

DIVERSE MENTAL HEALTH LTD



INTRODUCTORY
MENTAL WELL BEING TOOL KIT

Caroline Ribeiro-Nelson.



Welcome!

DIVERSE MENTAL HEALTH LTD | INTRODUCTORY TOOL KIT

This introductory guide serves as a basic support tool for addressing personal and professional issues affecting mental health. It provides information and resources to gain insight, develop strategies, maintain well-being, and manage challenges. Its effectiveness relies on your commitment, active participation, and use of available support structures. Self-driven learning and growth are essential for improvement, with the guide aiming to optimize mental health and personal growth outcomes.

xo, Caroline Ribeiro-Nelson.

UNDERSTANDING YOUR MENTAL HEALTH

WHAT IS MENTAL HEALTH?

Mental Health: Refers to how psychological, emotional, and social aspects function, including thoughts, feelings, behaviour, and interaction with others.



Good Mental Health: Involves positive emotions, productive interactions, and proper cognitive functioning (memory, reasoning, decision-making). It enables individuals to reach potential, contribute meaningfully, and manage life demands effectively.



Poor Mental Health: Arises when adverse events affect the mental state, leading to difficulties in thinking, emotions, behaviour, and interactions. These issues generally do not severely disrupt ongoing functionality.



Mental ill health | Illness: Refers to clinically diagnosed conditions like depression or anxiety that significantly impact mood, emotions, thoughts, and behaviour over time. These conditions are usually treated through therapy, counselling, and medication.

Workplace Health



THE WORKPLACE & DIVERSE MENTAL HEALTH

Negative experiences impacting mental health and the absence of diversity, equity, and inclusion (DEI) in workplaces disproportionately affect women and diverse groups. These factors harm relationships, engagement, productivity, and work culture, leading to:

Disinterest and disengagement, Poor communication and cooperation, Distrust in leadership and colleagues, Increased conflict and dysfunctional systems, Dissatisfaction and lack of fulfilment, Isolation and a sense of not belonging, Elevated stress, anxiety, fear, anger, and insecurity, Limited innovation, growth, and adaptability. Higher employee sickness and turnover rates

These challenges emphasise the importance to prioritise and support your mental health and well-being within safe, inclusive and diverse environments.

Hi!



DIVERSE MENTAL HEALTH LTD

Throughout my 30-year career, I have recognized the critical link between mental health and factors such as gender, race, ethnicity, physical ability, along with other aspects of one's diverse background.. Understanding this relationship is essential for meeting mental well-being needs and fulfilling an individual's potential.

Evidence shows that women and individuals from diverse groups often face societal challenges that negatively impact mental health and well-being. These challenges also extend to workplaces, influencing access, performance, and development. I developed my Diverse Mental Health approach to address these issues, aiming to improve mental health and create safe, healthy, and supportive cultures.

Recognising Poor Mental Health & Illness

An essential aspect of managing difficulties and maintaining good mental health is the early recognition of signs and symptoms of poor mental health or mental illness. Identifying these warning signals promptly can help address challenges before they escalate, enabling individuals to seek appropriate support and care. Understanding the differences between signs of temporary poor mental health and those indicative of mental illness is crucial for effective management and treatment.



POOR MENTAL HEALTH

- Persistent sadness or low mood
- Difficulty concentrating or making decisions
- Feeling overwhelmed or unable to cope
- Increased irritability or frustration
- Withdrawal from social interactions or activities
- Sleep disturbances (insomnia or excessive sleeping)
- Unexplained physical symptoms such as headaches or fatigue

MENTAL ILLNESS

- Intense or prolonged feelings of sadness, anxiety, or fear
- Extreme mood changes, including highs and lows
- Hallucinations or delusions
- Significant changes in eating or sleeping habits
- Loss of interest in previously enjoyable activities
- Difficulty functioning in daily life (work, school, relationships)
- Thoughts of self-harm or suicide



Trauma

UNDERSTANDING & RECOGNISING TRAUMA

The severe damage inflicted by Racism, Sexism, Ableism, Homophobia, Transphobia, Islamophobia, Anti-Semitism and other isms, which express negative bias, discrimination, threats, abuse and mistreatment cannot be underestimated. This, along with the early and continual exposure to harmful experiences can lead to Post-Traumatic Stress Disorder (PTSD) or traumatic symptoms.

