



R U OKAY? Mental Health Day Webinar

Host:

**T. Andre Sola, General Manager,
APSCo Deutschland**

Speakers:

**Selena Gabat, Head of Brand
Marketing - EMEA & LATAM, [Linkedin](#)**

**Katharina Streithofer-Posch, Head
of D&I & CSR, [PageGroup](#)**





Housekeeping Web-Seminar



This web-seminar will be recorded and shared in the members area.



All Participants are muted and without video.



Please raise your questions via the Q&A Board.



We are using the german "Du" Form.



Upcoming Meetings



Please visit our new homepage: <https://apscodeutschland.org>

25th October 11:00 – 12:00 CET - German
Decarbonization – "Net Zero Cloud"

27th October 11:00 – 12:00 CET - Englisch
Temp Forum - Kalkool - Temp Calculation

8th November 5:30 – 7pm CET
Networking Event Cologne

10th November 11:00 – 12:00 CET - German
LinkedIn Insights for Recruiters

30th November 5:30 – 7pm CET
Kaminabend Evening



Mental Health Day

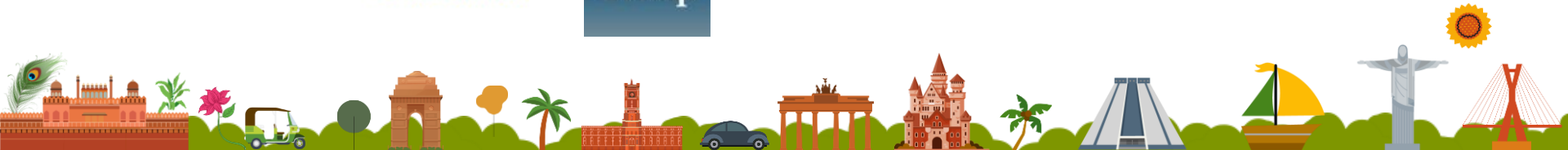
October 10th, 2022



LinkedIn

APSCo
Deutschland

Page
Group





Selena Gabat

Head of Marketing, EMEA & LATAM
LinkedIn



Katharina Streithofer-Posch

Head of DE&I and CSR
Page Group



Thomas Andre Sola

General Manager APSCo Deutschland

Your Lunch time well spent to talk about:

- Background - Why now?
- How to run a successful RU OK Day?
- Enabling your Leaders & Colleagues
- Practical steps to empower you and your teams to commence mental health conversations

RU OK? 

#mentalhealthmatters

#ruokday2022

#ruokday

What is R U OK?

It is a harm prevention charity that encourages people to stay connected and have conversations that can help others through difficult times in their lives.

ASK



No qualifications needed

State of the nation

Why now?

What percentage of employees have experienced mental health issues at least once in their lives?

5%

20%

25%

25%

Context: mental health continues to be an incredibly important topic

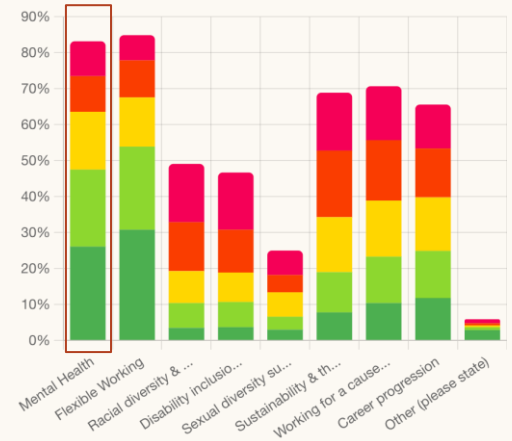
The nation's 2021 census revealed mental health issues surpassed every other chronic illness.

Stigma still exists that prevents employees from openly speaking about mental health at work

Mental health was the second biggest concern at work for our members when we asked them last year.

~970 million people worldwide have a mental health or substance abuse disorder

Only 4 in 10 people are talking about mental health issues at work



Mental health in the workplace: The great silence!



