



Prioritising Mental Health in the workplace

10 Oct 2025



Stress – what is it really?

Emmalene Charlton

Prevalence

- 74% of adults have felt unable to cope in the last year
- Work related stress costs the UK economy £28billion per year
- Chronic stress can contribute to the development of mental ill health
- 60% of young people felt unable to cope with the pressure to succeed
- 44% of 18-24yr olds benefitted from professional support to alleviate stress and protect against burnout



What is stress?

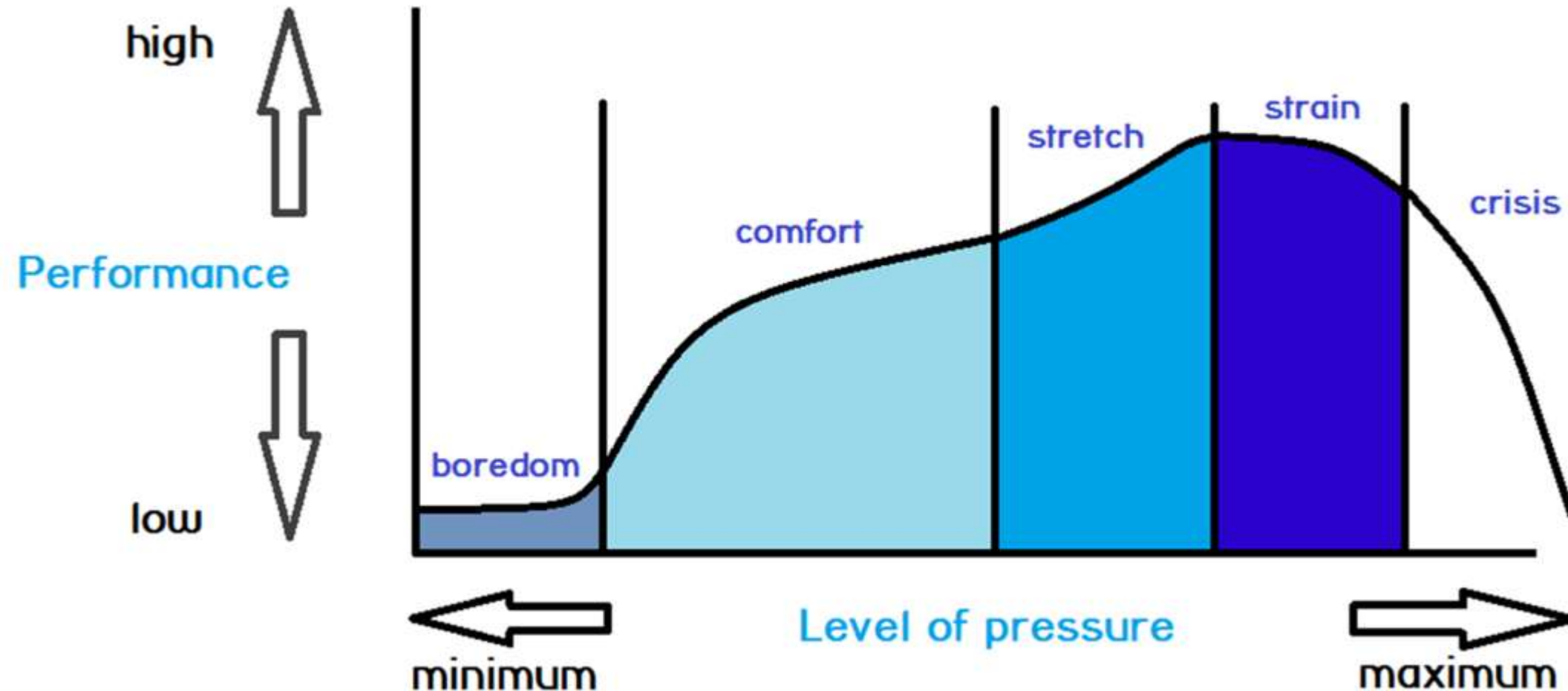
Stress is the adverse reaction people have to excessive pressure or other types of demand placed on them.

(Health and Safety Executive)

‘People feel stressed when they feel like the demands or pressures on them are more than what they can cope with.’

(Royal College of Psychiatrists)

When does pressure become stress?



What does stress look like for you?

