



Mental Health in the Workplace

Understanding the Impact of Trauma

Dr Jen Daffin, Community Clinical Psychologist

PLATF **FORM**

For mental health and social change
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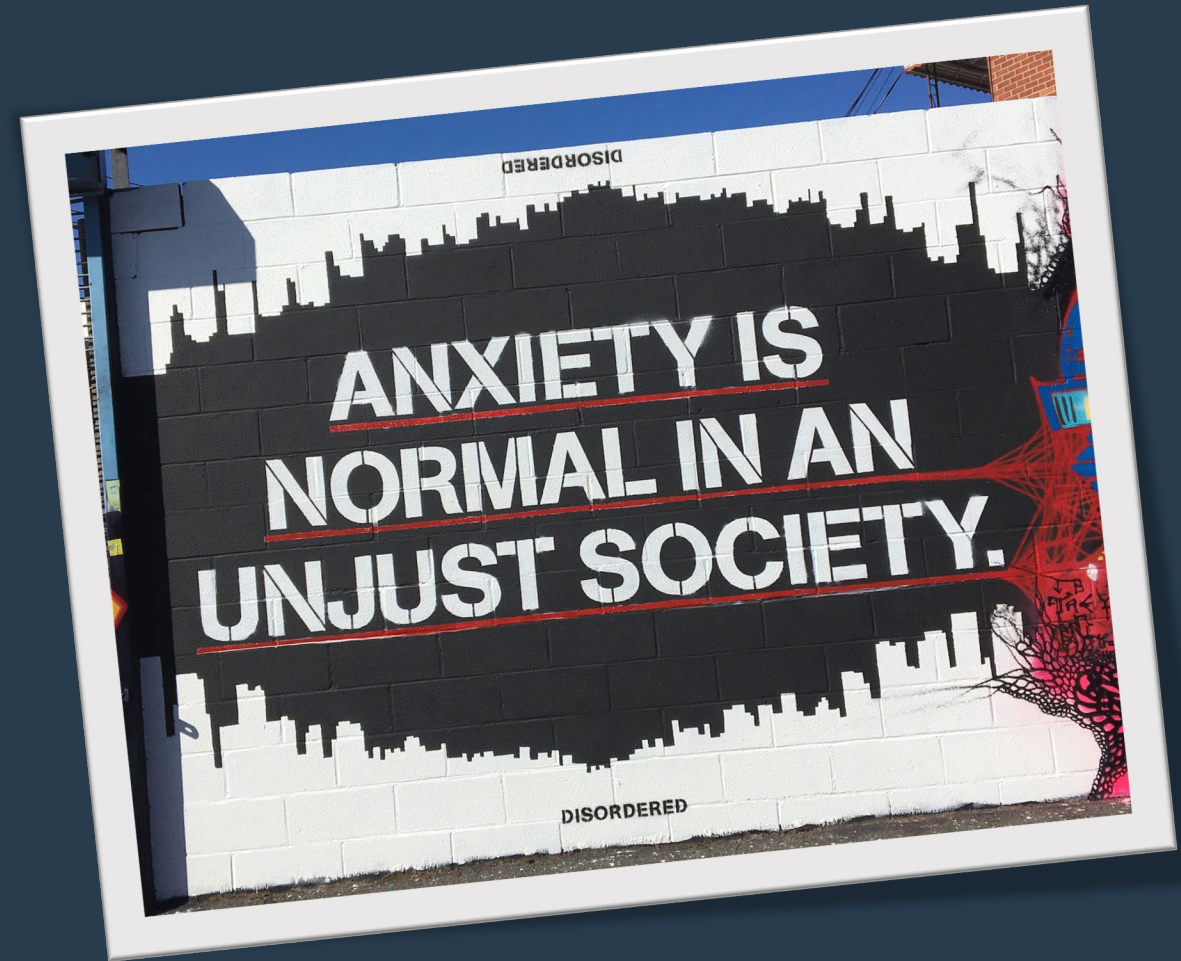
Platform's Mission

1. To change the dominant narrative around mental health

- By advocating for the role that trauma, life experiences and socio-economic circumstances have on our mental health + ability to heal.
- By making the evidence for this accessible to help shift public perceptions.

