



MAY 2023

MENTAL HEALTH

WELCOME

Welcome to **Maverick Paradox Insights**. A collection of diverse ideas from a range of thought leaders, on various topics relating to business and leadership.

We have noticed that statistics suggest that 1 in 4 people in the UK will experience a mental health problem each year. Globally, the figure is around 1 in 7.

With a focus on emotional wellbeing at work, we explore why mental wellbeing remains a key priority for leaders, as well as cultivating a psychologically safe working environment that nurtures employee mental health.

“When leaders demonstrate a lack of care about mental health, they are guaranteeing disengagement, reduced productivity and increased risk of burnout” - Judith Germain

Here, we've selected some of Maverick Paradox Media's top reads and listens, for leaders who may be experiencing challenges with either their own mental health, or that of their colleagues.

Happy Reading!

The Maverick Paradox Team

For more information visit the Maverick Paradox website [here](#) or email contact@maverickparadox.co.uk for enquiries

'JUST' ANXIETY?



While feelings of occasional anxiousness are completely normal, frequent anxiety can be extremely debilitating, particularly at work.

For many, it can be hard to identify the difference between 'normal' feelings of sadness or worry, and potential mental health issues such as anxiety and depression. The Maverick Paradox Magazine reached out to GP and Mindset Coach Dr Hana Patel who said;

"Mental health is about how we think, feel and behave. Some of the most common mental health conditions that patients present with, particularly those at work and in high pressured roles, are anxiety and depression."

So, what is 'normal' for mental health and when should someone seek help or advice?

Read Dr Patel's advice on this in her article [here](#).

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IS PROFESSIONALISM AT ODDS WITH AUTHENTICITY?



The Maverick Paradox Podcast - Episode 300 with Nick Day and Woosh Raza hosted by Judith Germain.

We have a lot of conversations around bringing our ‘whole selves’ to work, but what does this mean in practice and how does it impact our emotional wellbeing?

Director of People, Culture and Inclusion at NVCO, Woosh Raza, shared some insightful thoughts in a recent episode of **The Maverick Paradox** Podcast. He discusses how we must shift our focus from **why** we should bring our whole selves to work, to **how** we can, and what this would look like in practice.

"From my lived experience, that [bringing our whole selves to work] is really dangerous. Psychological safety is really important. For me to bring my whole self to work including my sexual identity, my religion and my race, I have to feel safe enough to do that," Woosh explains. "I don't necessarily think that the burden or the ownership of that should be me bringing myself to work, but rather the environment I am in and does it allow me to bring my best self to the workplace."

Listen to the full episode of The Maverick Paradox Podcast to learn more about how leaders can allow employees to safely be authentic at work.

Click [here](#), or listen on your favourite podcast streaming service.

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BOLSTERING EMPLOYEE RESILIENCE



As people, we will always experience natural, human emotions. But having healthy coping mechanisms and effective support will influence how well we deal with challenges and difficulties when they inevitably arise.

In her illuminating article for The Maverick Paradox Magazine, Moneypenny Group CEO Joanna Swash discusses the importance of building resilience in employees, commenting;

"Resilient people have the capacity to recover quickly from difficulties. They are equipped with and able to use the skills to cope and recover. They face life's challenges head on. They are not superhuman. They are you and they are men. They still feel grief or anxiety that anyone would, but they have the coping mechanisms to handle it in such a way that they actually come out the other side stronger."

To read her top tips on how leaders can cultivate a culture where employees respond to challenges creatively and flexibly, read the full article [here](#).

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IS YOUR APPROACH TO SUPPORTING MENTAL HEALTH TRULY INCLUSIVE?



When focusing on mental health, it can be easy for leaders to try and adopt a 'one size fits all' wellbeing framework that fails to address the needs of specific, minority groups.

In particular, the issues faced by black employees in the workplace and the specific impact that this has on mental health needs to be a focus for leaders when addressing depression and anxiety at work.

Writing for HRZone, our founder Judith Germain shares her perspective:

"Whilst there was a time when employers were only concerned with what happened at work, they now need to be able to recognise that what happens outside work is important to the employer as well. For instance, it has been shown that systemic racism can leave black people suffering from symptoms similar to PTSD. That prolonged trauma can also lead to poor mental health."

This trauma and the ramifications on the mental health of black employees must not be ignored by leaders, and should be a priority when creating wellbeing frameworks. Leaders must ask themselves, how safe do my black employees feel? How can I address their specific needs?

You can read the full article [here](#).

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READY TO MAKE A CHANGE?



The decision to implement wellbeing frameworks into the working environment is a simple one. However, having the skills to do so in an appropriate way which adequately supports everyone can be a real challenge. Creating real organisational change which confronts the status quo and has strong influence requires specific tools, which often leaders require help developing.

"Great leaders can instigate real organisational change when they create an environment that nurtures positive mental health" - Judith Germain

If you need help to improve your leadership impact, have more certainty in your decision making and can create a psychologically safe and supportive workplace, get in touch with the expert team at [Maverick Paradox](#) today.

For more information visit the Maverick Paradox website [here](#) or email contact@maverickparadox.co.uk for enquiries

FURTHER READING

Inspired to learn more about this month's topic? For more thought leadership articles on how to support wellbeing at work, visit The Maverick Paradox Magazine : <https://themaverickparadox.com>

Here are some more interesting episodes of The Maverick Paradox podcast:

Toxicity in the workplace with MaryAnn Kerr -

<https://themaverickparadox.com/gaslighting-toxicity-in-the-workplace/>

Avoiding burnout with Sidar Ok - <https://themaverickparadox.com/how-to-avoid-burnout/>

Finding hope when times are tough with Lorraine Reguly -

<https://themaverickparadox.com/from-nope-to-hope/>

All episodes of The Maverick Paradox Podcast can be found on Spotify, Apple Podcasts, Audible and wherever you listen to your favourite podcast.

Maverick Paradox Media was founded by Judith Germain. She is the editor of The Maverick Paradox Magazine, which has been ranked #56 best leadership blog online. Judith is also the host of The Maverick Paradox Podcast, ranking in the top 2% most popular podcasts and # 11 best UK Leadership podcast to follow in 2023.



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