- How does it impact your
 - Your thoughts
 - Your feelings
 - Your behaviour
 - You physically



What can we do?

- Understand yourself
- Accept help
- Know who you would talk to
- Causes of stress
- Wellbeing plan
- Create a toolkit



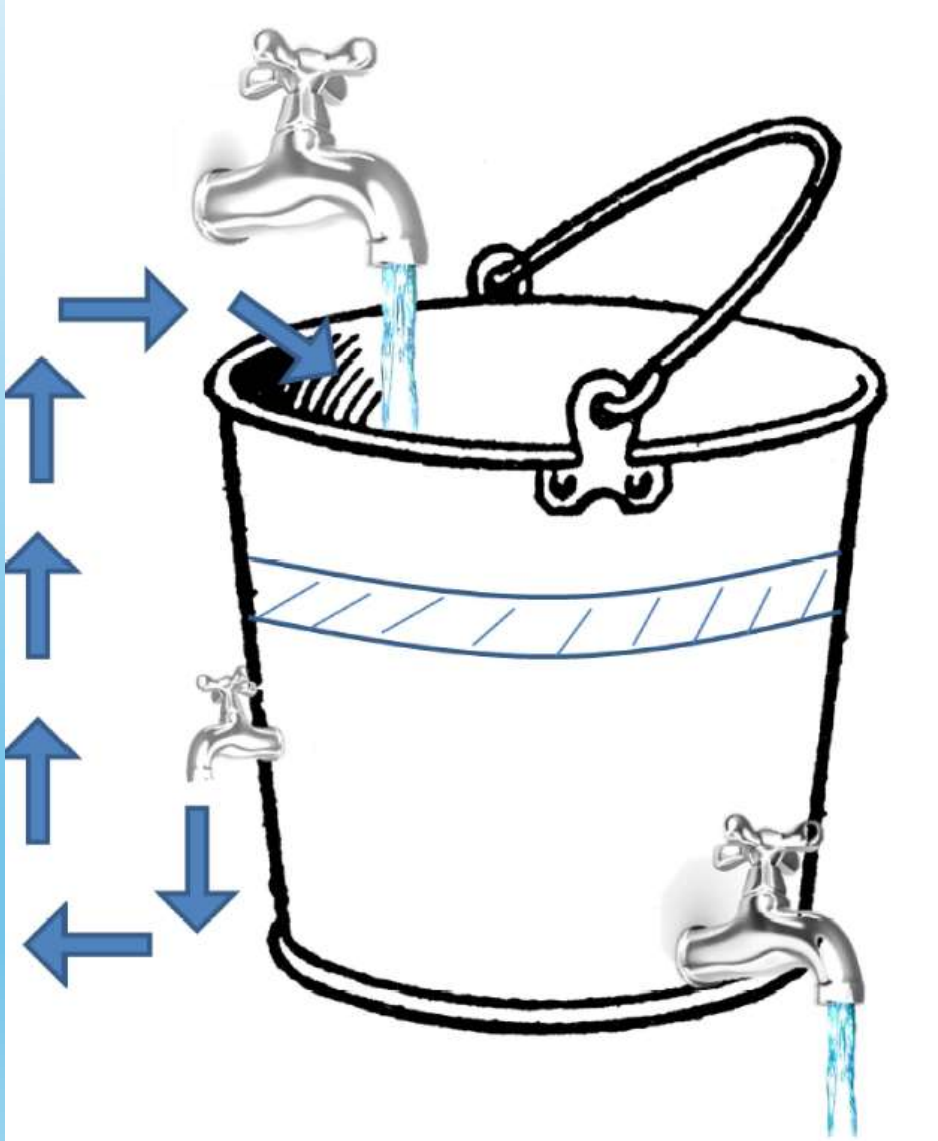


**Northumberland
Talking Therapies**

Northumberland Talking Therapies

**Tips And Techniques To Promote
Wellbeing And Prevent Stress In The
Workplace**

The Stress Bucket



Top tap - stressors –filling up our bucket

Middle tap - unhelpful coping strategies

Bottom tap - helpful coping strategies

So helpful coping strategies...

Problem Solving

- Addresses avoidance
- Breaks problems down into an actionable plan
- 6 simple steps
- Good for practical problems that might have multiple solutions
- Evidence based intervention

Step 1- Identify The Problem

Example – I have too much work to do and I'm working at home when I should be relaxing.

