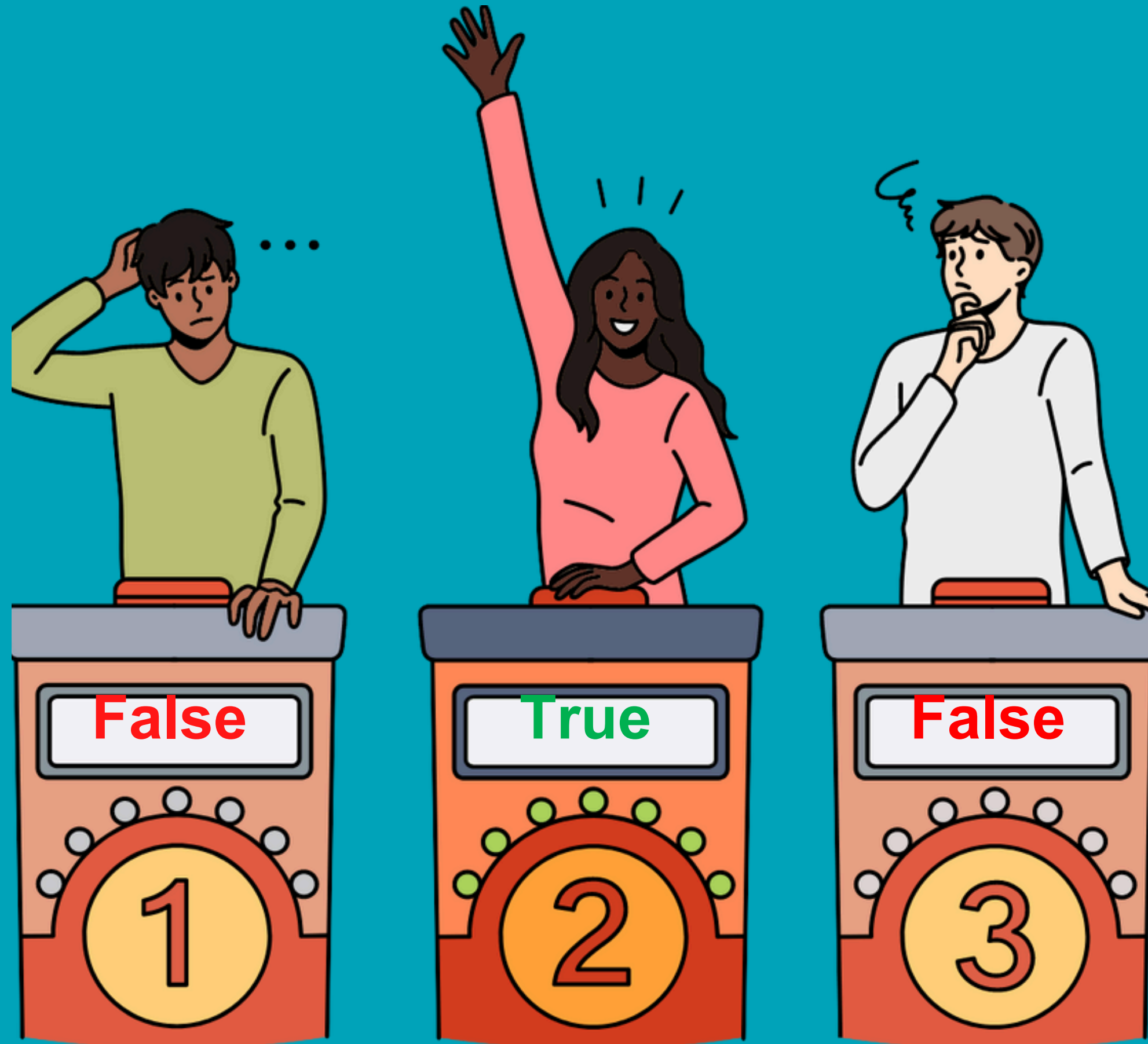


Mental Health Quiz



1.