2. To make our 'helping systems' work better for people

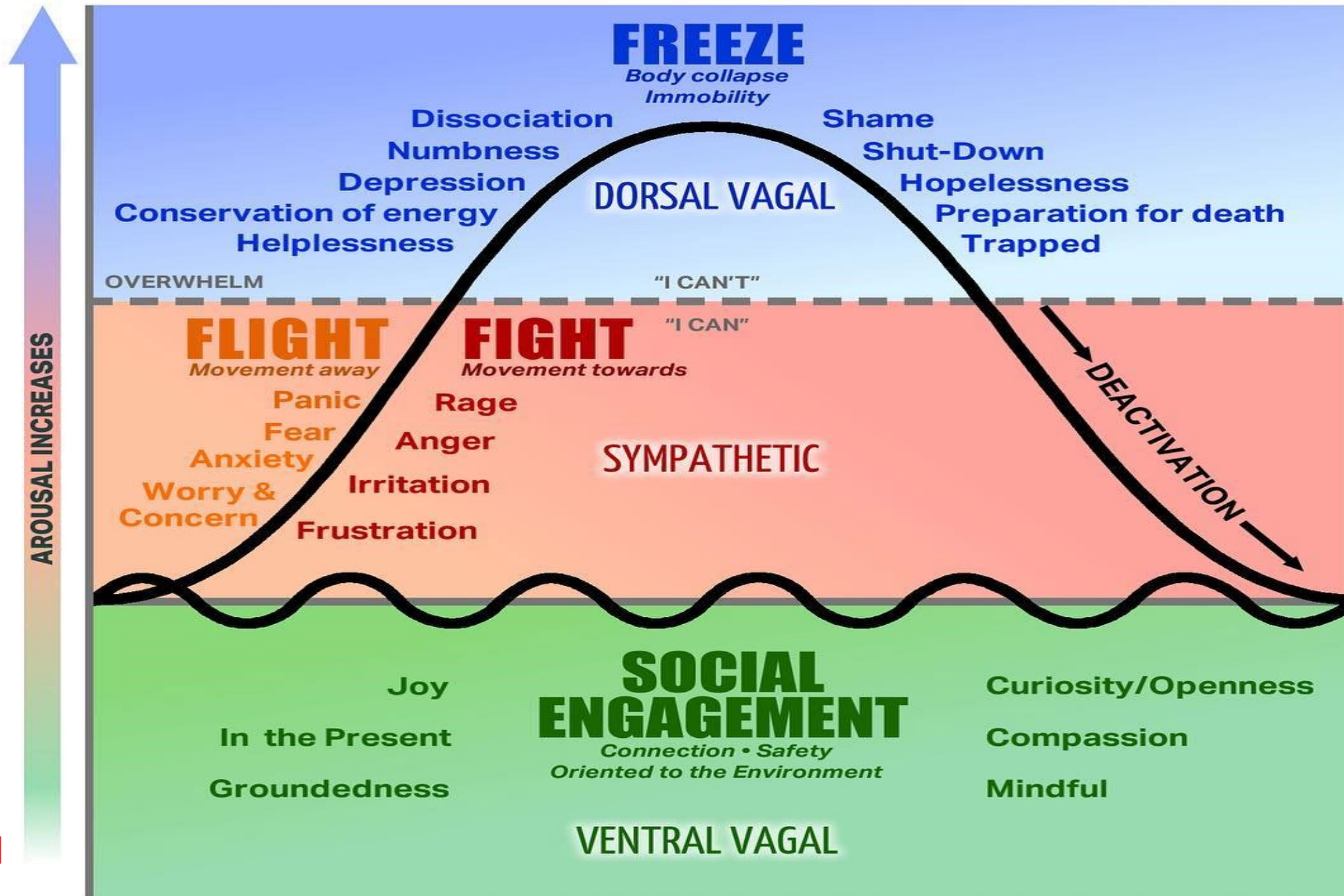
- By changing how we provide services to people in distress.
- Focus first on the mental health, housing, homelessness, and young people's systems we interact with.





At its simplest mental health is...