46%

of those who are affected invent excuses not to talk about their problems

39%

of those who are affected keep quiet about their mental health problems

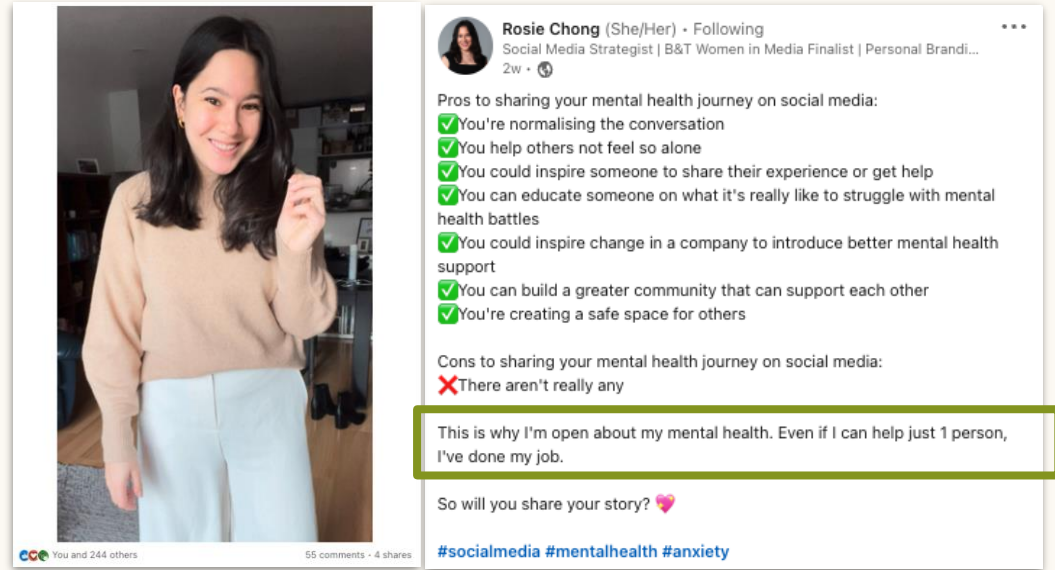


67%

think that the number of people affected by burnout will continue to rise



Example LinkedIn: Posts on mental health are gaining momentum



Seeing positive posts from members candidly sharing their mental health experiences, helps to break down stigmas and encourage others to join the conversation.

In return we see members resonating with this type of content...

Normalising
the
conversation

Inspiring
others to
share their
experiences

Offering
support &
empathy



Grace Lancer (She/Her) · 3rd+

2w ***

Helping freedom-seeking freelancers & founders raise your rates, ...

The more people talk about it, the easier it becomes and the less of a taboo it is. Keep talking about mental health and show people it's ok to share your struggles 😊

Like | Reply



Shannon Webster, PMP · 3rd+

5mo ***

Contract-Khaleesi 🧡👉

Jared Wicker Found myself in a VERY similar situation a few months ago as well. I (uncharacteristically) found myself uncontrollably crying at work (over work stressors) except when I asked to take 4 hours off they fired me. Each day I'm blessed with another wake-up is a new op ...see more

Like · 🗨️ 14 | Reply · 3 Replies



Blake Woolwine (He/Him Bipolar II ADHD) · 3rd+

1w ***

I BREATHE LIFE INTO ORGANIZATIONS · \$20 bucks says I can make...

Rosie Chong I agree, it was terrifying to open up at first but surprisingly enough the support, love, and empathy were almost immediate.

Like | Reply

**Let's use this
momentum to break
down barriers**

R U OK?

Day





ASK



No qualifications needed

[How to ask RUOK?](#)

[RUOK?Day](#)

[Useful resources](#)

[Chit Chat Channel](#)

[RUOK? merchandise](#)

[Education resources](#)

[Host an event](#)

[Find help](#)

[BECOME AN R U OK? WORKPLACE CHAMPION](#)

[RESOURCES FOR GRASSROOTS SPORT](#)

This year's theme “No Qualifications Needed”