Which of the following describes ‘mental ill-health’ and which describes ‘mental illness’:

- 1. A broad term encompassing a range of experiences, e.g., stress, low mood, feeling overwhelmed etc. These tend to be temporary and do not require treatment.**
- 2. A diagnosed condition with specific criteria, it can significantly affect a person’s thinking, feeling and behaviour, it requires professional diagnosis and treatment, e.g., depression, anxiety disorders, bipolar disorder etc.**



1.

1 is mental ill-health:

Mental ill-health is a broad term encompassing a range of experiences that would not meet the criteria of an illness, e.g., stress, low mood, feeling overwhelmed etc. These tend to be temporary and do not require treatment.

2 is mental illness:

Mental illness is a diagnosed condition with specific criteria, it can significantly affect a person's thinking, feeling and behaviour, it requires professional diagnosis and treatment, e.g., depression, anxiety disorders, bipolar disorder etc.



2.

People can't recover from mental illness.

TRUE

FALSE

2.

FALSE

- People can recover from mental illness. Recovery means different things to different people.
- Personal recovery is about working towards something that is important to each person and having hope for the future. People may still have mental health symptoms when they are recovered.
- Medical treatment can often help towards recovery, but there are other options that people can try instead, or at the same time. Recovery is something you do for yourself - someone else can't do it for you, but other people may be able to help if we want them to.

(Source: Rethink Mental Illness)



3.

Mental ill-health generally affects people of particular ages, gender, ethnicity, religious or socioeconomic groups.

TRUE

FALSE



3.

FALSE

Mental health is unique to each and every person. Everyone has mental health in the same way that everyone has physical health. Therefore, anyone can (sometimes) have poor physical, or poor mental, health.

“Mental health is a state of mental well-being that enables people to cope with the stresses of life, realize their abilities, learn well and work well, and contribute to their community. It is an integral component of health and well-being that underpins our individual and collective abilities to make decisions, build relationships and shape the world we live in.” World Health Organization

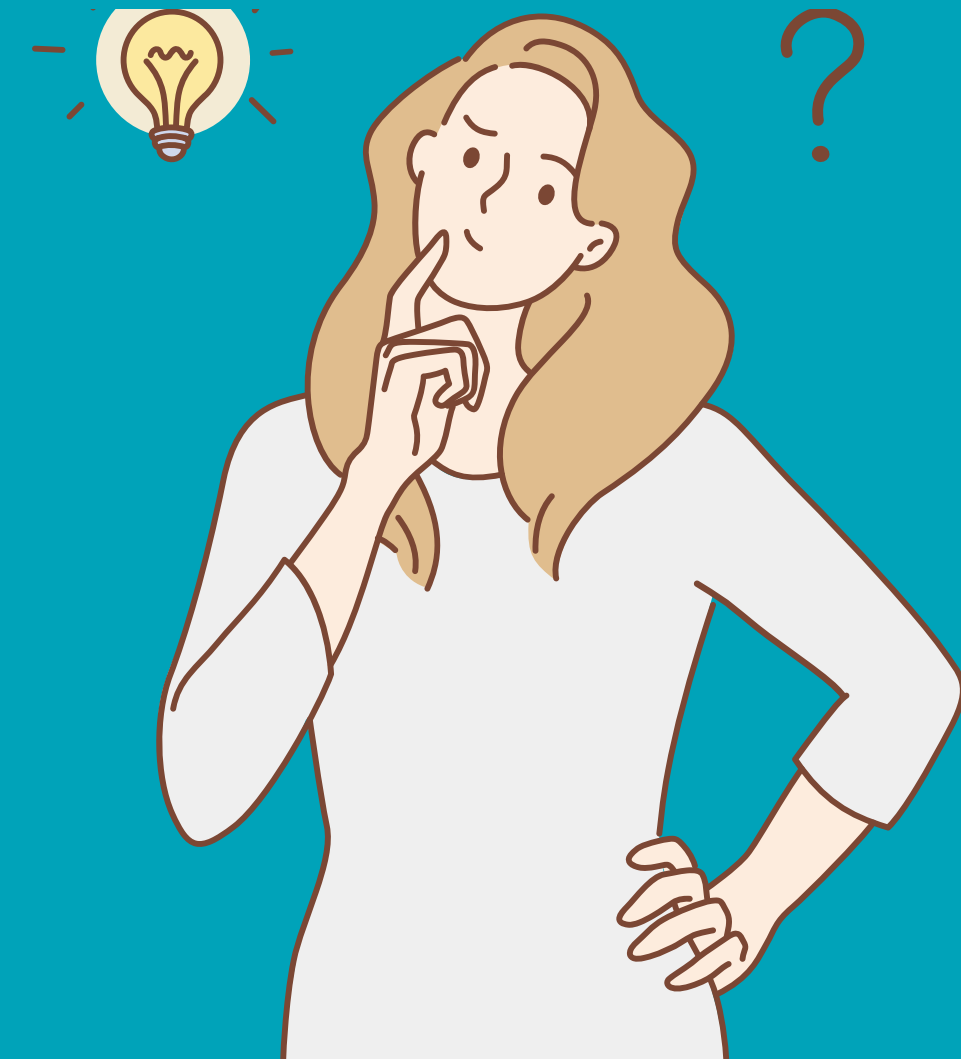
4.