**Nervous system overwhelm +
loss of connection with the self,
others + the world.**



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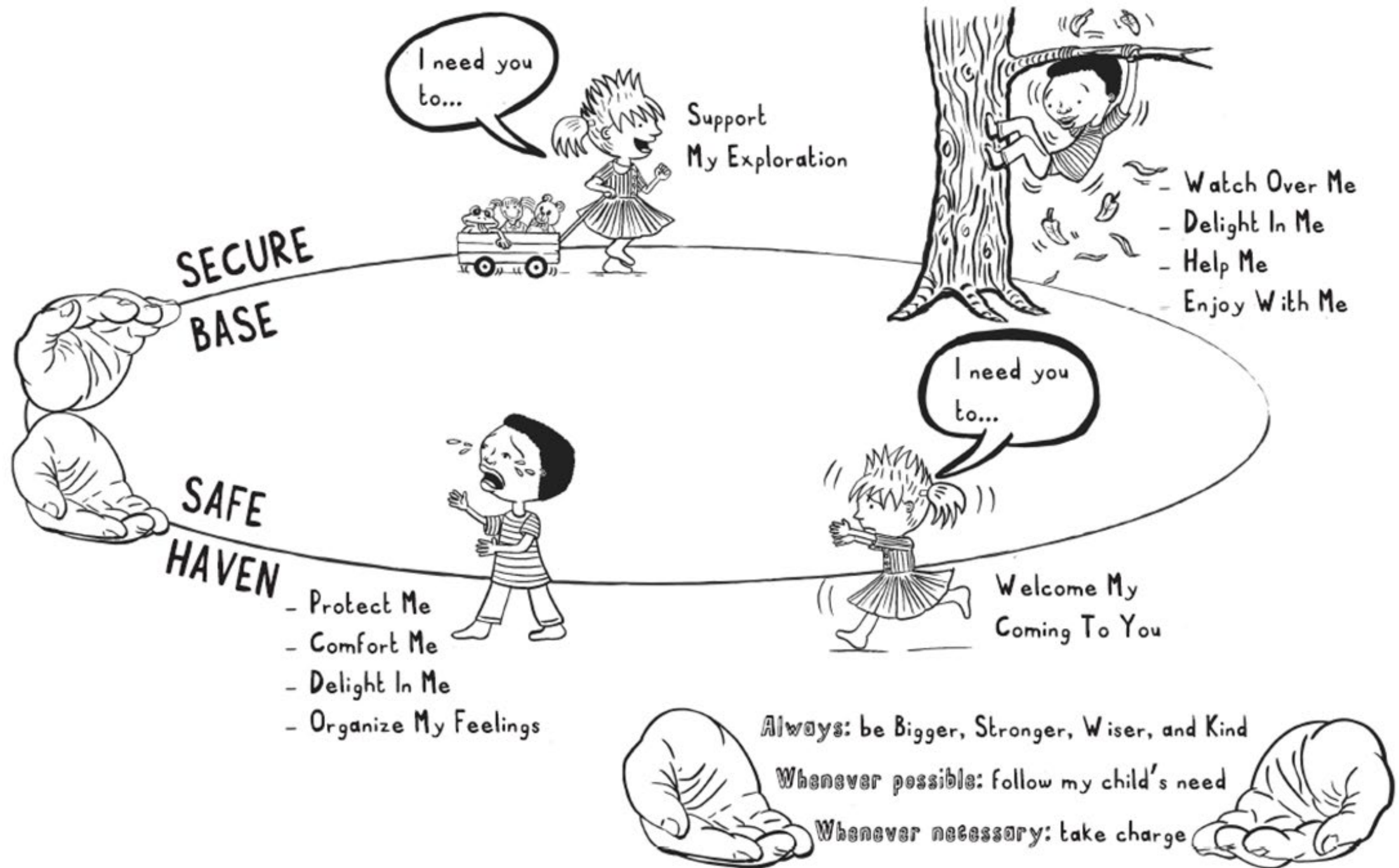
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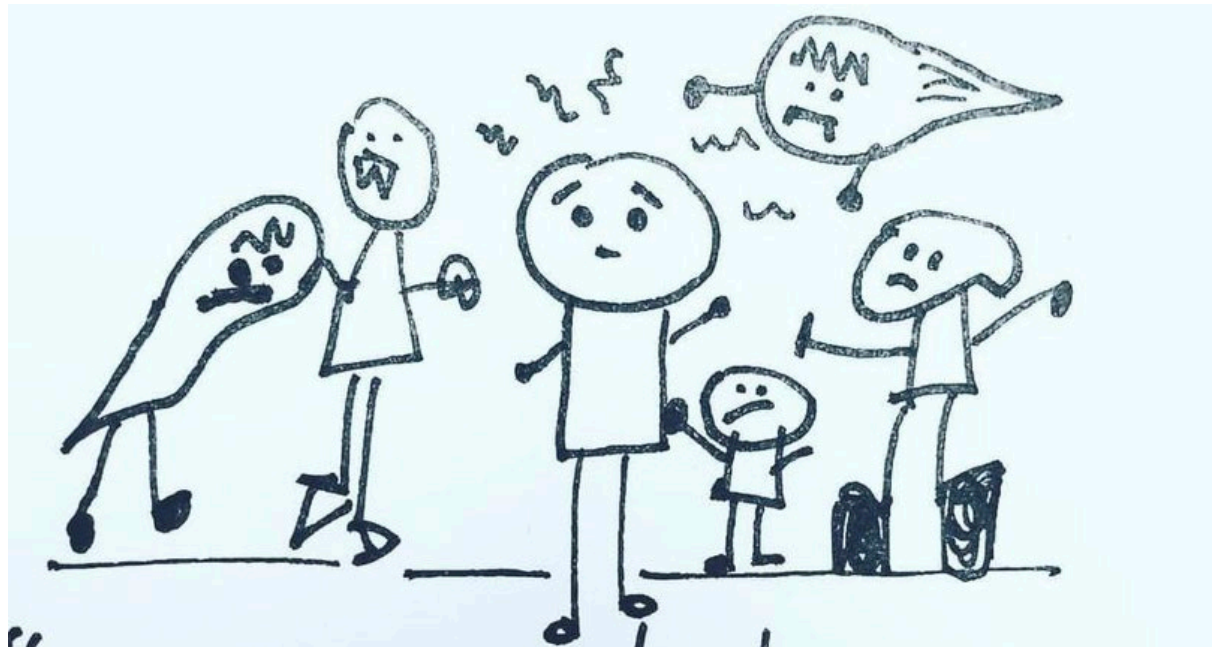
Threat Responses

