



MENTAL HEALTH

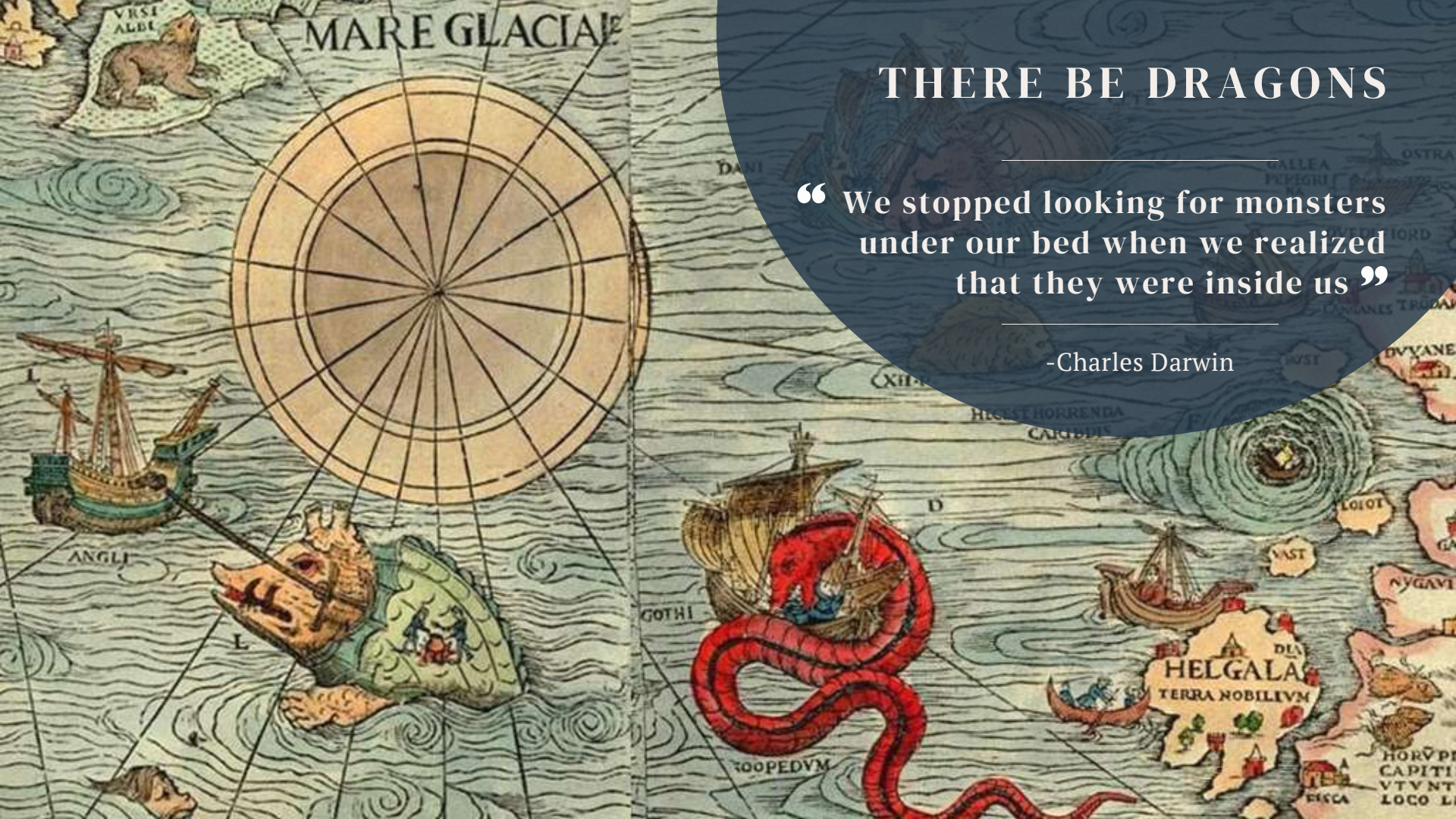
SUPPORT SOLUTIONS

Charles Watkins
Founder/ CEO
Licensed Psychotherapist

Our mission:

Inspiring and empowering individuals with accessible, professional and holistic psychological services to transform challenges into sustainable solutions.





THERE BE DRAGONS

“ We stopped looking for monsters
under our bed when we realized
that they were inside us ”

-Charles Darwin

LEADERSHIP AND MENTAL HEALTH

When leaders fail to make their own mental health a priority -
they undermine the mental health of all the people they are leading.





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MISTAKE-FRIENDLY CULTURE

WHAT IS MISTAKE FRIENDLY:

- Mistakes are not punished but highlighted for joint learning experience and personnel development
- Mistakes are considered necessary to learn and grow as an individual and as a crew
- Appreciation and feedback go from high ranking to lower rankings and vice versa
- Mistakes are communicated right away with the focus to prevent them in the future

WHY DOES ALL THIS EQUAL SAFETY CULTURE

- Because an environment that is able to spot mistakes, dangerous working conditions, both at the site and a person's condition – can prevent accidents and conflicts from becoming dangerous in the first place
- There is an increasing risk to safety of the vessel if seafarers are not prepared to learn about raising concerns for crew members acting strange or differently.
- The one factor determining this is feeling safe and secure enough to speak up about unsafe working conditions to prevent accidents before they happen.



Culture of Excellence/ Culture of Care

Leaders affect culture by the way they allow themselves and others to think.

- Allow vulnerability and direct feedback loops
- Concerns need to Be heard and dealt with
- Zero tolerance on bullying
- Encourage a culture of open mistakes
- Conflict management
- Communicate with your staff frequently
- Reinforce spoken and unspoken rules and rituals
- Allow competition and fun tasks
- Give positive feedback and rewards
- Provide opportunities for social gathering



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Management Style Defines Mental Health

- Carrying on like you're OK when you are clearly not ok
- Staying silent about it
- Inner Anxiety and outside performance – high achievers
- Self-worth chaser
- Sharing my story will imply weakness
- Nobody tells you it's normal to not be perfect every day
- Fill the void with alcohol, medications, or sex.
- We feel shame and we fear being judgmental
- Feeding our monster with perfectionism



The Healthy System

Our strength comes from our stories of struggle not from our silence

When we show compassion towards ourselves – we can begin to help others



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Why Leaders?

- Play a crucial a role in normalizing mental health stigma
- Break that silence
- Lifting the stigma and make people feel accepted
- Create a Culture of Care and Excellence
- Finding strength in vulnerability – speaking about these very real feelings.



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I just want to say 'Thank You' to all



Seafarers



Office personnel



Chaplains



**Family &
Loved ones**

**It will happen – we will change this environment – and it will be together.
We are all making the first steps towards this collective goal.**



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Some of our partners

We help forward-thinking organisations achieve their goals by improving employee wellbeing and promoting a healthy work environment



STEAMSHIP MUTUAL

eaglestar

EASTERN
PACIFIC
SHIPPING



COLUMBIA
SHIPMANAGEMENT

B&M



InterManager

REEDEREI NSB



ZEABORN
SHIP MANAGEMENT



NYK LINE
NIPPON YUSEN KAISHA



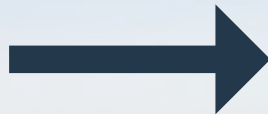
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THANK YOU FOR LISTENING

Reach out to us



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