On average, what is the total cost of mental ill-health in England in 2022?

1. £82 Billion.

2. £165 Billion.

3. £300 Billion.





4.

£300 Billion

The cost is comprised of three major elements:

- 1. Economic costs of £110bn:** includes costs due to sickness absence and 'presenteeism' at work, staff turnover and unemployment among people with mental ill-health.
- 2. Human costs of £130bn:** comprises reduced quality of life and premature mortality among people living with mental health conditions.
- 3. Health and care costs of £60bn:** includes support provided by public services and informal care provided by family and friends.

(Source: Centre for Mental Health)

5.

In 2022/23, how many cases of work-related stress, depression or anxiety were there in Great Britain?

1.676,000.

2.776,000.

3.876,000.





5.

776,000

The figures from Great Britain's workplace regulator show there were an estimated 776,000 cases of work-related stress, depression, or anxiety in 2023/24. In fact, stress, depression or anxiety accounted for 46% of work-related ill-health and 55% of all working days lost due to ill-health in 2023/24.

(Source: Health and Safety Executive)

6.

On average, for every £1 businesses spend on wellbeing, what return can they expect?

1. £3.

2. £4.

3. £5.





6.

£5

Analysis shows that employers that proactively invest in mental health support for their workforce can make significant gains, with an average £5 return for every £1 spent on wellbeing support. (Source: Deloitte)

This investment can include building an organisation wide culture of prevention to ensure no one reaches crisis point and mental wellbeing is everyone's responsibility, e.g., through measures such as training, promoting general awareness of mental health and targeted interventions.

7.

Which of these symptoms can happen if you're depressed?

1. Don't feel hungry.
2. Hungry all the time.
3. Always tired.





7.

All of them

People can experience depression in different ways. What most people experience, however, is sadness or hopelessness and very often they are no longer able to enjoy the things they previously took great pleasure in. But with the right help they can and do recover. (Source: Mind)

You can download our free 'Spotting the Signs' infographic from here:





8.

If you spot signs of mental ill-health in yourself, where can you get support at work? (Please write down all the sources you can think of).



8.

- **Employee Assistance Programme (if your workplace has one).**
- **A HR representative.**
- **A health and safety representative.**
- **Other health professionals, within the organisation, such as occupational health.**
- **A Mental Health First Aider/Champion in your organisation.**
- **A colleague, line manager/supervisor.**
- **External health care professionals, such as a GP.**
- **Call or text a helpline (links are provided at the end of this quiz).**

9.

If you spot the signs of mental ill-health in a colleague, which of the following statements should you avoid doing?