When we perceive we are under threat there are four main mind and body responses



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"you can only be as regulated as the people you interact with on a daily basis." Dr. Stephen Porges

Trauma, Adversity and Relationally Informed Organisations

Managers, Policy, Practice, systems



World of work

Creating psychologically healthy organisations and work practice that foster agency, security, connection, meaning and trust to help the whole system thrive

Daffin & Brown, 2019

Our mental health is determined by the conditions in which we are born, grow, work, live, age along with the wider set of forces shaping the conditions of our daily lives.

Its not what's wrong with you
Its about **what's happened** to you





Your postcode is more important to your mental health than your genetic code.



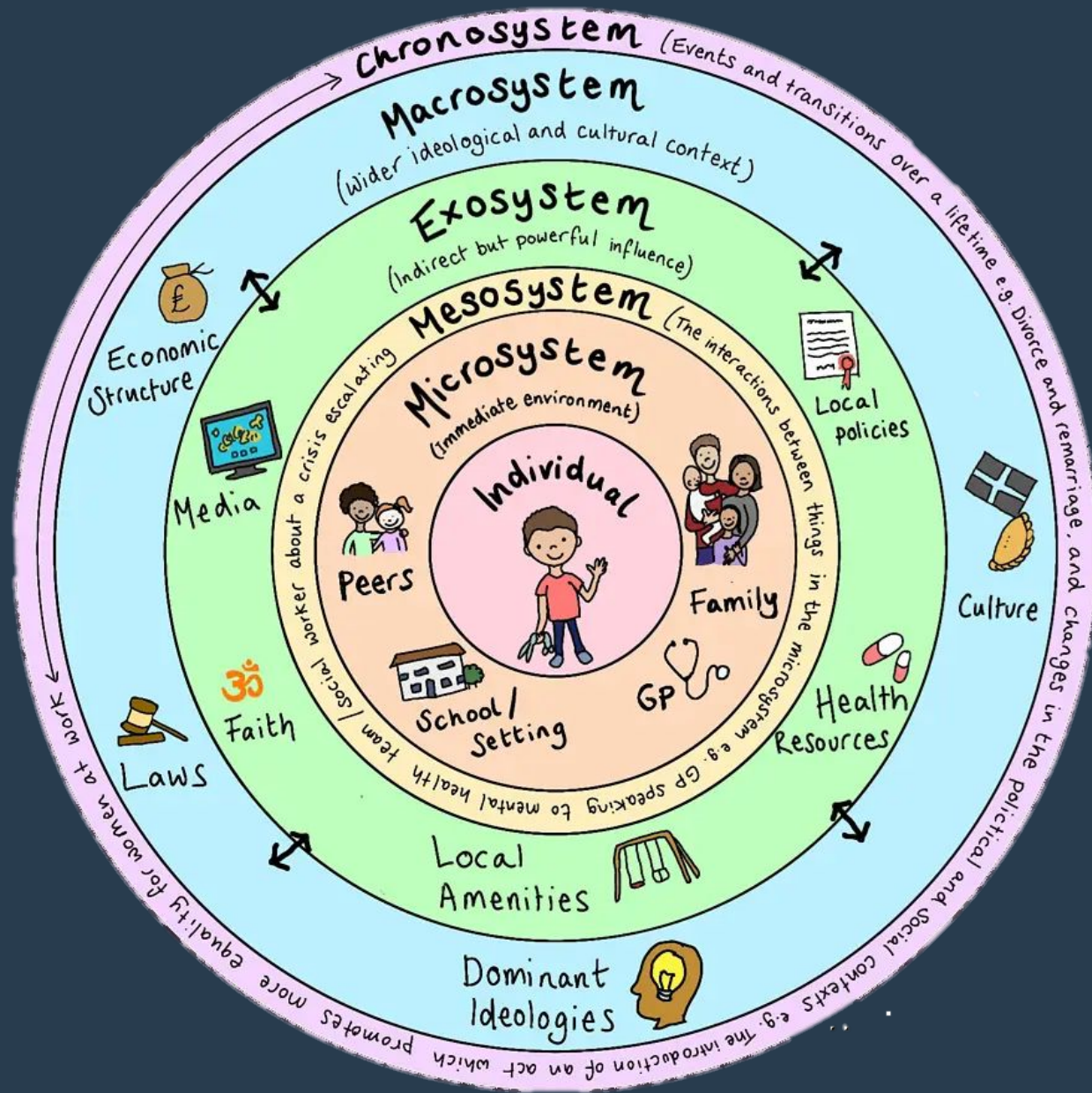
Psychosocial Health



Agency
Security
Connection
Meaning
Trust



Humiliation
Shame Isolation
Loneliness Fear
Feeling Trapped
Powerless



What do we mean by trauma?

“An event, series of events, or set of circumstances that is experienced by an individual as physically or emotionally harmful or life threatening and that has lasting adverse effects on the individual’s functioning and mental, physical, social, emotional, or spiritual well-being.”

SAMHSA



These can be 'BIG T' events as
much as 'small t' things.



It is as much about what you did **not** get.

It occurs at a population or community level not just the individual.