You do not have to be directly involved in a traumatic experience, to be distressed, disturbed, or harmed by it. Being witness to, as well as identifying with the experience, can also be detrimental to one's mental health and well-being. In better understanding this trauma, we are more able to adequately address people's needs, enabling healing and the development of healthier cultures.



Trauma | Signs & Symptoms

Recognising Reactions to Trauma

Traumatic events elicit varied responses. Initial reactions may include shivering, confusion, tearfulness, fear, and anger. Within the first four weeks, common symptoms include nightmares, flashbacks, intrusive thoughts, avoidance, withdrawal, sleep issues, physical discomfort, and emotional challenges like anxiety, irritability, and guilt. These responses are natural, and most individuals see improvement within 2-4 weeks.

Post-Traumatic Stress Disorder (PTSD)

If symptoms persist beyond four weeks, they may indicate PTSD, characterized by intrusive thoughts, avoidance behaviours, emotional disruptions (e.g., memory loss, negative mood), heightened arousal (e.g., irritability, sleep problems), and significant impairment in daily functioning. PTSD symptoms can emerge immediately or within six months of the event, often requiring professional intervention.

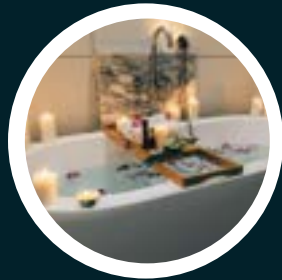
12 STRATEGIES FOR MENTAL HEALTH CARE

Recognise the need to prioritise your health & well-being. Make a clear commitment to yourself and invest in you.

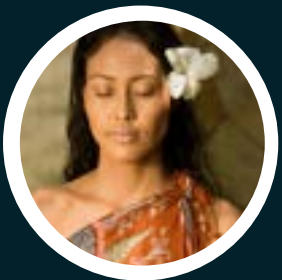
Consistently engaging in these strategies can enhance overall well-being and build resilience against mental health challenges.



- Engage in regular physical exercise to improve mood and reduce stress.
- Eat a balanced diet to support brain health and energy levels.
- Maintain consistent sleep patterns for emotional and cognitive function.
- Use relaxation techniques such as mindfulness, meditation, or deep breathing.



- Build supportive relationships to reduce feelings of isolation.
- Avoid over commitment and prioritize personal needs.
- Reach out to professionals if struggling with mental health concerns.
- Participate in activities that bring joy and fulfillment.
- Reduce exposure to digital devices to improve focus and emotional well-being.



- Reflect on positive aspects of life to foster resilience.
- Learn about mental health to better understand and manage challenges.
- Limit alcohol and avoid drugs to reduce the risk of mental health issues.

MOOD MONITOR

Date _____



Use the Daily Mood Monitor sheet to name and rate your mood from 0 to 10; if you notice a decrease, don't delay, proactively engage in strategies to improve your mood and well-being.

Wednesday

Sunday

Thursday

Monday

Friday

Tuesday

Saturday



POSITIVE AFFIRMATIONS

Regularly utilising positive affirmations can help to bring about more positive thinking, as well as improved mood and confidence.

You can choose from the affirmations below or create your own. Through devising your own affirmations, you are able to make these specific to your own needs and situation.

For example: Feeling or being undermined by someone

Affirmation: I know that I am capable and nothing anyone says will hold me back.

"I am strong, resilient, and capable of overcoming any challenge that comes my way."



"My voice is valuable, and I have the right to express myself authentically."

"My unique background and experiences are a source of strength and inspiration."



"I embrace my identity and celebrate the richness of my cultural heritage."

"I deserve respect, equity, and safety in spaces I enter."



"I am worthy of love, support, and belonging in every aspect of my life."

"I honor my boundaries and prioritize my mental and emotional well-being."



"Each day, I grow stronger, wiser, and more confident in my journey."



