

# Course : Mental health in the workplace, raising managers' awareness

*Practical course - 2d - 14h00 - Ref. LSM*

*Price : 1360 € E.T.*

NEW

Taking care of mental health in the workplace is much more than an HR issue: it's a managerial posture that helps to establish a culture of "care" in teams and maintain performance. The aim of this training course is to help you, as a front-line manager, to better understand, spot and act on signs of ill-being (relational and emotional), while taking care of yourself.

## Teaching objectives

At the end of the training, the participant will be able to:

- ✓ Understand the current challenges of mental health in the workplace (personal, collective and systemic)
- ✓ Identifying weak signals
- ✓ Adopt the right posture and communication reflexes
- ✓ Preserving yourself as a manager to last the long haul without burning out

## Intended audience

Local managers, team leaders with previous experience in team management

## Prerequisites

No

## Practical details

### Hands-on work

Self-diagnosis, quizzes, group discussions, case studies, feedback and exchanges of best managerial practices.

### Teaching methods

Active teaching

## Course schedule

### PARTICIPANTS

Local managers, team leaders with previous experience in team management

### PREREQUISITES

No

### TRAINER QUALIFICATIONS

The experts leading the training are specialists in the covered subjects. They have been approved by our instructional teams for both their professional knowledge and their teaching ability, for each course they teach. They have at least five to ten years of experience in their field and hold (or have held) decision-making positions in companies.

### ASSESSMENT TERMS

The trainer evaluates each participant's academic progress throughout the training using multiple choice, scenarios, hands-on work and more. Participants also complete a placement test before and after the course to measure the skills they've developed.

## 1 Understanding the challenges of mental health in the workplace

- Identify the main causes of psychological distress at work
- Deconstructing preconceived ideas about mental health in the workplace
- Know the key indicators: stress, anxiety, burn-out, mental workload, psychosocial risks (PSR)
- Know how to use simple tools to take stock of your own or your team's condition

### Hands-on work

Quizzes and group discussions, sharing of practices, case studies.

## 2 Acquire the right reflexes to support your teams

- Create a work climate that promotes psychological safety
- Preventing tensions: introducing [[care]] rituals into management
- Know how to react and direct (if necessary) to the right internal or external contacts
- Recognize the weak signs of an employee's unhappiness and maintain the right posture and turnaround time
- Adopt an active, non-judgmental listening posture in sensitive situations

### Hands-on work

Analysis of cases presented by participants, reflective practice

## 3 Preserving your own mental health as a manager

- Become aware of your own signals of mental or emotional overload
- Learn to set limits and adopt an assertive posture
- Experiment with regulation tools (breathing, refocusing rituals, etc.).
- Taking care of your energy to preserve your mental health

### Hands-on work

Individual self-diagnosis, practical application, personal action plan

### TEACHING AIDS AND TECHNICAL RESOURCES

- The main teaching aids and instructional methods used in the training are audiovisual aids, documentation and course material, hands-on application exercises and corrected exercises for practical training courses, case studies and coverage of real cases for training seminars.
- At the end of each course or seminar, ORSYS provides participants with a course evaluation questionnaire that is analysed by our instructional teams.
- A check-in sheet for each half-day of attendance is provided at the end of the training, along with a course completion certificate if the trainee attended the entire session.

### TERMS AND DEADLINES

Registration must be completed 24 hours before the start of the training.

### ACCESSIBILITY FOR PEOPLE WITH DISABILITIES

Do you need special accessibility accommodations? Contact Mrs. Fosse, Disability Manager, at [psh-accueil@orsys.fr](mailto:psh-accueil@orsys.fr) to review your request and its feasibility.

## Dates and locations

### REMOTE CLASS

2026 : 22 June, 14 Sep., 7 Dec.

### PARIS LA DÉFENSE

2026 : 15 June, 7 Sep., 30 Nov.