Wales 101
SIMPLY RED
FRIDAY IS LIVE

**HEDDLU
STOP
POLICE**

Kwik Save

Wales 101

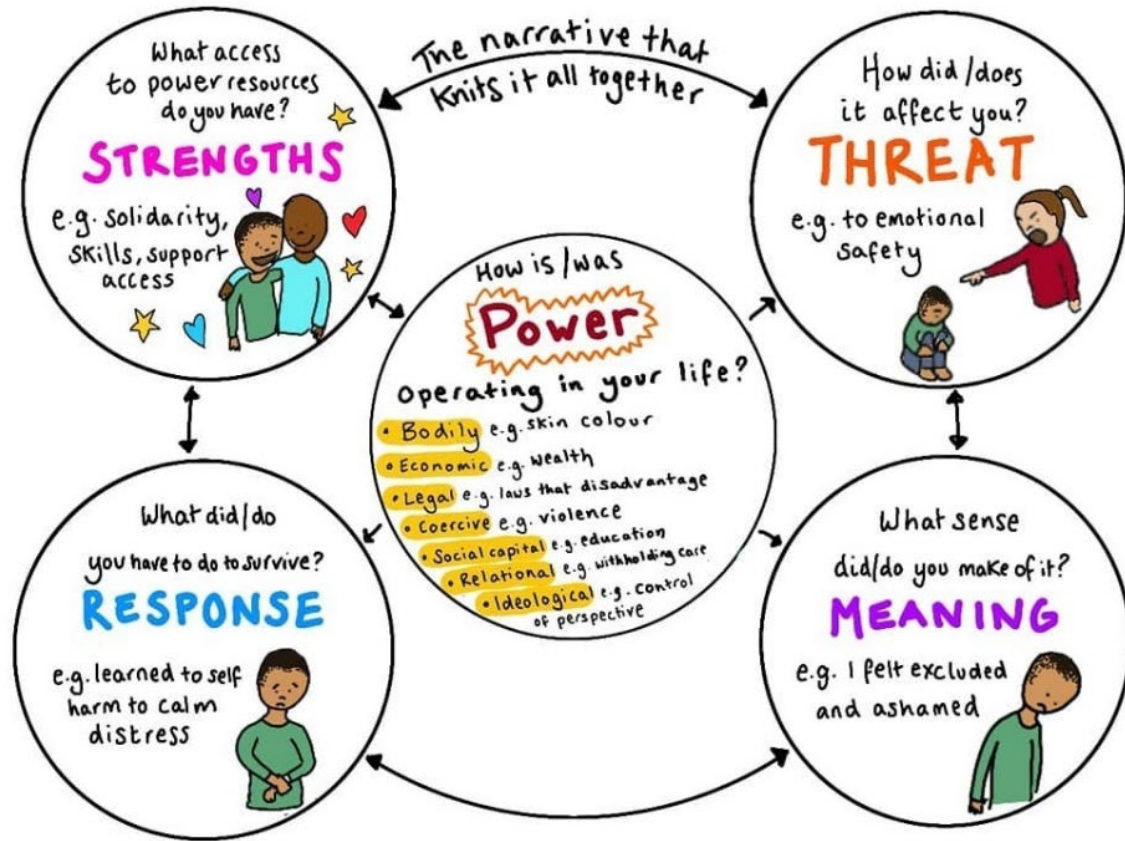
Wales 101



The 3 E's

Event + Experience of the event + Effect

Power Threat Meaning Framework (Johnstone & Boyle, 2018)



What is your story?

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What about work?

In 2018, 55% of Brits felt under excessive pressure, exhausted or regularly miserable at work.

Dr James Davies, Sedated

Employee wellbeing
