

Faculti Summary

<https://staging.faculti.net/occupational-health/>

This video discusses a study focused on anxiety as a significant mental health issue in workplaces and its impact on productivity. It defines anxiety as a psychological and physiological reaction to real or potential threats and notes its evolutionary purpose for survival. Despite its benefits in certain contexts, anxiety is frequently experienced and often overlooked in organizational settings, leading to lost productivity and significant economic costs.

The study explores the effectiveness of workplace initiatives, especially the role of hypnotherapy as a potential treatment for anxiety. It highlights the under-utilization of hypnotherapy in occupational health and safety (OHS) and human resource management (HRM) contexts, citing barriers such as lack of awareness, skepticism, and insufficient understanding of hypnotherapy's benefits.

Due to recent regulatory changes in Australia requiring proactive measures for mental health, the study aims to assess current practices, perceptions of anxiety and hypnotherapy among managers, and to identify barriers to integrating hypnotherapy into workplace mental health programs.

Key findings suggest that anxiety remains a poorly understood and neglected issue, with an increased prevalence requiring early intervention. Factors such as stigma and low awareness contribute to its prioritization. Effective management of anxiety is crucial for enhancing individual and organizational productivity. The study advocates for improved communication, shared responsibility in mental health initiatives, enhanced education about treatment options (including hypnotherapy), and better measurement of program effectiveness to foster psychological safety and wellbeing in workplaces.