

# WELLBEING AT WORK FOR YOUNG PEOPLE:

What should we really  
be talking about?

# ABOUT ME

- 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



# THIS MORNING

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

# 'WELLBEING'



# WELLBEING

vs.

# MENTAL HEALTH

"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"

"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

# MENTAL ILL HEALTH

"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."

healthy



reacting



injured



ill

# WELLBEING TODAY

Good Childhood reports,  
Children's Society

- 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

# LIFE AFTER COVID

Prince's Trust Natwest  
Youth Index 2022

69%

feel life is  
'on hold'

32%

overwhelmed  
daily

23%

emotional health will  
never recover

48%

experiencing a  
MH condition

22%

feel they will fail  
in life

21%

think their life will  
amount to nothing



# CAREER FEARS

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

**20%**

prospects won't  
recover

**73%**

frustrated over  
the future

**48%**

impact of a job on  
MH before accepting

# YOUNG WOMEN

**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



# SUMMARY

- 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

QUESTIONS?



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