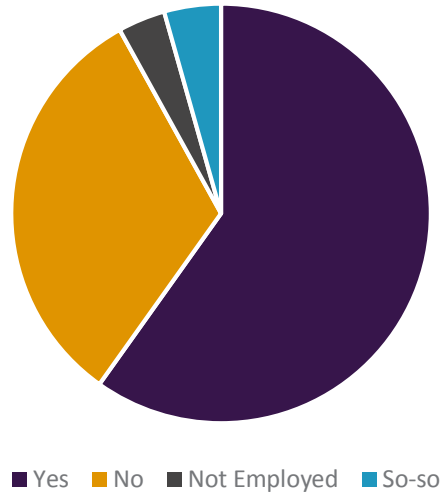


# Our Survey

(Questions, Statistical Data and Quotes)



## Are you happy with your current work situation?



### If No, why not?

Under appreciated

Too static and need to push myself more

Not enough pay

Money I would like to earn more money, and I work long hours

No paid work

Unsupported and miserable

I don't really think it is as simple as yes or no. I work as a teaching assistant. Some aspects like my immediate team and my actual work interactions with children make me very happy, some aspects make me feel underappreciated and overworked by management, which has at times made me very unhappy.

No support

I'm not currently working. inconsistent, long and unsociable hours

I am not happy with the hours.

No emotional support at all.

Pay too low and hours too high.

Far too much abuse from the public whilst working on a bar.

Because boss and staff are mean

Because I haven't yet found a permanent job

Long travel to work

I think there is unfair treatment

Unemployed

Unemployed

I'd like to be more organised, be able to do more, and get more feedback on what I've done

Zero hour contract

Too demanding

Not working I am expected to do more work than I am paid for

Negative impact on my mental health, making existing issues worse.

Lack of staff

They aren't very supportive

The pay, expect too much off of me

Stressful in terms of dealing with shifts and uni work load

High demanded in the computer science industry

People are rude

No guaranteed hours in any of my current jobs. However I am very happy with the jobs that I am currently doing.

Work is making me stressed and miserable

They are lazy doing there job the staff and expect fast mental health people or vulnerable people to it for them.