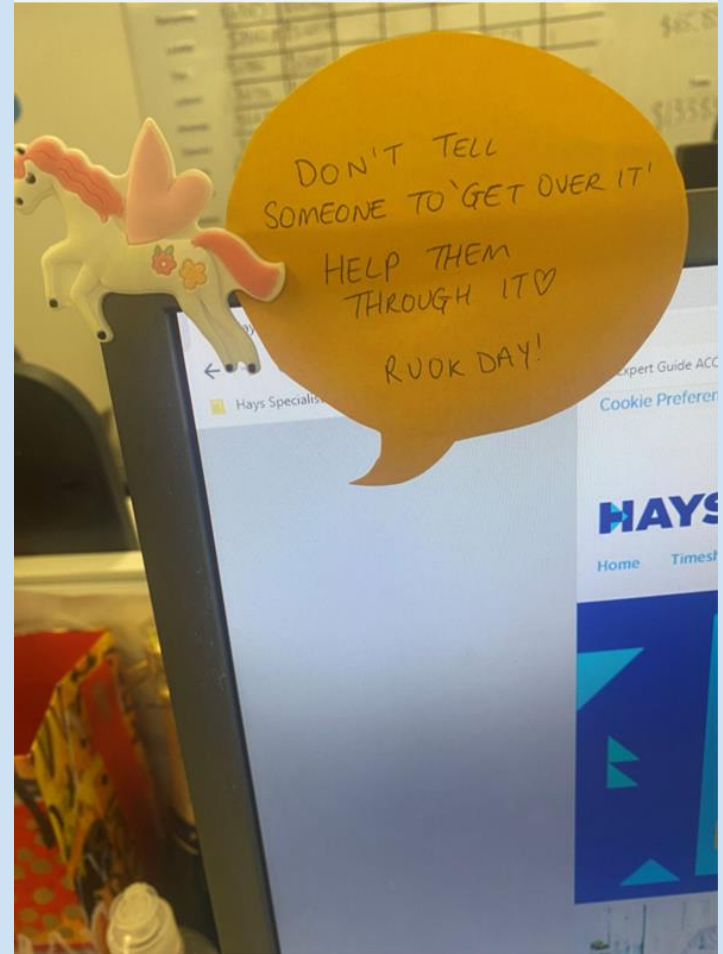
- Guide to Supporting R U OK? Day
- Conversation Guide
- Posters
- Social Media Tiles
- Digital Resources
- Activity Sheets



Sure when it comes to work, being a qualified is *pretty* important. But when it comes to being a good teammate, no qualifications are needed.

except being a good teammate.

Empowering your teams



1. Get informed:

Many people still have prejudices when it comes to mental illness: Burnout or depression is still seen as a weakness. Articles or books can help against these prejudices and educate about mental illness



2. Recognize signs

There are always signs that can indicate a possible psychological overload in our environment, such as constant tiredness and exhaustion, a drop in performance, withdrawal and physical complaints



3. Create safe spaces

Teams should consciously set appointments that deal with everything but work issues. A regular open exchange is important to talk about problems, worries and fears.



4. Use your own voice:

It is up to each person to decide what they want to reveal about themselves. However, sharing one's own experiences openly, can be very liberating and encouraging for others



5. Rely on external help

In order to avoid a burnout in the first place, education is important.

In addition to fire protection training or first aid courses, employers in particular should also provide information about possible psychological hazards and assistance



More ideas & inspiration

Round Tables & Testimonials

WORLD Mental Health DAY

WEBINAR

Mental Health – Real People, Real Stories

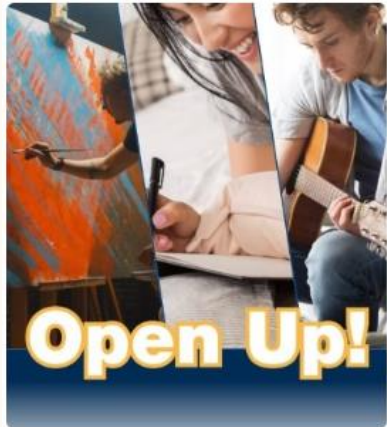
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3:00pm 13 October 2022

Ability@Page

| Hosted by Name | Guest speaker Name | Guest speaker Name |
|----------------|--------------------|--------------------|
| | | |
| | | |
| | | |

Other creative Campaigns



Ability@Page

October 2018

Ability, Health & Wellbeing Week – be part of it

Today marks the start of our Ability, Health & Wellbeing Week, and we are very excited to be bringing once again our amazing employees of this very special time, which focuses on all in one way or another.

Physical or mental impairment takes many forms and may not always be obvious to the casual observer. Whether chronic conditions or mental health challenges, employees or staff, either personally or personally close to us.

That's why it is so important of PageGroup to create an inclusive environment where everyone is included and included regardless of their challenges they face in their lives. No one should be prevented from living life to the full or those that cannot work because of the difficulties they face.