programmes are a distraction
that contextualise the
problems of workplace
culture, structures + policy.

Dr James Davies, Sedated

Using the medical language of 'illness' + 'disorder' currently we shift the burden of responsibility of workplace mental health onto the employee.

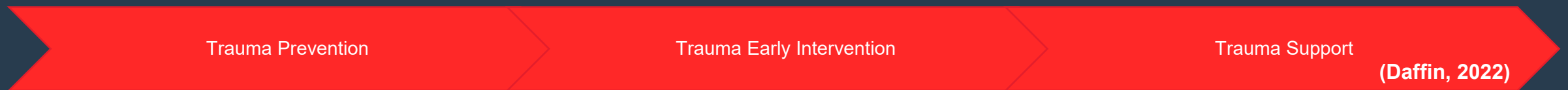
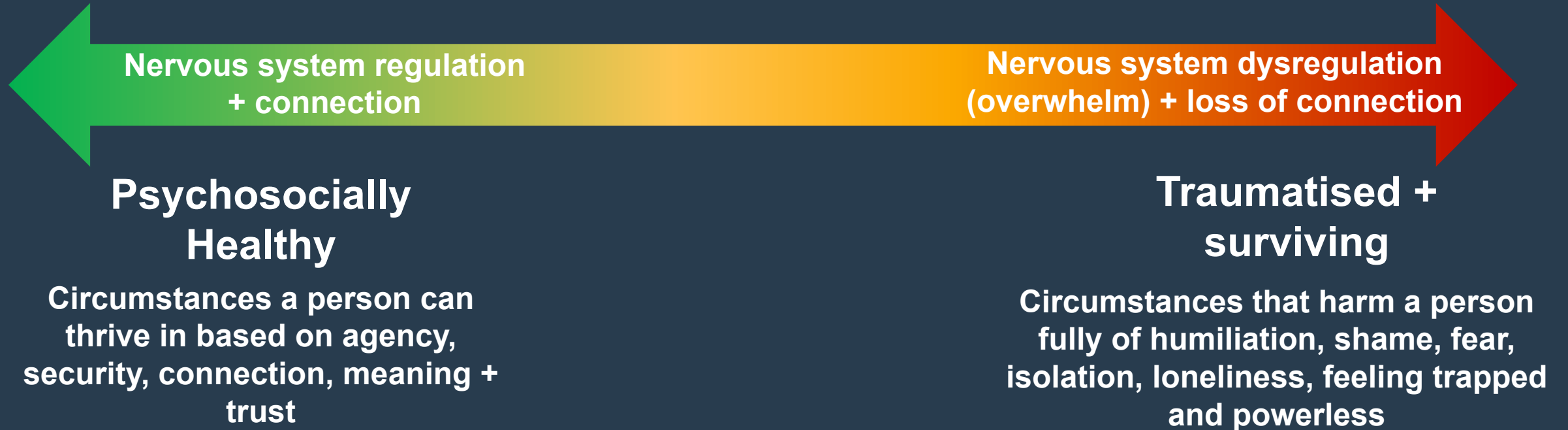
Dr James Davies, Sedated

What does it mean to be
a trauma informed
organisation?

Being Trauma informed is
about...