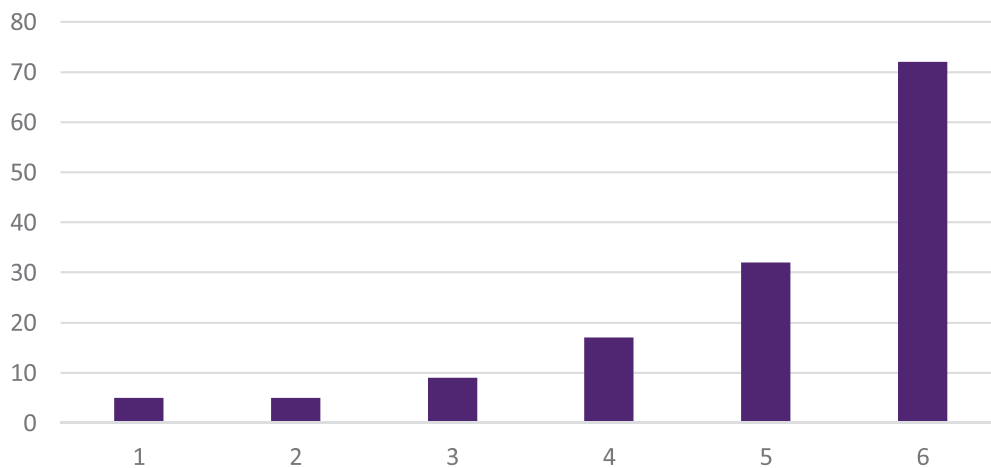
It's not what I want to be doing

Stress, feeling below others all the time

Currently freelance without stable work

Low pay, not mentally engaging enough, inflexible hours

## 2. How important is emotional well-being support to you in the workplace?

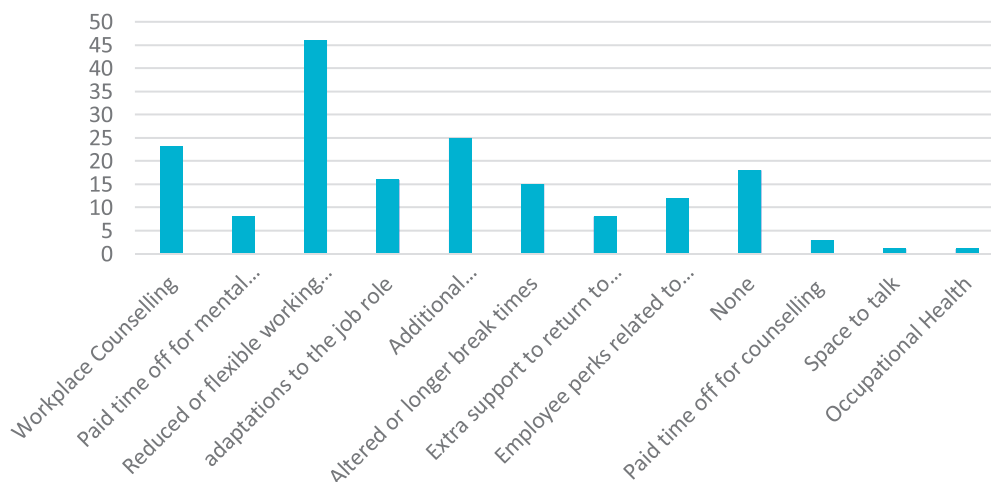


## Which part of the job process makes you feel the most anxious?



- Job applications
- Job Interview
- Starting a new job/probation period
- during employment/supervisions
- none

## To your knowledge, are any of the following forms of wellbeing support available in your current (or most recent) place of work? Select all that apply.



## Have you received any forms of wellbeing support at work?



### 5. If so, which (if any) were helpful?

Counselling  
 We have a wellness group for employees  
 Nothing to offer so how can we take?  
 Counselling was poor as GMP didn't pay for any good ones.  
 I'm seeing a fantastic private one now.  
 Cbt  
 Working from home option  
 Flexible hours  
 Talking personally  
 All Flexible hours due to studying i have a space at school where i can go to ground myself  
 Just being allowed to stand back from the shop floor and take some time  
 Flexible hours and well-being offers  
 Counselling gym membership  
 Being able to take a break and talk to my boss if any problems going on  
 N/A

Chat with manger team I have to take time off due to my anxiety and they are always helpful  
 Able to taken less shifts due to stess of exams It was helpful as I wasn't too sure on dicussing it as my previous workplace was brilliant  
 Advice Managers spoke to me when they noticed I was feeling down  
 Flexible hours  
 All of them.  
 One to one meetings with tutor I'm not fully aware of everything they offer but they work almost solely with students and the uni so they're very good with these things and even have mental health days where they set up yoga classes!  
 One to ones  
 Just talking sessions  
 Form of counselling, reassuring me it's okay and that theres help around me if I need it  
 Supervisions over shift as manager would understand they can't take people for as vulnerable to make them

### 6. How could employers support you better in the workplace?

Not sure  
 Be understanding  
 More staff benefits such as free Gyms  
 Nothing so far  
 Be more understanding  
 Be more open about it but I think that comes down to the employees too. I've had anxiety and stress ever since I was at school but I don't think anyone would ever guess I do. I hear a load of stories from people when they've left work to say they couldn't deal with the stress anymore but you would never know working with them. People need to be more open with each other on it.

I honestly feel it's not the employer job to look after your mental health at work. If there is a problem at work that would take stress off you, by all means voice it but to be weak minded and to have mental health issues are completely different things. Make sure you have tried everything you can yourself before putting this into someone else.  
 Mental health questionnaires  
 Have more one to one meetings  
 I think socialising outside of work but within professional boundaries with your peers and co-workers is a key success factor to any business. More organised events would help.

When you do have a sick day for stress etc. Not make it obvious that they think you're a bit stupid or faking it Show that they find consider mental health important and offer counselling and encourage staff to get help from the company's facilities

I don't think they could in a modern world

Regular check ups and one to one meetings

Offering reasonable adjustments, bringing it up as a common question in supervisions without judgement aka 'a lot of people need extra support for their mental health/work stress, is that something that might help you?

Listen. Accommodate all people not just the select few that they are friends with or that have been there years.

More knowledge about mental health in the work place I think clear providing clear support that does not require arranged meetings etc. A regular meeting with someone who would be able to support me without me having to arrange it.

More quiet office spaces if you want to be alone working quietly

Accept mental health as an illness

Make sure employees know that it is okay to discuss their mental health and that they would be supported. Possibly give a couple of mental health days off a year additionally to holiday time.

