

Benefits of telling others about your mental ill health and how it affects you

Research has shown that telling others can bring the following benefits:

- Allows colleagues/manager to provide support.
- Others can try to understand what you are going through.
- Encourages those around you to educate themselves on the Mental Health issue.
- Can reduce the anxiety of unexpected phone calls from your employer. If you haven't disclosed that you are on sickness absence due to your mental health, it is likely that your employees will continue to ring and ask when you'll be back at work. They don't know any different.
- May help when asking for sickness absence. Sickness absence may be discretionary in your organisation. The decision to grant your sickness absence can be affected by your disclosure of why you are asking for it.
- Provides an opportunity to discuss reasonable adjustments.
- Allows other to be aware of your triggers, signs and symptoms so that they can help you look after your future mental health and wellbeing.
- Opens a whole additional support network of people who are also experience ill mental health.
- Medical professionals can liaise with your organisation directly. They can help your employer and develop an action plan your return e.g. gradual phase return to work.
- Mental ill health is a legitimate health issue and sometimes requires sickness absence to get better. Disclosing your mental ill health will legitimise your sickness absence so that your employer understands why you need this time off.