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Join us on the Ability at Page group

Through the group, you can stay up to date with interesting insights and articles around physical and mental health. Read colleagues inspiring stories and find out more about our activities in this area.

You may wish to share your personal journey or that of a family member with their permission. If needed, we can provide a content guidelines. Shareable Photo or your brand assets is welcome, representative.

“ No one should be prevented from living life to the full or have their career held back because of the difficulties they face.”

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PageConnect | Michael Page | Page Personnel | Page Outsourcing

Opening statement by sponsors

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JOIN THE CONVERSATION

Between October 8 and 12, we are raising awareness on our diversity promise for visible and non-visible disabilities, as well as focusing on health and wellbeing management, particularly the effects of stress on mental health.

I would like to invite you to two virtual roundtables. These will be on PageConnect SSC, Barcelona – ES at 14:00. We will be chatting on the following topics:

Monday, October 8: How can we create a more inclusive environment for employees with disabilities, visible or non-visible?

Wednesday, October 10 – World Mental Health Day: How can we reduce stress at work?

This is an opportunity to share your insight in a supportive environment and possibly pass on some valuable advice from your own experience. It is doing so, you could help change lives for the better.

See you there!

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Outlook invitation to roundtables

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ABILITY, HEALTH & WELLBEING WEEK 2018

Between October 8 and 12, we are raising awareness on our diversity promise for visible and non-visible disabilities, as well as focusing on health and wellbeing management, particularly the effects of stress on mental health.

There is a full programme of interesting content and discussions for you to check out:

Virtual Roundtables: disability awareness and mental health

On Monday, October 8 at 14:00 (central time), join the conversation at our virtual roundtable on PageConnect. We'll discuss how we can create a more inclusive environment for employees with visible or non-visible disabilities, please share your ideas and advice. See you there at 14:00!

On Wednesday, October 10 at 14:00 (central time), we'll discuss mental health. We're looking about mental health and how we can manage and reduce stress at work. Do you want to meet if that you on PageConnect at 14:00.

Health & Wellbeing Tips to All Employees – CE

- Monday, October 8: Do you ever feel your stress is out of control? The techniques of meditation and breathing can help you get more out of life. Check into some really useful tips in this post!
- Tuesday, October 9: How can we create a more inclusive environment for employees with visible or non-visible disabilities, please share your ideas and advice. See you there at 14:00!
- Wednesday, October 10: A special chat to discuss the topic of mental health. Don't miss! Join us with some valuable advice!
- Thursday, October 11: Do you ever stress out at the page? Or do you prefer a quiet night? Check out our suggestions on how to improve your social wellbeing!
- Friday, October 12: Do you struggle with balancing work and personal life? We want to help! Find some useful tips on PageConnect.

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IT'S TIME TO TALK

PageConnect banner to illustrate roundtable post

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Be on the lookout for our Ability, Health & Wellbeing week on PageConnect!

JOIN THE CONVERSATION

Join the conversation in our virtual roundtables in your all employees group.
#Ability@Page

PageGroup Channel visual for DE, AT, CH, PL, ES, TR

Ability@Page

Title

“ Lorem ipsum dolor sit amet, consectetur adipiscing elit. Phasellus commodo tortor vitae vestibulum lacina. Curabitur cursus ipsum in tortor aliquet, sed scelerisque ante maximus. Vivamus lacina consectetur orci, at accumsan laos accumsan eget. Aliquam faucibus est ante, vitae

-Name Surname, Office

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PageConnect banner to highlight insights from roundtables

More ideas & inspiration

Interview series & Testimonials

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In August 2011 our eldest son Harry was born and soon after was diagnosed with Down's Syndrome, a genetic condition that causes some form of learning disability. Walking into the hospital expecting a typical child and walking out with a child with a disability was tough to come to terms with. In addition to the large amount of support we received from family and friends, the support from my colleagues at PageGroup was also a huge help, giving me the time and space to come to terms with what it meant.

Fast forward five years and the picture is very different.

Harry is happy, enjoying little boy who is great company and fun to be around. My wife, Jenny, does an incredible job of raising our (now three) boys and son in such a love and care as it.

Although having a child with a disability does present some additional challenges, they are outweighed by the positives. Harry gives you a whole new perspective on life and we have met some amazing people on our journey. Harry has also succeeded in bringing our wider family closer together than ever.