Have a little compassion. Ask how things are. Make allowances every now and then. Support. Hours. Provide better posters about access to support and how to get it

Further promotion of it being okay to speak out if work/home life are getting a bit much and you feel they are affecting your performance

Open door policy

Provide more one on one meetings

Make team aware of managerial support regarding mental health, make consistent efforts to ensure all staff are in good health and sound mind. Group chats, notices, meetings etc.

Treat everyone the same

Be friendly

Treat everyone equally and be there for you if you need them to be

Be more open about mental health and the benefits of sharing your problem

Check up on us, try to help us where they can

They are supportive

Not firing me for depression

Personal one on ones

Give specific hours, instead of zero hours. Need work patterns to keep me in a routine.

More time for support

Provide counselling

Quiet places just go and calm down when things become overwhelming and my anxiety is bad. A way of communicating days off because of mental illness without having to explain it because it makes me more anxious having to explain it.

Listening, understanding, supporting

Listen, leave me to do a job and also provide guidance and support with basic tasks.

Being educated and aware of mental health and have clear plans and strategies to help support staff

Talk to me more about how i'm doing in the job giving me feedback and giving me an opportunity to highlight any personal issues i have in or around work

Treat people in the hospitality industry as people rather than as robotic pawns

By trying to understand and change the job role slightly to better suit you and be more understanding of someone with mental health issues

I don't know

More flexi time for mental health

More understanding, more national rules about it

Being nicer

Offer counselling outside of the work place, allow extra breaks if time alone is needed without disciplinary

Treat each other with more respect so that I feel more comfortable talking to them

Understanding individual needs, being a bit more relaxed if someone has mental health difficulties, being understanding and supportive, building a better relationship with their employees so we feel we can approach them to talk about these important issues.

I don't think there's a way as we all work in our own sections.

Longer breaks

Voicing their methods of help

Offering the services

Don't know

I think bosses and employees are supportive where I work but there's always an objective so I would set that as maybe a one to one every couple of months. Just try to be polite

Being kind

I think support should come from somewhere else

Try talking o taking notice more

Have more 1:1 sessions with management to discuss progress etc

Make shifts more reliable

Have more leaflets and info in workplace about the support a Offered

Maybe take mental health more seriously

Take situations more seriously, some management don't take situations seriously

Make it more open for discussion

Have meetings about mental health so that the topic is open for discussion

Be more open about mental health

Reducing stigma around it, I sometimes feel embarrassed discussing mental health

Actually offer help because mine doesn't

Be understandable of work commitments

I don't really know due to the fact that this doesn't really affect me , but maybe Damien it more open for discussion

Work place meetings

More time off that is not holidays

Support

More one to ones

Do employee feedback surveys more often

Considerate when dealing with being unwell and needing time off

Counselling

Allow you to acknowledge it with the from the beginning

Help with assigned tasks and their experience

Team environment build up/ activities as a team

Mentoring Communication skills

Not pressure you and listen to you Better living quality

Maybe look out for signs

Understand that poor mental health is just as valid a reason for absence etc. as poor physical health

Maybe to schedule in times they would check up on people who were anxious or depressed

More meetings to discuss wellbeing

Have more mental health awareness posters for example to encourage people to ask for help and talk about their struggle

Don't know

Treat mental health problems the same way as physical ones and offer appropriate support

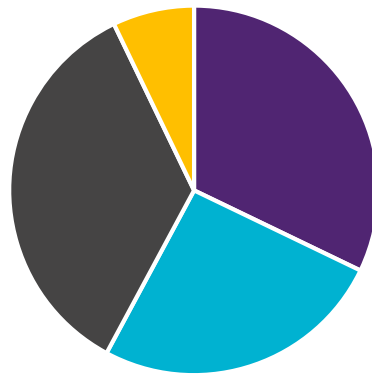
Morale support

Try different approaches to see if I can do things in a different way Being more understanding of my mental health

Care about employees over money

Be kind

## Would you feel comfortable speaking to your employer about work related stress and anxiety?



■ Yes ■ No ■ Maybe ■ I don't know

## What would stop you from speaking to your employer about your mental health?

Nothing

Judgement

Embarrassment

N/A

Too busy a work environment to sit down and discuss any personal matters

Unapproachable boss

Not a lot. I could speak to them about anything but it's more up to me to make sure things are acted on

Me, I'd try to sort out my own mental health problem with myself before I make it someone else's problem.

