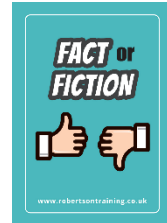


Supporting information

Fact or fiction cards



Summary

Fact	1	3	5	6	7	8	9	11	12
Fiction	2	4	10						

Detail

Content	Answer or comments
<p><u>1. Live longer</u></p> <p>We can increase our life expectancy by 10 years, by developing habits to boost our resilience.</p>	<p>Fact</p> <p>In her powerful and humorous TED Talk in which she candidly talks about her own recovery from trauma, Jane McGonigal shares scientifically validated activities we can do every day to build our resilience. Science tells us that people who regularly take steps to boost the four types of resilience (physical, mental, emotional and social) live 10 years longer than everyone else. Throughout this 20 minute talk, we see Jane engage her audience in such activities.</p> <p>Source: Jane McGonigal TED talk “The game that can give you 10 extra years of life.”</p>
<p><u>2. Lost work</u></p> <p>There were 10.4 million working days lost (in Great Britain) due to work related stress, depression or anxiety in 2019/2020</p>	<p>Fiction</p> <p>According the HSE it was 17.9 million in 2019/20. (It was 15.4 million in 2017/2018)</p> <p>Source: HSE Labour force survey</p>
<p><u>3. Kindness changes the brain</u></p> <p>Practising kindness shrinks the stress regions of our brain.</p>	<p>Fact</p> <p>Practising kindness makes the “kindness muscles” in our brain grow bigger and stronger. If we practise kindness instead of stress, the stress regions of the brain shrink.</p>

Content	Answer or comments
	Source: Dr David Hamilton "The Little Book of Kindness"
<p><u>4. Big bad stress?</u> All stress is bad for us.</p>	<p>Fiction</p> <p>We need some stress. Stress keeps us accountable for our actions. It motivates us and inspires us to be better citizens.</p> <p>Source: Psychology Today article "Why Stress is both good and bad", Angela Gripps Ph.D, 20 Jan 2016</p>
<p><u>5. Presenteeism</u> Presenteeism (people coming into work sick) has more than tripled since 2010.</p>	<p>Fact</p> <p>26% (in 2010) 89% (in 2020)</p> <p>Source: CIPD "Health and Wellbeing at work report" March 2020</p>
<p><u>6. Move your body</u> Research shows that regular yoga practice is better for your mood than walking.</p>	<p>Fact</p> <p>Scientific data reveals that yoga is a better mood elevator than walking. The GABA (Gamma-aminobutyric acid) level in the brain controls the production and secretion of serotonin (the happy hormone) in humans. Decrease in serotonin is a major reason behind depression, mood disorders and even anxiety. According to a recent research, yoga makes the brain calm. This increases GABA levels in the brain. Increased GABA levels trigger the secretion of serotonin.</p> <p>Source: "Reduce stress and feel good" article, Pain Pathways magazine, 20 January 2016 and www.stylecraze.com</p>
<p><u>7. Cost benefit</u> Promoting wellbeing at work through info, advice, risk assessments, seminars, workshops and web-based materials will save companies more than it will cost.</p>	<p>Fact</p> <p>Better mental health support in the workplace can save UK businesses up to £8 billion per year.</p> <p>Promoting wellbeing at work through personalised information and advice, a risk-assessment questionnaire seminars, workshops and web based materials will cost approximately £80 per employee per year. For a company with 500 employees where all employees undergo the intervention, it is estimated that an initial investment of £40k will result in a net return of £347,722 in savings mainly due to reduced presenteeism (lost productivity that occurs due to an employee working when ill) and absenteeism (missing work due to ill health).</p> <p>Source: mentalhealth.org.uk, mental health statistics</p>

Content	Answer or comments
<p><u>8. Mindfulness</u></p> <p>Mindfulness benefits us all. Mindfulness-based therapy can be at least as good as drugs or counselling for the treatment of clinical-level depression.</p>	<p>Fact</p> <p>One structured programme known as Mindfulness-Based Cognitive Therapy (MBCT) is now one of the preferred treatments recommended by the UK's National Institute for Health and Clinical Excellence.</p> <p>Source: www.nhs.uk</p>
<p><u>9. Rumination</u></p> <p>Stress comes from rumination.</p> <p>The mental process of thinking over and over about something and attaching negative emotions to it.</p>	<p>Fact</p> <p>Rumination – creates stress symptoms and is the enemy of resilience. Non-ruminators may have plenty of pressure or hardships in their lives, but they aren't stressed by it.</p> <p>Source: Centre for creative leadership.</p>
<p><u>10. What drives action</u></p> <p>Your manager is the biggest influence on your attitude and so your action.</p>	<p>Fiction</p> <p>What you say to yourself, and beliefs you hold about a situation, have a much greater influence on how you experience it positively or negatively.</p>
<p><u>11. Causes of stress</u></p> <p>The top two causes of stress in the workplace are heavy workloads and management style</p>	<p>Fact</p> <p>This has remained the same for two consecutive years.</p> <p>Source: CIPD Health and Wellbeing at work report March 2020</p>
<p><u>12. Leadership and culture</u></p> <p>The quality of leadership, people management and culture will have the strongest impact on how healthy a workplace is.</p>	<p>Fact</p> <p>Leadership: Senior leaders have a strong influence and must promote well-being. They serve as important role-models.</p> <p>People Management: People Managers have a big impact on people. They are on the front line of implementing policies, and the first point of contact if someone isn't feeling well or is under pressure.</p> <p>Culture: Workplaces need to be open, inclusive and based on trust.</p> <p>Source: CIPD "Health and Wellbeing at work report" May 2018</p>

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End