“The support from my colleagues at PageGroup was also a huge help, giving me the time and space to come to terms with what it meant.”

What was, I have never been less than differently as a result of having Harry and that is exactly what I believe Ability@Page is all about: providing help and support where required for individuals with different challenges, with the knowledge that those individuals are capable of delivering great results.

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My daughter, Valentina, was diagnosed with autism when she was 8 years old. To be honest, the diagnosis wasn't a surprise, Valentina had consistently made developmental milestones, exhibited lots of strange behaviours and managed to get her first education within weeks of starting primary school. However, as a parent it still comes as a shock to have your fears confirmed.

Autism can manifest itself in different ways, however there are certain things that most autistic children struggle with: communication, socialising and sensory processing to name but a few. Valentina was no different and her primary school years were a mix of behavioural problems, exclusions and lots of time spent on her own in the playground or in a quiet room. Apart from what happened with autistic children, when diagnosed (which is about 90% of the time) develop a range of other behaviours. My personal favourite was the "lets see everything we can fit down the toilet" (known with a particularly attractive cousin). I was also pretty much off the agenda as a single parent, she was demanding and it was sometimes difficult to see light at the end of the tunnel.

The watershed moment arrived when we found a special school which catered solely for autistic children. The school had 20 pupils, all of them boys apart from Valentina, and was more like a home setting. Valentina attended the school for three years during which time we saw her blossom into a much calmer and happier little girl.

Valentina is now 12 and sits in a different pace strategy. Firstly, she attends the local state high school which was her choice. After a slightly rocky start, she loves it and has copied really well moving from a school of 20 pupils to one of 1800 (although she still hasn't learnt the art of keeping a low profile). She is very much a typical teenager and is into music, sports, boys and heading out at the weekend with her friends.

It may seem like a strange thing for a parent to say, but I am full of admiration for Valentina, she has been determined to show herself into everything that life has to offer so far, even when it can often be a much more difficult for her than for other children, she has been incredibly resilient in the face of adversity and often cruelty from other children. Despite everything, it is impossible to knock her down, she is generally cheerful, happy, optimistic, full of wit for life, and will have a go at anything.

In the early days, every parent (and who had an autistic child) told me it would be impossible for me to continue working as the demands made on me would be so high. As the main breadwinner, that was a very scary prospect. However, at PageGroup it couldn't have been more clear for me to continue doing a job I love. All my colleagues understand the challenges I have at home and are hugely supportive. As every stage, I have seen given all the flexibility I need, sometimes at short notice. I honestly don't think there is any other environment that would have accommodated our needs to the extent that PageGroup has.

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Jessica has just turned 8 and a little over 5 years ago I started to try and get some answers as to why she didn't speak. At this stage it hadn't even occurred to me that she might be autistic, hadn't read anywhere that children in college households start speaking later! Gradually over the course of 6 months I found myself sitting in front of a consultant who said to me the words I will never forget – "This child is autistic."

From that day on, we were able to move forward and learn how to support Jessica. We will never be able to change her autistic outlook on the but, it is possible to support her in living with and revealing it.

What I have come to really love about Jessica is that she has a number of attributes that others cherish, and which make her so proud of her. She is incredibly determined and so resilient and it is an absolute pleasure to watch her in an adaptive programme when she gets her own way, after having talked over without even so much as a whimper one that comes up to give light to the top of the biggest climbing frame, or when she says words as it is as she says them and she says the young man, just changing it to the woman the countryside people for her.

Looking after a 6 year old with a bright and active mind who can only say a few words is not without its challenges, particularly as she doesn't understand why rules or social conventions exist and pretty much chooses to do whatever she wants, when she wants, as the years have gone on, we have seen her take more and more things in her stride with highlights including walking, sailing, horse riding, learning to swim and also more everyday things like sitting cross-legged in a restaurant to eat a meal.

Someone once said to me that autistic children live in a bubble and that you can't pull them out of it, but you can climb in with them and help make that bubble bigger and bigger. I would encourage all of you to try and find out a bit more about Autistic Spectrum Disorder and you might find that you get the opportunity to help someone expand their bubble and come into contact with a truly special person in the process.

“Autistic children live in a bubble and although you can't pull them out of it, you can climb in with them and help make that bubble bigger and bigger.”