Negative perceptions

Society

How they act

Although people are not allowed to discriminate there is a feeling that it is used against people when you look to progress

Thinking that they would judge me for it or make me feel bad

Lack of understanding or empathy

Affecting my role.

If I feel it would effect my chances of a promotion

If I was employed it would be because I'd feel it would make me look vulnerable to me superiors

Fear over being stigmatized or judged, them not thinking I was fit for the job

No-one actually cares or understands. It gets brushed under the carpet.

Being judged

I don't have a clear person who I would speak to. It is very hard to get time off and I have almost reached my 4 days off sick mark before HR get involved (due to physical illness) so would be vary wary to ask for any more time off.

Stigma fear of being discriminated against also

Embarrassment

Not considered a serious issue

Fear of being judged or critiqued.

If they were dismissive or not understanding

The stigma surrounding it.

If they were approachable or not.

Lack of understanding

Taking advantage of me

If they do not understand the importance of mental health

If I thought they wouldn't listen to me

My manager not having an approachable manner

If they weren't welcoming

We are always busy and understaffed

Anxiety

Them being unapproachable

Family

If someone was unapproachable

Affecting promotion or progression

Extra help to people who may suffer

Nerves

Being fired

Being threatened with a termination of contract

Knowing it would go from one mouth to another's ears and do a full circle by the end of the day

Don't really speak to anyone.

Being fired or treated unfairly

Losing your job

Exclusivity

Fear of judgement

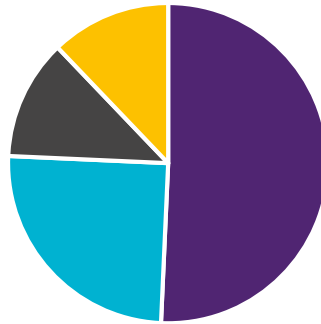
If they seemed rude, aggressive, disrespectful or untrustworthy

Judgement/fear to discomfort them  
A judgemental attitude and not listening  
Judgement  
Old-fashioned attitudes, the "suck it up"  
mentality/'snowflake' stereotype  
Un approachability  
Fear of losing job or failing occupational  
health assessments  
Being too anxious  
A poor relation with my employer  
I don't like people knowing  
Awkward  
Feeling as though you're letting the employer down by  
needing time off etc, having to explain and justify  
Feeling as though they won't care because they  
aren't approachable  
Worried they may throw me out  
Employer thinking you're incapable  
Being judged and other colleagues finding out  
Fear of them thinking I am incapable of doing my job,  
getting fired, being misunderstood or judged.  
He isn't very talkative so I try to avoid talking about it.  
Lack of support  
Lack of confidentiality  
No trust in the manager  
Don't know  
Embarrassment  
The way they are  
Maybe embarrassment  
Could affect work  
Age difference  
Judgement

Might not really care about what I have to say  
They might feel you're not suitable for the role anymore  
Know them on a personal level which makes it a  
little uncomfortable  
That they wouldn't understand  
Maybe that they would want to give me time off that  
is unpaid  
That they wouldn't be too bothered about my  
mental health  
Nothing  
Difficult to explain situations -putting into words  
They seem unapproachable  
They might not understand  
The stigma around the mental capacity of mentally ill  
individuals, not having the ability to work Employer being  
not understanding  
How approachable he/she is  
Not comfortable relationship  
I could potentially lose the job  
My experience with employer before  
Idk  
Just me in general  
Fear of not being taken seriously. Luckily, in my current  
places of employment, all of my managers take mental  
health issues seriously  
Feeling comfortable enough  
Their attitude and how comfortable I am with them  
Make you feel incompetent or not up to everyone  
else's standards  
The fact that they don't treat it the same as physical  
things - they think you're just making a big deal out of  
nothing or being a drama queen



Do you think it would have a negative impact on how you are seen in your workplace if you disclosed you have a mental health problem?