Creating Your **PERSONAL AFFIRMATIONS:**



Stay Positive: Frame affirmations in a positive manner, focusing on what you want, not what you want to avoid.



Present Tense: Phrase them as if they're happening now — "I am" instead of "I will be."



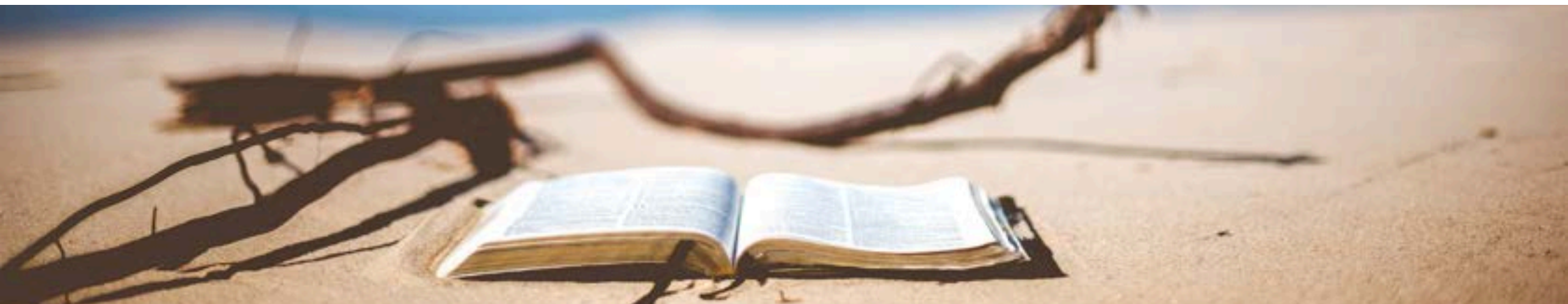
Believable: They should resonate with you, even if they stretch your current beliefs.

Exercise:

Write down three affirmations tailored to your personal aspirations or challenges. Repeat them every morning for a week.

My Personal Affirmations

01	
02	
03	



DIVERSE MENTAL HEALTH

4 STEPS FOR MENTAL WELL-BEING



Develop a Strong Support System: Surround yourself with positive influences.



Practice Self-Care: Activities like meditation, reading, or even walking can rejuvenate your mind.



Embrace Change: Accept that change is a part of life and look for ways to adapt and learn.



Set Realistic Goals: Setting and working toward achievable goals can boost your confidence and sense of purpose.

Action Plan:

Choose one area where you feel least resilient and actively work on it for a month. Note your progress and obstacles, and refine your approach as needed.

MENTAL HEALTH SUPPORT SERVICES

The following is a list of NHS and established mental health support services, including some specifically designed to address the needs of individuals from Black and Brown backgrounds.



NHS

<https://www.nhs.uk/nhs-services/mental-health-services/where-to-get-urgent-help-for-mental-health>

If you need help for a mental health crisis or emergency. You can seek advice from 111 or ask for an urgent GP appointment if:

Get help from 111 online or call 111 and select the mental health option. 11 will tell you the right place to get help. You may be able to speak to a trained mental health professional over the phone.



NHS Talk Therapy

If you live in England and are aged 18 or over, you can access NHS talking therapies services for anxiety and depression.

A GP can refer you, or you can refer yourself directly without a referral.

<https://www.nhs.uk/service-search/mental-health/find-an-NHS-talking-therapies-service/>



NHS Information Hub

Find Information for your mental health

<https://www.nhs.uk/mental-health/>

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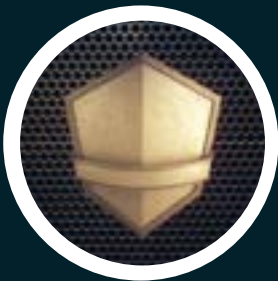
The Empowerment Group:

Provides heavily subsidised online one-to-one counselling sessions for Black individuals in the UK aged 18 and over, understanding the cultural importance of Black therapists supporting their communities.

