MODULE OVERVIEW

Mental health on your team: See it, hear it, talk about it

Adaptive module | ~20 min

Nearly one in two employees now shows a sign of psychological distress, and remote work has removed many of the visible signals. Awareness training is no longer enough: this module provides the exact words to open the conversation and sets the limits of the role—the manager is the first link, never the caregiver.

LEARNING OBJECTIVES

01 Spot the changes in behavior that signal suffering, and assess them by duration, accumulation, and frequency.

02 Distinguish the four most common forms of suffering: burnout, brownout, boreout, and generalized anxiety.

03 Avoid the three manager traps (denial, silence out of embarrassment, and rescuing) to stay present.

04 Open the conversation with observed facts, listen without advising, and direct the person to the right resources.

WHO IT'S FOR

Managers seeking the courage to discuss their team's mental health with the right words and boundaries.

- **Prerequisite:** none

HOW THE MODULE WORKS

Self-paced, with practice tailored to each learner.

1. **Self-assessment**: on 9 dimensions, to gauge current habits and guide the practice.
2. **Expert video**: 10 minutes, with 3 pauses for reflection.
3. **Practice scenarios**: the first 2 chosen from the self-assessment, then 16 optional ones. Every answer gets feedback: what it leads to, and one way to improve.
4. **Dated commitment**: one action to try, written by the learner or picked from the suggestions.
5. **Memo to download**: key takeaways, questions, commitment, personal notes and checklists.

A SAMPLE PRACTICE SCENARIO

You manage Ravi, a project manager. At the end of the team meeting, as everyone is packing up, he says with a smile: "Me, I'm just holding on until my time off." Two colleagues laugh, and the meeting ends there. His time off is six weeks away. What do you do?

ASSESSMENT AND COMPLETION

Pass mark: 80%

The score takes into account your answers to the practice scenarios, your commitment and, where relevant, any additional learning activities. Passing requires a commitment and a score of at least 80%.

METHODS & MODELS

- Four forms of suffering at work (burnout, brownout, boreout, generalized anxiety) – concepts recognized in occupational psychology
- The manager as the first link: see, hear, speak – Afthonios method
- Three traps for managers (denial, silence, rescuing) – Afthonios method

SOURCES & REFERENCES

- OpinionWay & Empreinte Humaine – barometer of employees' psychological health (2025–2026): between 45% and ~50% of French employees show a sign of psychological distress
- Gallup, reported by Fortune (May 2025, "Remote Work Paradox"): fully remote employees report the highest levels of sadness, anger, and loneliness
- Gallup – the weekly one-on-one, documented as a manager-led driver of engagement
- WHO (2022) – guidelines on mental health at work

Module created by Afthonios.com.

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