■ Yes ■ No ■ I don't know ■ Not sure

**10. Have you had any negative experiences in the workplace related to mental health? Please share your story if you feel comfortable doing so.**

- No
- N/a
- No
- Yes
- None
- Nil Been told to get a grip
- Yeah had panic attacks in and before pitches and meetings. It's the one thing I struggle with the most, public speaking. But I have really started to tackle the problem recently but even last week completely fucked up a pitch. But it's all a learning curve and is making me better even if I have bad days
- no
- Yes - whereby the entire responsibility of a company and it's employees (3000+) was on my shoulders during a turnaround situation. Although I was there to help there was a real animosity towards my presence in the business from senior leadership and ultimately survival rested on my shoulders. People often look for someone to blame in these situations (part of the blame culture in the western world) even though the situation was the fault of no one individual. The animosity and high pressure of the situation caused some distress however I couldn't show my true feelings in order to steady the ship and due to the fact I felt unable to expose 'weakness' in the situation given the animosity I faced on a daily basis. That took its toll on me.
- Yes when people are off sick they get verbal warning etc. Even if it is for mental health! Makes you scared to take time off
- Being told I was unsuitable for the job because of common mental health associated symptoms that didn't actually affect my performance. Being told 'if you're mildly depressed you shouldn't be working'.
- I work in a difficult environment and something happened that I felt was my fault (it wasn't) and was told by my team leader to stop being stupid and forget about it regardless of how it affected me.
- Whilst working in the NHS, you'd always get one comedy genius whilst reading a handover out, with someone who had depression, and they would say I'm depressed as well, so try and get a few cheap laughs
- Alot
- I haven't had a job yet, I'm still at college
- N/A
- Disregard from customers following a bad family event / issue, many customers tend to view staff, especially in hospitality, as expendable servers who's sole responsibility is to ensure you enjoy your time at whatever business your visiting. Thus they have little concern for your own current situation and often speak in condescending ways. When met with resistance they often resort to calling the managers, who at my current job thankfully came to my defence.
- Nope
- Yes, I've had a time where a work friend spoke to me terribly, shouted in front of others, made me feel poor
- A previous employer fired me because I 'looked depressed' even though she knew I had been doing well
- I lost my boyfriend, my home and what family I had all at once, I was offered an hour a days help and because of that everyone kicked off and told me I shouldn't be seeking help for my problems during work hours, that they're my problems and I need to fix them alone and at home.. the home I didn't have.
- Yes, I had an anxiety attack and I was treated different afterwards
- I had to leave my job because the hours excluded me from having therapy
- Many teachers ignore the fact that i have mental health problems.. so when i talk to them about it they dismiss/ don't take it seriously
- A boss asking me to talk but yet not listening and constantly interrupting to try to 'help'.

I have experienced issues regarding working with the public where customers have been rude or intrusive regarding self-harm scars which could not be covered up by work uniform.

My mental health has been getting worse due to personal issues, and work-related stress has made it even worse. Lack of support and increasing pressure got me to the point recently where I was crying in the bathroom. My manager made me feel even worse when she saw that I was upset (called me a stropmy cow and offered no support), which had a negative effect on our relationship and made me dread going into work every day. I have a colleague who started self-harming because of the job and the way she's treated and another former colleague who was basically told they didn't care about her mental health issues. This is why I can't talk to my employer about my mental health, despite it being so important to me and having a negative impact on my work.

A student in my work area end up killing themselves it end up triggering bad stuff

Not comfortable

I have wanted to discuss this with management but they were too busy to discuss and thought of it as unimportant

Judgement off others from long absences off work.

Relationships strained No, but i am worried about this in the future

No negative experience.

Nope

Yes. I was shouted at for having a severe panic attack after nearly fainting during a busy shift, as I was not able to complete the close down.

No

People rather than helping you pity you and look down on you and make u feel that u constantly need help even when your fine

Yes. I finally built up the confidence to tell my manager. She seemed understanding at first, but I later found out that she had told other members of my team about my issues. She was understanding about the causes of

my problems that came from outside of work but was defensive and dismissive when I explained a lot of the causes came from within the work place. I ended up leaving and taking a lower paid, lower skilled part time job just to get out of there and now I'm trying to rebuild my career.

I have been screamed at even though I blacked out and was in hospital same day I had work but at night the next morning she repeatedly said you should of told us if u went hospital. how does this even make sense if I have blacked out? They was considering the sack for me straight until someone interferred that the manager can't just sack me cause I wasn't at work cause I blacked out

Yes not comfortable to say why

Yes, I was fired when I was struggling with anxiety

Nope

Yes- put under a lot of pressure as team members not performing as well as they could. Bullied by manager for not achieving all goals and ignored when asking for help.