MODULE OVERVIEW

Mental health at work: Speaking up when you're struggling

Adaptive module | ~20 min

Distress at work rarely shows: people can joke in meetings while depressed. So it all starts with speaking up, which is exactly what this module equips learners for. It helps them name what they experience, from burnout to bore-out, takes apart the four objections that silence people ("it's not that bad," "it'll make things worse"), and offers three increasingly direct opening lines for being heard, with a map of internal and external contacts.

LEARNING OBJECTIVES

01 Recognize the signs of distress at work in body, emotions, and mind, and name which of six documented forms you are going through.

02 Overcome the four objections that keep you silent, from "it's not that bad" to "it'll make things worse".

03 Prepare to speak up: precise facts, evidence, a concrete request for help, proposed solutions, and the right moment.

04 Choose one of three increasingly direct opening lines, and the right contact, from manager to occupational health service.

WHO IT'S FOR

Anyone who wants to put into words what they are going through at work, and find someone who will listen.

- **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

Farida, a maintenance technician, is on call one week in three, with Malik and Lucas. For four months, these weeks have left Farida exhausted; she hasn't told anyone, because her on-call weeks would fall to Malik and Lucas. On Thursday, Farida is seeing her manager, who draws up the rotation. What does Farida 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

- Six forms of distress at work (burnout, brown-out, bore-out, pathological overcommitment, generalized anxiety, work-related depression) – documented in occupational health
- Four objections of the mind – Afthonios method
- Three graded opening lines – Afthonios method, close to assertive communication techniques

SOURCES & REFERENCES

- Gallup – "State of the Global Workplace" global survey: 41% of employees say they feel significant stress every day
- Burnout, brown-out, bore-out, pathological overcommitment, generalized anxiety, work-related depression – categories recognized in psychology and occupational medicine
- WHO (2022) – guidelines on mental health at work
- INRS (French national occupational health and safety institute) – stress at work and prevention based on work situations

- Module created by Afthonios.com.
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