Step 2- List all possible solutions

The good, the bad and the ugly!

Example – I could quit my job. I could speak to my manager. I could stop working over my hours. I could ignore the problem.

Step 3- List the pros and cons of each solution

Solution	Advantages	Disadvantages
Quit my job	Will have family time again	Won't have any money Might not get another job
Speak to my manager	Might get some support I could come up with a plan with them together	They might think I can't cope

Repeat for each possible solution....

Step 4- Choose a solution

Review your pros and cons – which seems best?

Step 5- Make an Action Plan

The more specific the better

What, where, when, who for each step

Action Plan – example

1. Monday morning, at work, I will make a list of things I can't get done in work time.
2. Monday lunchtime I will draft an email to my manager.
3. I will send the email to my manager Monday afternoon and ask to set up a meeting.
4. I will have the meeting with my manager and have the list of things I'm struggling with.

Step 6 – Carry out Plan and Review

Carry out the steps on your action plan.

Did it solve the problem?

If not, return to your solutions from step 2.

Would I do anything differently next time?

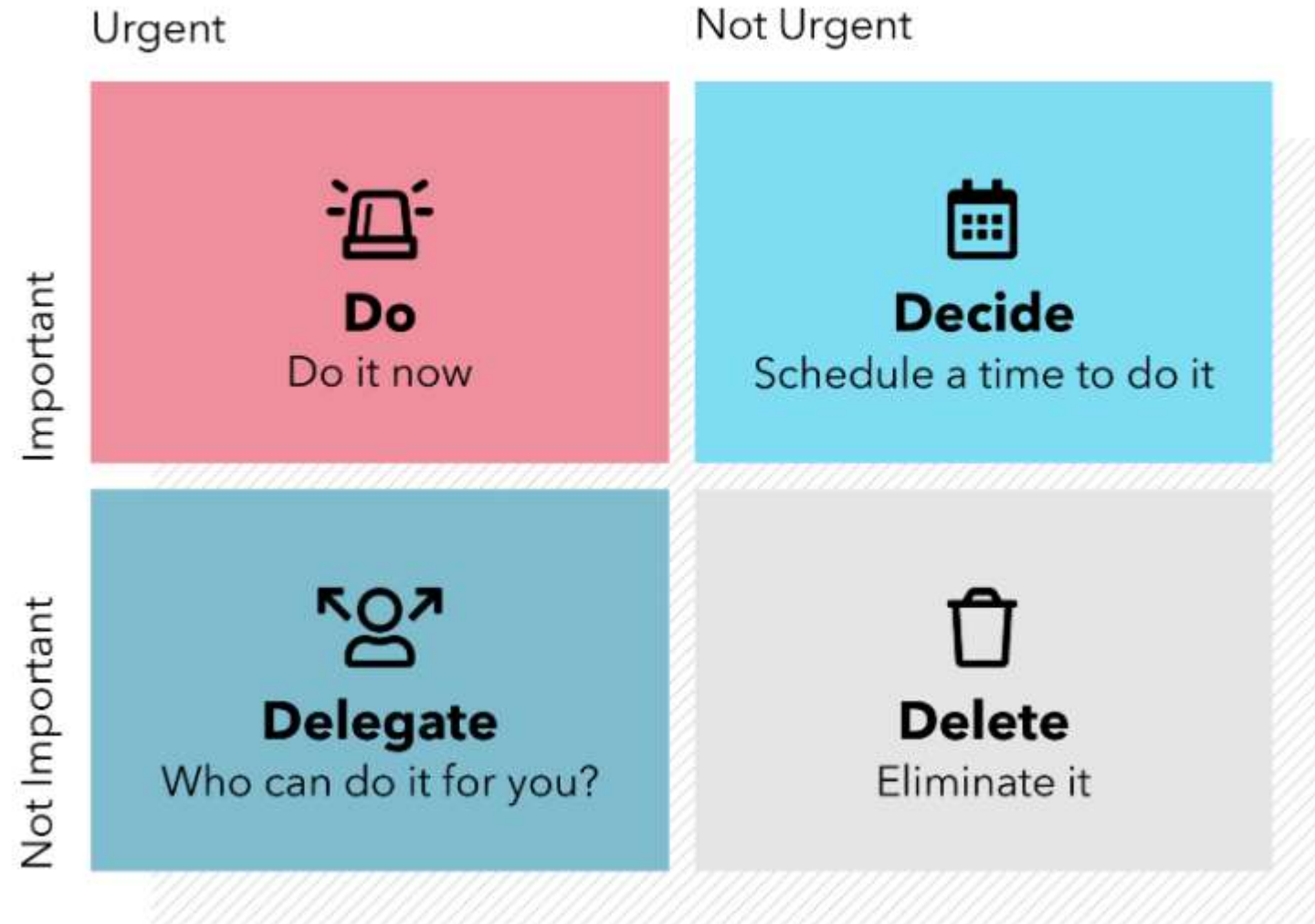
Eisenhower Matrix

Need to consider what is:

Urgent – Things you feel you need to do and action. Need a quick reaction .
Have a deadline.

Important – Things that contribute to long term goals and values. Not time sensitive. Need to be proactive with these.

Eisenhower Matrix Template



5 Ways to Wellbeing



5 Ways to Wellbeing

	Connect	With the people around you. With family, friends, colleagues and neighbours. At home, work, school or in your local community. Think of these as the cornerstones of your life and invest time in developing them. Building these connections will support and enrich you every day.
	Be active	Go for a walk or run. Step outside. Cycle. Play a game. Garden. Dance. Exercising makes you feel good. Most importantly, discover a physical activity you enjoy and that suits your level of mobility and fitness.
	Take notice	Be curious. Catch sight of the beautiful. Remark on the unusual. Notice the changing seasons. Savour the moment, whether you are walking to work, eating lunch or talking to friends. Be aware of the world around you and what you are feeling. Reflecting on your experiences will help you appreciate what matters to you.
	Keep learning	Try something new. Rediscover an old interest. Sign up for that course. Take on a different responsibility at work. Fix a bike. Learn to play an instrument or how to cook your favourite food. Set a challenge you enjoy achieving. Learning new things will make you more confident as well as being fun.
