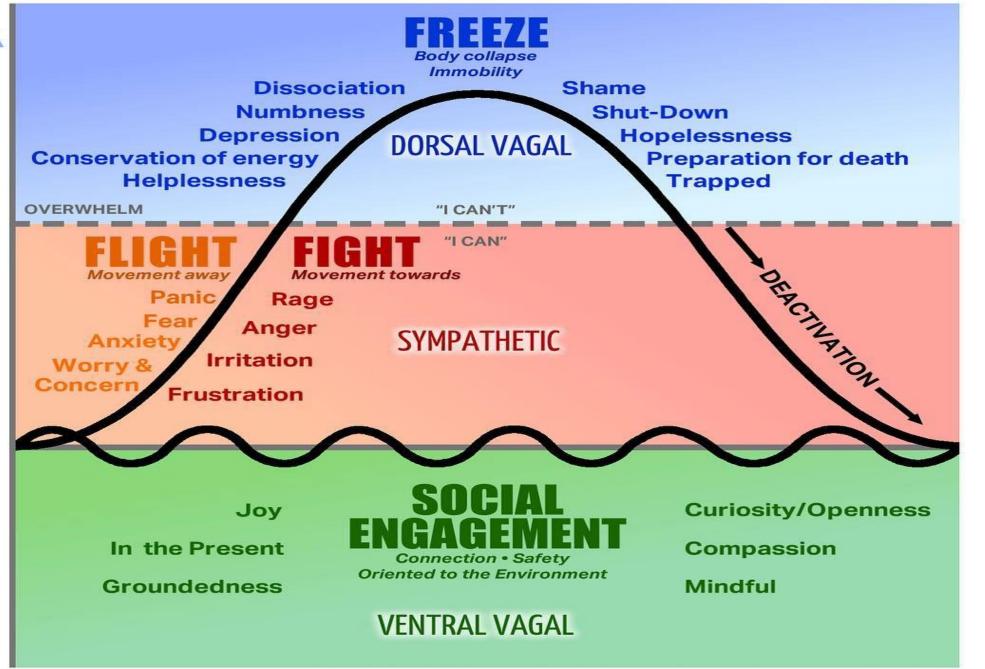




In Crisis	Struggling	Unsettled	Thriving	Excelling
Very anxious Very low mood Sickness Physical pains Exhausted Very poor sleep Absenteeism Isolation Weight loss Depression Suicidal thoughts Hopelessness Severe drug/alcohol abuse	<ul> <li>Low self esteem</li> <li>Poor work performance</li> <li>Presenteeism</li> <li>Tired</li> <li>Poor appetite</li> <li>Poor concentration</li> <li>Inability to cope</li> <li>Depressed</li> <li>Poor sleep</li> <li>Anxious</li> <li>Poor decision making</li> <li>Extreme mood changes</li> <li>Decreased social activity</li> </ul>	<ul> <li>Edgy</li> <li>Frustrated</li> <li>Irritable</li> <li>Self doubting</li> <li>Distracted</li> <li>Trouble sleeping</li> <li>Gloomy</li> <li>Worried</li> <li>Nervous</li> <li>Sad</li> <li>Feeling down</li> <li>Disengaged</li> <li>Low energy</li> </ul>	<ul> <li>Effective and efficient</li> <li>Positive</li> <li>Confident</li> <li>Calm</li> <li>Self-care</li> <li>Focussed</li> <li>Realistic and reasonable</li> <li>Good mood</li> <li>Eating healthily</li> <li>Achieving goals</li> <li>Sleeping well</li> <li>Social</li> <li>Engaged</li> </ul>	<ul> <li>In flow</li> <li>Prioritising recovery</li> <li>Nimb</li> <li>Solution focussed</li> <li>Dynamic</li> <li>Fully realising potential</li> <li>Energetic</li> <li>Complete emersion</li> <li>Intense engagement</li> <li>Hyper-activity</li> </ul>
In Crisis	Struggling	Unsettled	Thriving	Excelling Burno





