



Health, Safety and Environment

IOSH Mental Health First Aid At Work

Course Introduction

Mental health in the workplace

This training program is designed to enable participants to master boosting mental health in the workplace, by identifying a wide range of mental health conditions and leading them to know how to offer effective support, plus help them to Understand and Apply Mental Health Management Models, Understand the qualities of a mental health first aider, Acquire the required Coaching and mentoring skills, Understand how to structure and manage a Mental Health first aid session and Master Developing Workplace Wellbeing. This training program is designed to enable participants to master boosting mental health in the workplace, by identifying a wide range of mental health conditions and leading them to know how to offer effective support, plus help them to Understand and Apply Mental Health Management Models, Understand the qualities of a mental health first aider, Acquire the required Coaching and mentoring skills, Understand how to structure and manage a Mental Health first aid session and Master Developing Workplace Wellbeing.

Target Audience

- Health and Safety Managers
- All professionals use health and safety requirements in their work processes.

Learning Objectives

- Reduce absenteeism and staff turnover by supporting good mental health.
- Identify a range of mental health conditions and know how to offer effective support.
- Get ahead in business by improving productivity and managing stress.
- Understand and Apply Mental Health Management Models.
- Understand the Qualities of a mental health first aider.

- Acquire the required Coaching and mentoring skills.
- Understand How to structure and manage a Mental Health first aid session.
- Master Developing Workplace Wellbeing.

Course Outline

• DAY 01

Introduction to Mental Health Management:

- The mental health continuum.
- Mental health myths.
- Psychosocial hazards.
- Understanding Mental Disorders.
- Four facts about depression.
- Understand Anxiety.
- Stressed decision-making.
- Natural and stressed brain states.
- Acknowledge Negative Feelings.
- Origins of Mental Health Stigma.
- A review of our twelve emotional needs.
- A review of our innate resources.
- Mentally Healthy Staff are More Productive.
- Managers Can Make a Difference.
- Making the Business Case for Workplace Mental Health.

• Day 02

Mental Health Management Models:

- The Biomedical Model.
- The Biopsychosocial Model.

- The Albright Method: Having Effective conversations:

Introduction to the ALRIGHT Method.

- Approach.
- Listen.
- Reassure.
- Immediate Actions.
- Guide towards Professional Support.
- Help Them Help Themselves.

• Day 03

How to provide Mental Health First Aid?

- Qualities of a mental health first aider.
- Coaching and mentoring skills.
- How to structure a first aid session.
- Understand vulnerable groups.
- Information gathering.
- Questionnaires to help get the facts.
- Therapeutic goal setting.
- The power of language.

• Day 04

Relaxation techniques.

- How to handle panic attacks.
- The importance of a natural routine.

• Day 05

The role of journaling in clearing the mind.

- How to Deal with depression Cases?
- How to deal with Anxiety?
- The stress response.
- Develop Workplace Wellbeing.
- Practical Application.

Confirmed Sessions

FROM	TO	DURATION	FEES	LOCATION
June 23, 2025	June 27, 2025	5 days	4950.00 \$	Spain - Barcelona
Sept. 15, 2025	Sept. 19, 2025	5 days	4250.00 \$	UAE - Dubai
Dec. 22, 2025	Dec. 26, 2025	5 days	4250.00 \$	UAE - Abu Dhabi