- 1. Nothing. I could make it worse by speaking to them.**
- 2. Ask if they are okay and repeat the question if you feel they may be hiding how they are feeling?**
- 3. Suggest you find somewhere quiet/private to talk?**
- 4. Ask open questions to encourage them to talk about their experiences?**
- 5. Actively listen to their answers?**
- 6. Signpost support (if needed)?**
- 7. Ask them if they would like to talk again? If yes, agree when that will be.**

Nothing.

The only thing you should avoid doing is ‘nothing’ – all of the other statements are correct.

In addition, please remember that supporting someone in distress can be distressing in itself, e.g., by:

- Talking to someone you trust.
- Set aside time for yourself.
- Keep healthy.

We have a number of free resources and training courses that can help you to start a conversation about mental health:

Resources:



Training:



What can exercise do for your mental health?

1. Nothing, it's only good for your physical health.
2. It stops you from facing your problems.
3. It releases endorphins that make you feel good.





10.

It releases endorphins.

Exercise not only benefits your physical and mental health, but it also improves your overall mood and happiness. When you exercise, endorphins (a feel-good chemical) are released in the brain, leading to an overall more positive mood. Exercise can also lead to a boost in self-esteem and self-confidence.

(Source: Mind)

11.

Which of the following can be causes of stress and anxiety at work? (Select as many as you think appropriate).

- 1. High workload and tight deadlines.**
- 2. Conflict with colleagues or managers.**
- 3. Job insecurity.**
- 4. Lack of control or autonomy.**
- 5. Poor work-life balance.**
- 6. Harassment or discrimination.**
- 7. Organisational change.**





11.

All of them.

As we have already learnt, mental ill-health affects everyone differently. Stress is the same. It varies between people, roles and sectors. For example, the length of time away from home can be a stressor for those working in construction, transport, the energy sector etc. For farmers stressors can include the impact of weather on crops; disease in animals etc. If you are self-employed stress can originate from not knowing where the next job will come from; and/or when you'll be paid for the work you have already done.

If you are a line manager, it is your legal duty of care to identify and mitigate risk. This starts with undertaking individual stress risk assessments, talk to your team, understand which stressors impact them and (if applicable) put reasonable adjustments in place to mitigate those risks.

As a takeaway from this quiz:

- Please think about your own stressors and talk to your line manager about how to mitigate them.
- If you are a line manager, please watch our stress awareness video series:

Which of the following legislation covers employee mental health?

- 1. The Health and Safety at Work Act of 1974.**
- 2. The Management of Health and Safety at Work Regulations 1999.**
- 3. Equality Act 2010.**
- 4. Protection from Harassment Act 1997.**
- 5. The Working Time Regulations 1998.**





12.

All of them.

Whether an employer is a small business or a large corporation, the law requires all employers to assess the risk of work-related stress and to put steps in place to tackle those risks. This means employers must do all they reasonably can to support their employees' health, safety and wellbeing.

Confidential helplines



Text: "BEAMATE"
to: 85258



zerosuicidealliance.com



0800 585858



0800 138 1111



the Money Advice Service®

0800 138 7777



PREVENTION OF YOUNG SUICIDE

0800 068 41 41



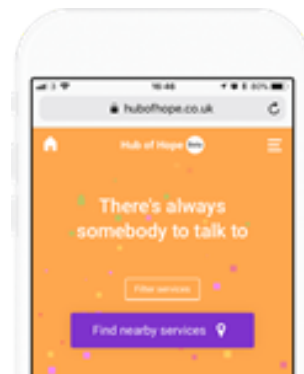
0345 605 1956

www.constructionindustryhelpline.com



SANE

0300 304 7000



Hub of Hope
(app)



03332 127 890



Organisational support

If you would like to discover how to build positive mental health in and through work, so that work is good for workers' mental health and no one reaches crisis point, please use the contact details on the next page, or use this QR code to find out more about joining our community:



Let's Talk



support@matesinmind.org



020 3510 5018



www.matesinmind.org

Be a mate.

Be the change.

