

MENTAL HEALTH FIRST AID TRAINING AND WELLNESS AT THE WORKPLACE TRAINING

Company name : IMS LUXEMBOURG

Activity sector : Activités de services administratifs et de soutien

Company category : Fondation, Association, ONG

Description of the action

An inclusive approach to address mental health first aid.

Context

IMS Luxembourg sensed the need to address these topics with their staff to create awareness, break down stereotypes about mental health and prevent mental health issues.

IMS Luxembourg organised a Mental Health First Aid and Wellness at the workplace training.

The training consisted of 4 online sessions of 3 hours.

Objectives

Create awareness and provide useful information and resources in case a colleague may require first mental health aid.

- Discuss mental health in a secure and inclusive environment. Everybody can be concerned.

Approach

Both trainings were mandatory and offered theoretical and practical exercises.

In terms of diversity, inclusion and non-discrimination:

- Examples included persons of all age ranges and gender.
- Create awareness about a topic that may concern everybody,
- Break down stereotypes and use address the urgent situation with a methodology that is not based on discriminatory criteria (gender, age, origin, ...)

Impact

The feedback is positive for both trainings. Until now, mental health first aid has not been required.

To ensure equality of opportunities and training, Mental health first-aid training is mandatory for every new colleague.

« To do »

- Offer an inclusive and secure environment for everybody
- During the theoretical information and exercises, show a diversity of profiles so everybody feels related.

« Not to do »

- Stereotyping and minimizing mental health for certain categories of persons.
- Considering that mental health is a personal concern that should not be addressed in the workplace.