



Mentallylab

BeOn*



Mentallyprograms

**AWARENESS AND PRACTICAL GUIDANCE FOR
SPECIFIC MENTAL HEALTH SITUATIONS**

For employees in general and
specific groups.

Purpose and Programmes

To provide practical tools for specific workplace situations related to mental health.

- SUPPORTING THE RETURN TO WORK AFTER SICK LEAVE
- SUICIDE PREVENTION
- NEURODIVERGENCE
- For **all groups** across the organisation
- **Facilitation:** fully participatory sessions, featuring numerous activities and practical examples.

SUPPORTING THE RETURN TO WORK AFTER LONG-TERM SICK LEAVE OR SICK LEAVE DUE TO MENTAL HEALTH REASONS

Content

- Understand the **common difficulties** a person may experience after a period of long-term sick leave.
- Understand which **measures** the organisation and line manager can put in place to support workplace adjustment during the return.
- Understand which **barriers or obstacles** may hinder effective adjustment, so they can be avoided.
- **Develop skills** to accompany and genuinely support the employee through the process.

Objectives

- **Common difficulties when returning to work.**
- **Measures** to put in place during the return-to-work process: high-quality support from the line manager, empowering the person, enabling adjustments and supporting a phased return, among others.
- **Barriers to avoid** during the return-to-work process: paternalistic attitudes, stigma and excessive bureaucracy, among others.
- The **line manager's role** in helping the employee adjust on their return.
- Learn how to create a **space of "psychological safety"**.
- Basic guidance on **responding to a crisis**.

SUPPORTING THE RETURN TO WORK AFTER LONG-TERM SICK LEAVE OR SICK LEAVE DUE TO MENTAL HEALTH REASONS

Structure

- **Audience:** Health and safety professionals, occupational health staff, health and safety managers and specialists, and line managers.
- **Duration:** 4 hours
- **Format:** In person or live online
- **Group size:** maximum 15 people

Facilitation

A fully participatory session, featuring numerous activities and practical examples.

SUICIDE PREVENTION

Objectives

- **Challenge** the **myths** about suicide.
- **Understand suicide risk** and its levels.
- **Provide** basic guidance on responding to crisis situations.

Structure for a general audience

- **Audience:** Anyone in the organisation
- **Content:** Awareness
- **Duration:** 1 hour
- **Format:** In person or live online
- **Group size:** Unlimited

Content

- **Myths and facts** about suicide.
- What **suicide risk** is and the levels of risk.
- Indicators and warning signs that may suggest suicide risk.
- Guidance and sources of **help and support** for people at risk of suicide.

Structure for specific groups

- **Audience:** Health and safety professionals, occupational health staff, health and safety managers and specialists, and line managers.
- **Content:** Awareness and prevention
- **Duration:** 2 hours
- **Format:** In person or live online
- **Group size:** Unlimited

NEURODIVERGENCE

Objectives

- **Understand the concept** of neurodivergence and the different types that exist.
- **Learn the basic characteristics** of each and how they present in the workplace.
- **Understand the guidance** for general and specific support for each one.

Structure for a general audience

- **Audience:** Anyone in the organisation
- **Content:** Awareness + basic guidance
- **Duration:** 1 hour
- **Format:** In person or live online
- **Group size:** Unlimited

Content

- What **neurodivergence** is.
- **Types of neurodivergence and their characteristics:** attention deficit, autism, giftedness and sensory processing sensitivity.
- **How neurodivergent people function** in the workplace.
- **Guidance** for the different types of neurodivergence.

Structure for specific groups

- **Audience:** Health and safety professionals, occupational health staff, health and safety managers and specialists, and line managers.
- **Content:** Awareness + advanced guidance
- **Duration:** 2 hours
- **Format:** In person or live online
- **Group size:** Unlimited

Trainer

ROSANA CALVO CRUZA

Health psychologist, emotional intelligence expert and coach.

Key qualifications:

- Degree in Psychology
- Master's in Clinical Psychology
- EMDR Therapist, Level II
- Master's in Emotional Intelligence
- NLP Practitioner
- Advanced Coaching Course

Relevant experience:

- Health psychologist accredited by the Community of Madrid.
- Technical Director of Gimnasio emocional® since 2016.
- Trainer at Gimnasio emocional®. She has delivered more than 700 emotional skills workshops at over 25 large companies.
- Lecturer on master's programmes in coaching, NLP and emotional intelligence (2012-2017).
- 13 years' experience as a psychologist at a Community of Madrid rehabilitation centre for people with severe mental illness.
- 12 years' experience as a health psychologist in private practice.
- Director of the corporate psychological support service at Gimnasio emocional®.
- Co-creator of the FORTIA® model of psycho-emotional resilience.

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