<https://www.blackmindsmatteruk.com/>

The Black, Asian & Caribbean Therapy Network +

<https://www.baatn.org.uk/find-a-therapist/>



Pink Therapy

<https://www.pinktherapy.com/>

Women's Aid Directory

<https://www.womensaid.org.uk/information-support/womens-aid-directory/>

The freephone, 24-hour National Domestic Abuse Helpline

0808 2000 247

<https://www.nationaldahelpline.org.uk/>



Mind UK

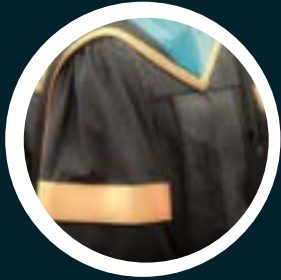
<https://www.mind.org.uk/information-support/guides-to-support-and-services/>

Mental Health UK Urgent help contact list

<https://mentalhealth-uk.org/help-and-information/get-urgent-help>

MENTAL HEALTH SUPPORT SERVICES

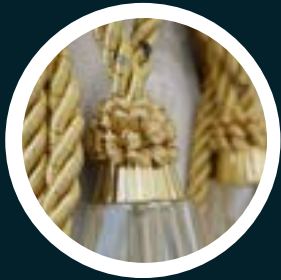
PRIVATE COUNSELING & EMPLOYEE ASSISTANCE PROGRAMMES



PRIVATE COUNSELLING

UK Counselling for Psychotherapy (UKCP)

<https://www.bacp.co.uk/about-therapy/we-can-help/>



British Association for Counselling & Psychotherapy (BACP)

<https://www.bacp.co.uk/about-therapy/we-can-help/>

EMPLOYEE ASSISTANCE PROGRAMMES (EAPs)

An EAP is a confidential free service for employees, usually provided by the employer. These offer emotional counselling, practical support and information on personal and work-related problems.



You can ask your Human Resources Department if your employer provides this service.

DIVERSE MENTAL HEALTH



Over my 30 year career I have clearly come to recognise that mental health and well-being are deeply connected to one's personal identity and experiences, which are often affected by societal issues like discrimination, racism, sexism, ableism, homophobia and other forms of disadvantage, harm, or exclusion.

My "Diverse Mental Health" (DMH) Perspective emphasizes the need to understand and address the intersectional impact. Solutions should tackle these issues directly to improve mental health, inclusivity, and productivity.

Caroline Ribeiro-Melson.

My work involves collaborative development of effective mental health strategies. I focus on strategic and personalized interventions aimed at fostering environments that support better mental health and well-being for everyone. Her approach specifically emphasizes meeting the essential needs of women and individuals from diverse backgrounds, empowering both individuals and businesses to create strong identities and inclusive, mentally healthy environments.





About Me

MY PROFESSIONAL BACKGROUND & MEMBERSHIPS

I am Head of Free Choices & founder of Diverse Mental Health Ltd. I'm an experienced Executive, Psychotherapist, Consultant, Coach and Trainer who has been working in the fields of mental health, well-being, and employee assistance support for 30 years.

I've been fortunate to have headed operational, clinical, and training positions for leading organisations in Germany and the UK, as well as establishing co-operation partnerships in Europe & U.S.A

I am a Clinical Member of the UK Council for Psychotherapy, Society of Existential Psychotherapists (SEA), Association for Coaching (MAC), Founding Member Marble Mavens, G100 Wing UK Country Chair Holistic Wellbeing.



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DIVERSE MENTAL HEALTH SERVICES

If you'd like to learn more about the specialist coaching, consultation, and training services my team and I offer, Feel free to reach out and discover how we can support you or your organization.



Our specialist DMH coaches leverage your strengths to enhance mental health and overall well-being. Using an intersectional proactive approach tailored to your diverse background and lived experience, we address your specific needs and goals. By exploring the impact of your whole identity, We develop strategies to optimize well-being, supporting healthier, happier, and more productive personal and professional experiences.

DMH COACHING | 1--1 | TEAMS | ORGNISATIONS

We work with groups, teams, leaders, managers, and organizations in helping build collective well-being and productivity through tailored strategies that consider the unique identities and experiences of all members. By identifying shared strengths and addressing specific needs, we enhance collaboration, communication, and resilience. Our methods support creating safe, inclusive, mentally healthy environments that drive engagement, innovation, and success across professional settings.