More ideas & inspiration

Promote helplines & programmes

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MENTAL HEALTH HELPLINES

| | | |
|---|----------------------------------|---|
|  AUSTRIA | 142 | www.telefonseelsorge.at |
|  BELGIUM | 02 648 40 14 | www.chsbelgium.org |
|  FRANCE | 0 800 858 858 | https://cutt.ly/croixrouge-soutien |
|  GERMANY | 0800 - 1110111 0800 - 1110222 | www.telefonseelsorge.de |
|  ITALY | 800 86 00 22 06 77208977 | www.samaritansonlus.org |
|  LUXEMBURG | +352 45 45 45 | www.454545.lu |
|  NETHERLANDS | 0900 0113 | www.113.nl |
|  POLAND | 89 19288 89 527 00 00 | https://cutt.ly/telefon-krzyzow Free of charge phone consultancy (Mon-Fri 14.00-18.00) Contact details: 118 123 |
|  PORTUGAL | 225 50 60 70 | www.vozeapoie.pt |
|  SSC | 91 418 40 40 061 | www.cignasalud.es https://cutt.ly/CatSalutRespon |
|  SPAIN | 91 179 14 87 93 259 34 14 | https://www.cignasalud.es/ |
|  SWEDEN | 0771-22 00 60 | www.1177.se |
|  SWITZERLAND | 143 | www.143.ch |
|  TURKEY | 182 +90 549 699 0202 | |

Ability@Page

time to change
let's end mental health discrimination


Introducing our Mental Health Champions





We're leading the way, as the first recruitment company to sign the **Time to Change** pledge, to stamp out the stigma around mental health.


I am proud to introduce our Mental Health Champions, who are passionate about driving forward change internally and helping to embed positive change within PageGroup.


If you feel you need support – or even just a friendly chat, please don't hesitate to get in touch with any one of our champions. Or, if you'd prefer to speak to someone outside of the business, our employee assistance programme offers a free and confidential support line and counselling services. Call 0800 046 2702 or visit the website and on the following page (click – Use ID: session Password: 8l6wv8k4).


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Would you like to get involved with the great work we're doing at PageGroup around mental health? Have a look through the 'champion' description on the following pages, and if it sounds like something you'd like to be a part of, please contact Stacy.Bushby.

EMPLOYEE ASSISTANCE PROGRAMM



24/7/365 erreichbar.

Speichere dir die Nummer JETZT ein!
+41 (0) 800 1800 950



PageGroup www.page.com

Keep the message alive

EVERY DAY

Be an **R U OK?** Workplace Champion.
Build an **R U OK?** Culture.

The image shows a website banner for the 'RUOK? Workplace Champions Guide'. At the top left is the 'RUOK?' logo with the tagline 'A conversation could change a life.' To the right of the logo is a navigation menu with links: 'HOW TO ASK', 'GET INVOLVED', 'ABOUT US', 'REAL STORIES', 'MERCHANDISE', and 'DONATE'. A 'Find Help' button is located in the top right corner. The main banner features a photograph of a woman in a grey sleeveless top talking to an older man. On the left side of the banner, there is a graphic of a yellow book titled 'RUOK? Workplace Champions Guide' with a 'FREE GUIDE' callout. Below the book is the text 'How to champion an R U OK? Culture in your workplace'. At the bottom of the banner, the 'RUOK?' logo and tagline are repeated, followed by the text 'Learn how at [ruok.org.au/work](https://www.ruok.org.au/work)'. On the right side of the banner, the text 'BE AN R U OK? WORKPLACE CHAMPION' is displayed above a yellow button that says 'REGISTER AS A CHAMPION'.

<https://www.ruok.org.au/workplace-champions>

What are the benefits of building an **R U OK?** Workplace Culture?



It's good for your organisation

Being known as a workplace that has a strong R U OK? Culture can help you become an employer of choice and benefit employee engagement and morale.



It's the right thing to do

There is a strong human reason for creating an R U OK? Culture in your workplace. Friends (including those at work) are one of the most important sources of encouragement and support for good mental health.



**Never underestimate your
ability to have a positive impact
on someone's life.**

RUOK?
A conversation could change a life.

WORLD
Mental
Health
DAY 

If you want
to talk I will
be happy to
listen

It's OK not
to be OK