	Give	Do something nice for a friend, or a stranger. Thank someone. Smile. Volunteer your time. Join a community group. Look out, as well as in. Seeing yourself, and your happiness, as linked to the wider community can be incredibly rewarding and creates connections with the people around you.

15-minute guided imagery video

Northumberland Recovery College



What is NRC?

We provide free groups, courses and workshops for adults that support mental health and wellbeing

Who is NRC for?

- Anyone aged **18+** who lives or works in Northumberland
- Mental health diagnosis **not** required; we are open to everyone!

Where are the sessions held?

Community venues across Northumberland and online

Who runs NRC sessions?

- Peer Support Workers with lived experience of mental health issues
- Professionals working in mental health or other roles that support wellbeing
- Individuals who live/work in the community with a skill or hobby they wish to share with others

How to access?

Simply complete our enrolment form on the 'Resources' page of our website or give us a call!

**Details of all upcoming sessions can
be found on our website:**

www.northumberlandrecoverycollege.co.uk

Contact details:

Email: nrc@everyturn.org

Tel: [07866 053717](tel:07866053717)



Northumberland Talking Therapies

- Open to referrals from anyone aged 16+ registered with a Northumberland GP
- Support for anxiety, depression, stress, PTSD...
- Video calls, telephone, Face to Face appointments available
- Self refer / find out more via www.mhm.org.uk/talking-therapies-northumberland or phone 0300 3030 700

 @tynesideandnorthumberlandmind

 @TynesideMind

 @tynesideandnorthumberlandmind



Tyneside and
Northumberland

Let's have a chat!

Reach us at:

Tel: 0330 174 3174

admin@tynesidemind.org.uk

training@tynesidemind.org.uk

Services in Northumberland
Mindful Escape Northumberland
ReVOC
Safe Space Groups
Suicide Bereavement Service
Supporting Families
Thrive After Trauma (CYP Service)
Triple A



Healthwatch Northumberland's resources

- We have a wealth of online links to Mental Health support websites at: [Mental health – Healthwatch Northumberland](#)



Also have an A5 booklet:

“Mental health support in Northumberland 2024–25”

[Healthwatch-Northumberland-mental-health-support-guide-1.pdf](#)

Or contact us on **Tel:** 03332 408468, **email:** info@healthwatchnorthumberland.co.uk
Website: www.healthwatchnorthumberland.co.uk and follow us on social media!