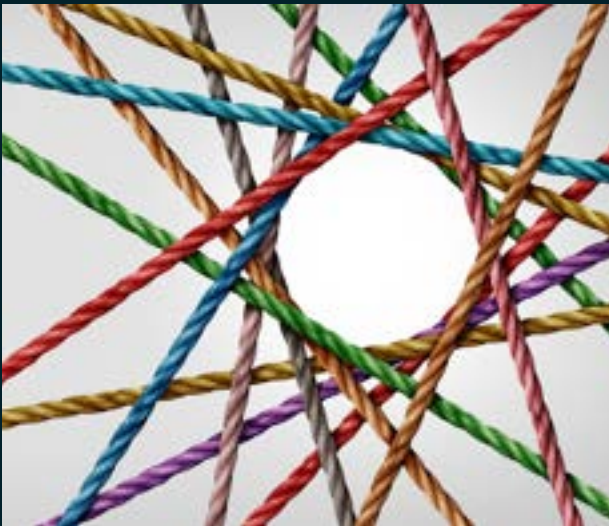
DIVERSE MENTAL HEALTH SERVICES



Our specialist consultants are experienced in fields of mental health and well-being, psychology, counselling, coaching, consultation, business development, diversity, equity, inclusion (DEI), and employee assistance support.

We collaborate with organizations to assess options, build diverse and inclusive structures, establish safe and healthy work cultures, produce positive outcomes, and create sustainable strategies tailored to meet both present and future business needs.

DMH CONSULTATION



The Diverse Mental health approach supports individuals, teams, and organizations through our training by leveraging strengths, addressing diverse needs, and exploring identity impact to optimize well-being.

Tailored strategies enhance collaboration, communication, and resilience while building safe, inclusive, mentally healthy environments. This helps to drive engagement, productivity, innovation, and success in personal and professional contexts.

DMH TRAINING

EXCLUSIVE OFFER FOR WITS WORKSHOP ATTENDEES

As a valued participant in the WITS Workshop, I am glad to offer the following exclusive possibilities in supporting enhance your mental well-being, personal and professional growth.

Offered on a first come basis

Five Free 1:1 DMM Coaching Sessions: Book a 30-minute one-on-one sessions tailored to your specific needs and goals.

Five Reduced Individual DMH Coaching Sessions: Book a 45-minute individual coaching sessions at a discounted rate of £50.00

Three Reduced Group/Team Sessions: Access a 60-minute group/team coaching sessions (up to 4 members) at a special rate of £45.00 per person.

Note that all first business consultations are completely free!

You can take advantage of this exclusive offer to gain personalized support and strategies for achieving your goals via contacting me to schedule your sessions.

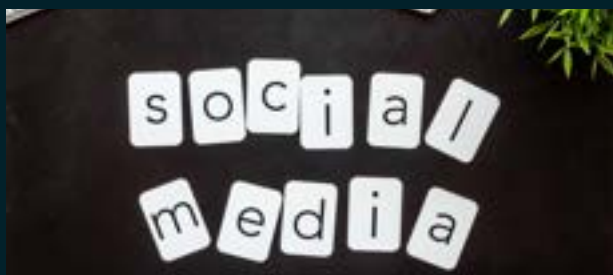
Contact details can be found on the next slide



Exclusive Offer!

CONTACT INFORMATION

If you have any questions or would like to learn more about how my dedicated team and I can work with you to achieve your goals, please don't hesitate to reach out—we'd love to support individuals, managers, leaders, and organizations in making a positive impact together.



LINKEDIN

Connect on LinkedIn to share, support and learn more about Diverse Mental Health

<https://www.linkedin.com/in/caroline-ribeiro-nelson-diversementalhealth/>

WEBSITE

Find out more about who we are and what we do to create, safe, equitable, inclusive and healthier cultures.

www.freechoices.co.uk

E-MAIL & TELEPHONE

Get in touch for a chat, free consultation or to connect with any of our services.

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