

## WS7 Principles of psychological & mental health first aid

### *How could this workshop make a difference to your practice as a manager?*

Being a manager is not an easy role, particularly when assuming responsibility to deploy or support personnel being deployed to a variety of contexts outside of their usual comfort zones or precincts of experience. There are a myriad of factors that can impact on the mental health and wellbeing of deployees and it is important that organizations feel confident and competent to manage situations that arise whether they relate to predisposing mental health issues or concerns triggered by events, adjustment challenges or conditions in the field. This workshop will enhance the basic knowledge and skills of managers in dealing with behaviours that arise in the field as a result of a mental health issue, adjustment challenge or traumatic events.

### *What are the topics covered in the workshop?*

- Being clear on your role as a manager within your organization
- How to identify when a deployee's mental health should be considered more closely
- A psychological perspective on behaviour in phases of transition & adjustment
- How to recognize the signs of distress, anxiety, depression, suicidal ideation, substance abuse, eating disorder, personal abuse and psychosis in deployees
- Basic principles of mental health first aid
- Personality and identity factors in risk taking and coping behaviours
- Simulations and role plays for applying and practising mental health first aid steps
- The potential psychological and psychosocial impact of a traumatic incident – biopsychosocial and brain based insights
- How to recognize the signs and symptoms of a distressed and/or traumatic response
- Signs of short term and longer term outcomes of unresolved traumatic stress
- Basic principles of psychological first aid
- When and how to apply psychological first aid for mitigating the impact of a traumatic incident
- Application of psychological first aid principles to situations involving remote management roles
- Compounding psychosocial and psychological issues that may play out in a crisis and complementary support strategies required
- Implications for supporting deployees in the exit, re-entry and reintegration phases of a deployment
- Pre-incident, responsive and recovery components of manager roles and organizational responsibility

### *What are the take-aways from this particular workshop?*

This is a comprehensive workshop and participants will take away a basic and easy to apply framework for initially identifying and supporting the mental health needs of a deployee while on assignment. As well feedback from the facilitator offered during simulation and role play practice and a folder of resources.

### *How is the training conducted & facilitated?*

Training is conducted in small groups to ensure that training is tailored to meet the needs of workshop participants. All training is designed specifically for the context of managers working in international humanitarian or development agencies. Participants are invited to share their goals and level of experience with the facilitator prior to the training.

Workshops are facilitated in a strongly interactive and specifically contextualized way for those working in the international humanitarian and development sector. Workshops aim to be engaging and may use a variety of training & learning modalities such as contextualization, case examples, participant experience, application of frameworks, demonstration, mini seminars (based on research & practitioner experience), reflective activity, mapping & analysis, group discussions, brainstorming, problem-solving, film clips, hypotheticals and simulations, quizzes, participant-led presentations, role plays (for trying out new skills), coaching and structured peer consultation processes.

### *Who is the facilitator?*

Amanda Allan is the facilitator of this training. She is a psychologist with extensive experience working with international aid agencies, humanitarian aid workers and volunteers. Her work is largely informed by years of professional practice in counselling, briefing & debriefing, facilitating, consulting, mentoring, coaching and education as well as research undertaken as a PhD student at the University of Melbourne over a prolonged period. Amanda led the first Australian 3-day forum in 2003 that envisioned a charter for systematically strengthening the psychological support of aid workers involved in humanitarian work. She also founded the Mandala Foundation and was its executive director up until 2012.

### *Is there any follow-up to the training such as coaching and mentoring or further training opportunities?*

A feature of Amanda's training is not only its tailored approach but the opportunity for follow-up mentoring or coaching. This is offered on a small group basis or individually by Skype or phone. Amanda also offers regular peer consultation opportunities for participants who have attended her workshops previously and who are interested in an opportunity for review, reflection, reinforcement or refreshment of concepts covered in previous workshops.

*Workshop date:* Please enquire

*Workshop commences:* 9.30am

*Workshop concludes:* 5.00pm

*Workshop venue:* To be negotiated

*Workshop fee:* Per participant fee: AUD \$ 396.00 (incl. gst)

[venue, catering and facilitator travel costs additional]

*Enquiries?* Email: [workshops@thehumanitarian.com.au](mailto:workshops@thehumanitarian.com.au) or phone 1300 057 303