Relationships

Continuum of Relational Health





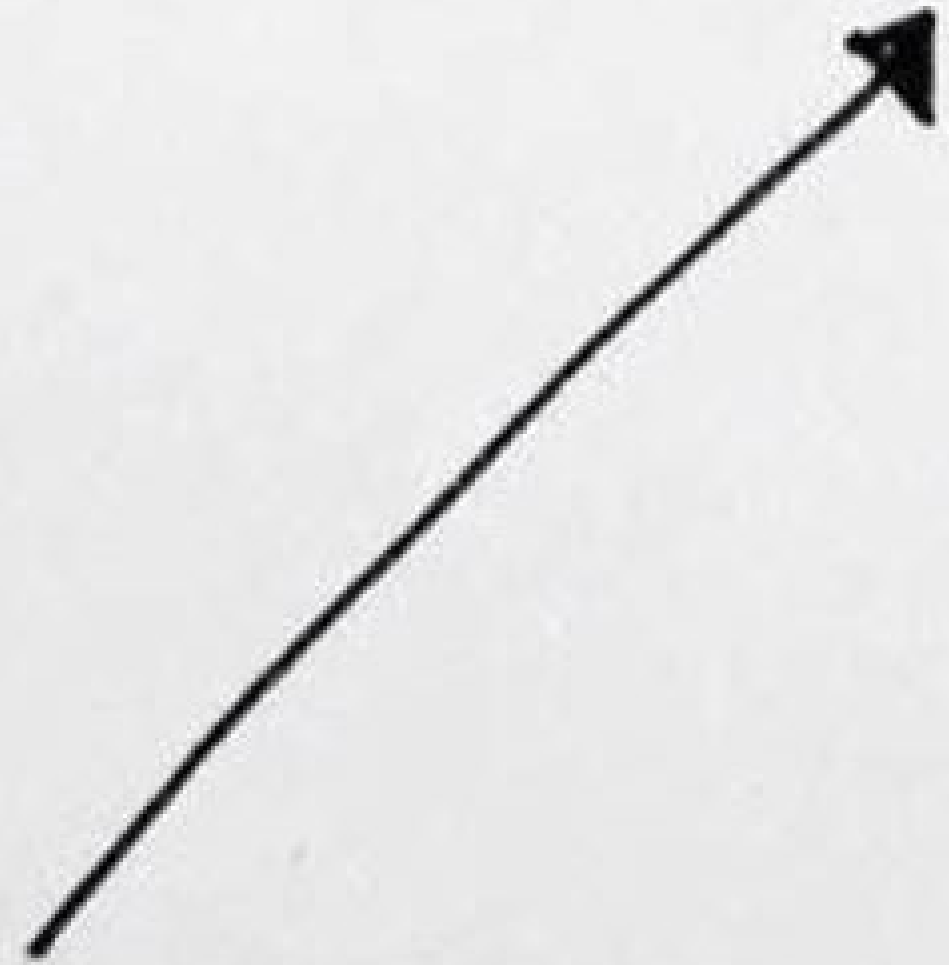
This is about cultural shift.

Not about tick boxes or fixing

It's about learning to 'be with'.

Expectations

Reality



Where are we at now?

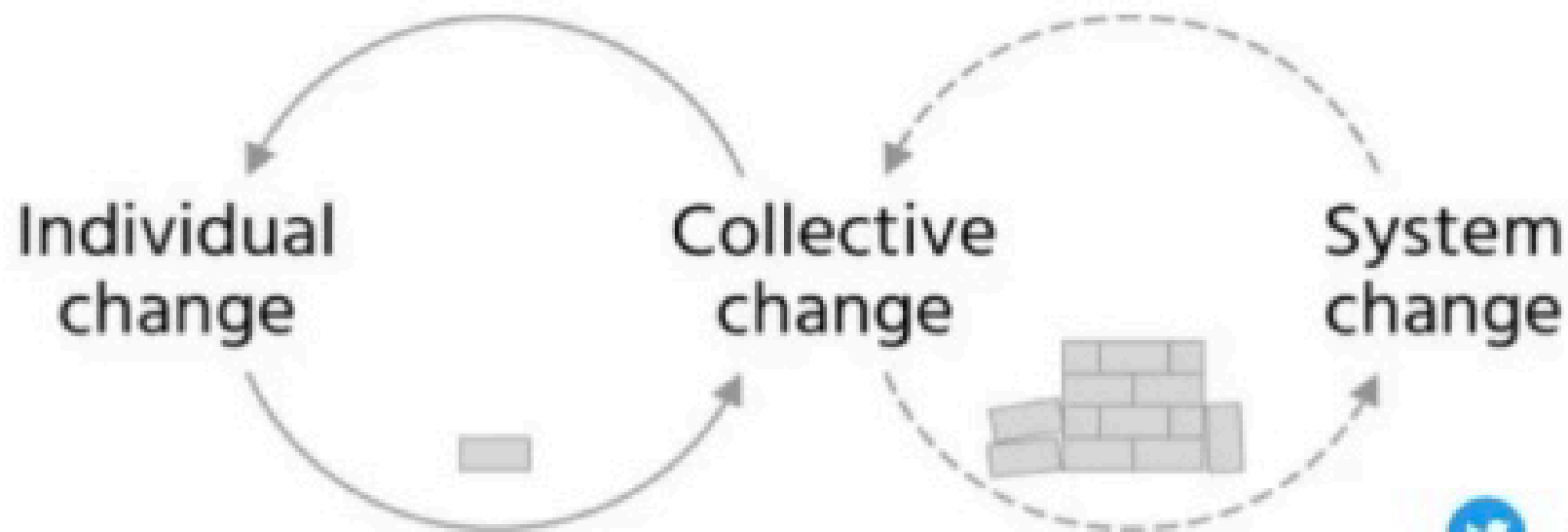
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“Change is inherently relational: it depends on our ability to work with others to enable it to happen.

