# WELLBEING AT WORK FOR YOUNG PEOPLE:

## What should we really be talking about?







- Based in Lake District, Cumbria
- 16 years working in education, early careers and D&I
- D&I champion for LGBTQ+ community and mental health
- Recently qualified in Mental Health Awareness and Advocacy in the Workplace
- Currently studying towards Certificate in Awareness of Mental Health Problems





- How do we define wellbeing?
- How are our young people feeling today?
- How can career professionals support and promote wellbeing for young people?

## g? feeling today? als support and ng people?



mentally healthy groundec mental an physical health being happy and healthy positivity positive mental state poundaries contentment physical health wellness happiness support nourished calm health mental clarity C happy peace resili mindfulness mental health lightness serenity good health content non physical health balanced balanced state of mind being happy and content

# able to be your true self



## "Feeling good and functioning well"

(coping with day-to-day stresses, a sense of purpose, autonomy, good health, long life, a good citizen)

### A BROAD MEASURE OF SENSE OF SELF

Outward Bound Trust UK, **"Feeling Good and Functioning** Well"

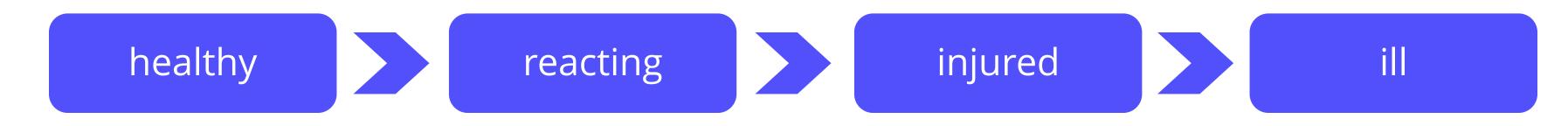
# MENTAL HEALTH

- "A state in which the individual realises their own abilities, can cope with normal stresses of life, can work productively and fruitfully, and able to make a contribution to their own community"
  - A RECOGNISABLE CONDITION

World Health Organization



"The absence of some or all of these positive factors on an ongoing basis, referring to a range of mental health conditions that affect an individual's mood, thinking and behaviour. Any condition that disrupts an individual's everyday life e.g. depression, anxiety disorders, schizophrenia and addictive behaviour."



## WELLBEING TODAY

- Significant decrease in overall wellbeing of our young people in last 12 years
- Unhappy and lack confidence in life choices
- Two thirds feel more stressed; over half more anxious and fear failure
- 47% feel they have 'no control' in their lives



Good Childhood reports, Children's Society



69%

feel life is 'on hold' overwhelmed daily

32%

22%

feel they will fail in life

4.8%

experiencing a MH condition

Prince's Trust Natwest Youth Index 2022



## emotional health will never recover

# 21%

think their life will amount to nothing



## "Disruption by the pandemic will affect my employability in the long term"



frustrated over the future



prospects won't recover



impact of a job on MH before accepting



# Overall wellbeing at its lowest in 12 years compared to young males

-7%

recovery of emotional health -9%

overall mental health

# -6%

# fear of failure in their career

### STARTING WELLNESS CONVERSATIONS

Ongoing review for amendments & additions

> Employer actions that will be taken

Individual coping strategies

**WELLNESS** 

Warning signs & symptoms for employers

ACTION PLANS

Triggers in the workplace

Potential impacts on performance



- Wellbeing and mental health are different
- Our young people are concerned about the impacts of covid on their future careers, especially females
- Wellness action plans can play an important role in being proactive when providing support to those experiencing/prone to mental ill health

fferent bout the impacts of ally females important role in oport to those alth





## steve@thebrandingman.co.uk @thebrandingman