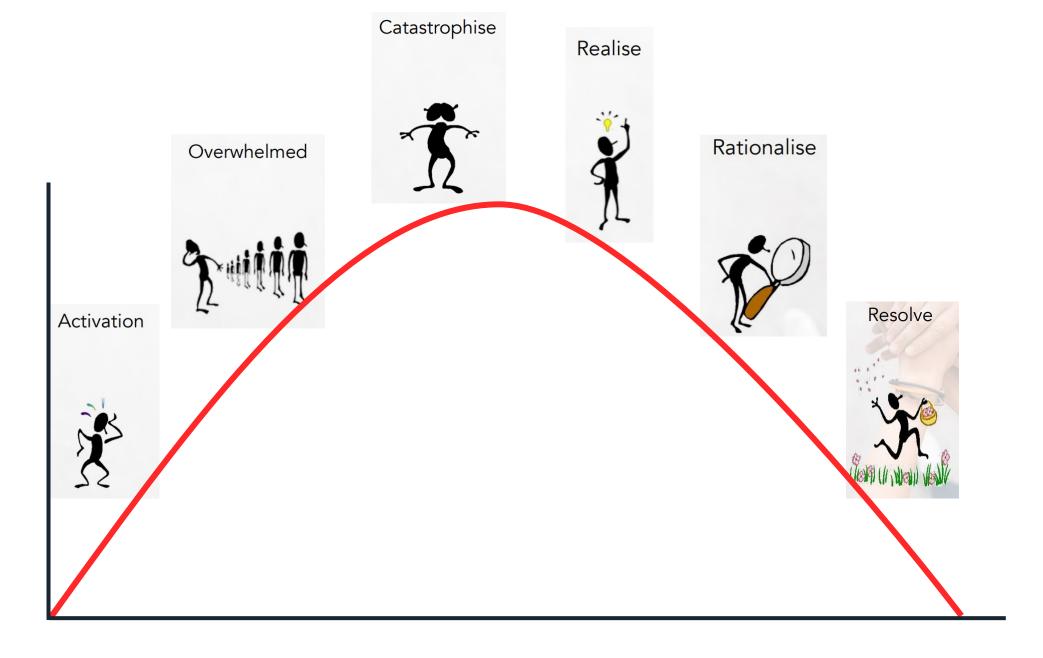




### **Anxiety at work**

- Meeting deadlines
- Working long hours
- Experiencing a workload that is overly high
- Having a lack of direction on tasks
- Experiencing a lack of perception of fairness
- Feeling a lack of control over the work environment
- Maintaining relationships with coworkers
- Dealing with conflict
- Managing staff
- Feeling judged on performance/criticised for failure





### What can we do?

- Person over performance
- Empathic leadership
- Build trust
- Psychological safety
- RELATIONSHIPS!



# Any questions??



#### New training

# Anxiety in the workplace 2 hour workshop

#### With Dr Sian Edwards

- To understand what anxiety is and why it affects us.
- To understand individual differences and vulnerability to anxiety.
- To understand how anxiety impacts performance at work.
- To be aware of work demands that may contribute to anxiety.
- To understand how an organisation can help reduce the impact of anxiety on employees and create conditions for thriving.





#### Upcoming training

# Understanding Mental Health: A relational approach and reflective practice

#### With Dr Sian Edwards

- Explore our understanding of mental health
- Understand relational working and its workplace benefits
- Share and understand our experience of good leadership
- Identify relationally healthy practices
- Understand the impact of blame and shame
- Provide tips on how to support our own mental health and those of our colleagues



Cardiff session: Tuesday 20<sup>th</sup> February Online session: Friday 16<sup>th</sup> February



## Get in touch

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# We would love to hear your feedback

Please can you spare 2 minutes to complete our webinar survey following this link:

https://forms.office.com/e/pEkXRCJ5EB



Thank you for joining us.

## PLATFFORM WELLBEING

Expert Training.
Compassionate Workplaces.
Thriving Teams.