In a system

Helen Bevan and Goran Henriks



The work to be done?

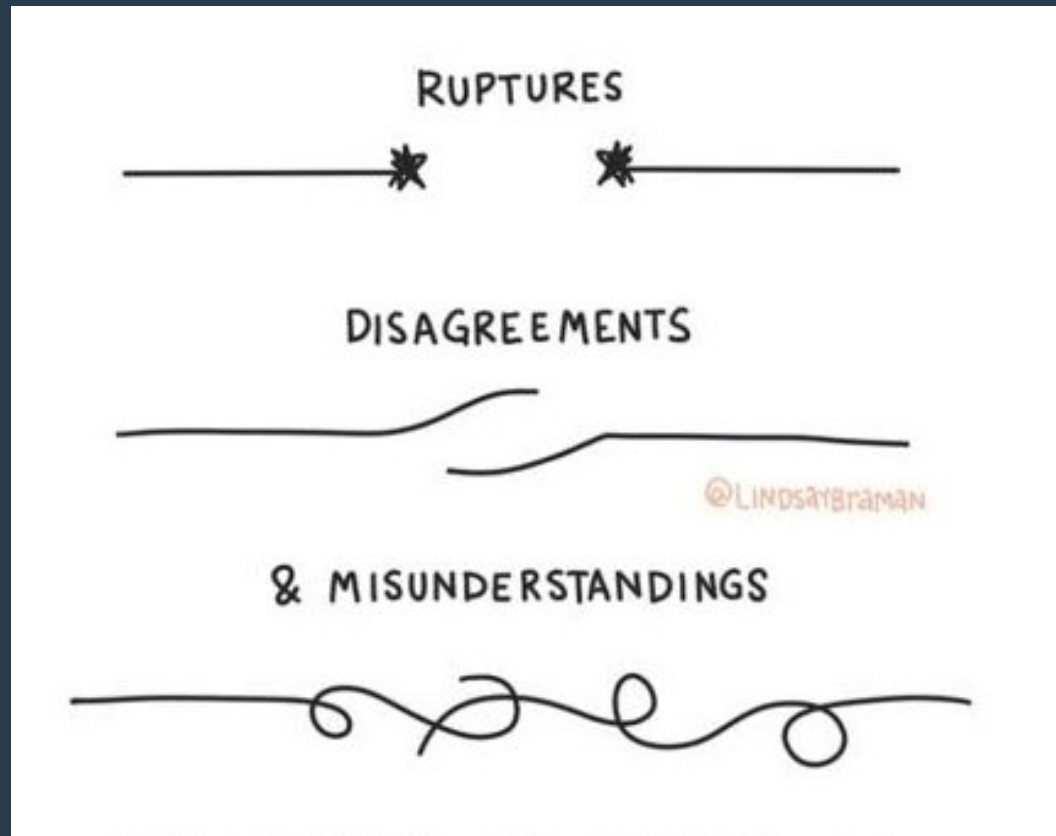
Move at the
speed of trust.



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Learning/Doing Repair



Watch out for when we're slipping into blame as we get frustrated or nervous about change.





Making space for fun + Joy



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The bad news is we're growing and
it's uncomfortable.

*The good news is it's
uncomfortable but we're growing.*

Thank you.

Get in touch

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