



## MENTAL HEALTH AWARENESS COMPETENCIES

**Description:** understanding of mental health and wellbeing, how this can be impacted by working in the screen industries, and practical ways to maintain and support good mental health at work for yourself and others.

Main area	Understand	More detail
<b>Overview of mental health for the screen industries</b>	What is meant by mental health, mental wellbeing and mental ill-health	How our mental health compares to our physical health The idea of our mental health existing on continuum
	The higher risk factors or workplace stressors (and sometimes less immediate support) for people working in the screen industries than during education, or than those working in other industries	The everyday risk factors or stressors that can impact our mental health, including working patterns, work content, etiquette and culture
	How supporting mental health at work can benefit individuals, and positively affect organisations and the screen industry	Understand how good wellbeing is critical to the industry to drive greater productivity and creativity, both personally and organisationally
<b>Maintain good mental health when working in the screen industries</b>	The importance of developing self-awareness and understanding of your own personality and character, as a foundation for mental wellbeing	How you can use tools like Myers-Briggs to understand different personality types and their relationship to occupations and working as a team
	The importance of “checking in with ourselves” periodically and thinking about where we are on the mental-health continuum	
	The importance of resilience as a key factor in protecting and supporting mental health	How ‘resilience’ refers to our psychological ability to cope with stress and hardship, and fluctuates like our mental health
	The importance of developing, communicating and sharing self-care strategies for each production or job, to manage stress levels and to support mental wellbeing	The protective factors that can reduce the likelihood of developing mental health problems, such as being physically healthy or having social support
		Practical ways to improve our mental wellbeing
	The barriers to self-care that may be present in our work and how to overcome them	Typical barriers to self-care for the screen industries, such as long hours or unpredictable schedules
Day-to-day coping strategies for resilience	Including our constructive response to feedback; how we deal with conflict: our ability to listen, negotiate, empathise with others, and resolve issues; and our ability to react and adapt to changes	
<b>Seek support and support others</b>	The importance of asking early for support to help us feel better sooner	The different stigma factors preventing people in the screen industries from seeking help, such as social stigma How different cultures may perceive and respond to mental health problems What kind of support you might expect from employers as good practice
	How to follow the ‘ask, listen, support’ approach to support a colleague who appears to be struggling	The risks and boundaries when offering support, such as having ‘permission to help’, as opposed to needing to ‘help without permission’.

	Be able to signpost individuals who experience mental health problems (as well as their families and carers) towards further help, resources or guidance	Know both services for the general public and those specific to the screen industries Awareness of wider screen industry initiatives to support mental wellbeing, e.g. Freelance Charter Signpost to opportunities for coaching, where appropriate
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**Also see:** Health and safety; Working as a freelancer