

The Power of Vulnerability

Creating a Culture of Mental Health at Work



Acknowledgement of Country and Lived Experience

Content Warning



Who is David?



Who is David?

- Founded Linkmate



Who is David?

- Founded Linkmate
- Recruited hundreds of peer supporters



Who is David?

- Founded Linkmate
- Recruited hundreds of peer supporters
- Supported thousands across Aus + India



Who is David?

- Founded Linkmate
- Recruited hundreds of peer supporters
- Supported thousands across Aus + India

B-Good Award
on behalf of Linkmate

Winner 2022
Pause Awards



Who is David?

- Founded Linkmate
- Recruited hundreds of peer supporters
- Supported thousands across Aus + India

B-Good Award
on behalf of Linkmate

Winner 2022
Pause Awards



**Social Enterprise City
Impact Program**

Winner 2022
City of Melbourne



Who is David?

- Founded Linkmate
- Recruited hundreds of peer supporters
- Supported thousands across Aus + India

Early Ethical
Entrepreneur of the Year

Winner 2021

Moral Fairground
University of Melbourne



B-Good Award
on behalf of Linkmate

Winner 2022
Pause Awards



**Social Enterprise City
Impact Program**

Winner 2022
City of Melbourne



Who is David?

- Founded Linkmate
- Recruited hundreds of peer supporters
- Supported thousands across Aus + India

**Early Ethical
Entrepreneur of the Year**

Winner 2021

Moral Fairground
University of Melbourne



**Top Voice in Mental
Health**

Winner 2022

LinkedIn Australia



B-Good Award
on behalf of Linkmate

Winner 2022
Pause Awards



**Social Enterprise City
Impact Program**

Winner 2022
City of Melbourne



Who is David?

- Founded Linkmate
- Recruited hundreds of peer supporters
- Supported thousands across Aus + India
- Mindset Coach and Speaker

**Early Ethical
Entrepreneur of the Year**

Winner 2021

Moral Fairground
University of Melbourne



**Top Voice in Mental
Health**

Winner 2022

LinkedIn Australia



B-Good Award

on behalf of Linkmate

Winner 2022

Pause Awards



**Social Enterprise City
Impact Program**

Winner 2022

City of Melbourne



Who is David?

- Founded Linkmate
- Recruited hundreds of peer supporters
- Supported thousands across Aus + India
- Mindset Coach and Speaker
- Lived experience

**Early Ethical
Entrepreneur of the Year**

Winner 2021

Moral Fairground
University of Melbourne



**Top Voice in Mental
Health**

Winner 2022

LinkedIn Australia



B-Good Award

on behalf of Linkmate

Winner 2022

Pause Awards



**Social Enterprise City
Impact Program**

Winner 2022

City of Melbourne













What's next?

Let's do this!





**The easiest way to boost retention
of knowledge is to make a radical
shift in your physiology**



Why did we just do that?!



My Promise





My Promise



Confidently and **comfortably support** your colleagues



My Promise



- ✓ **Confidently** and **comfortably support** your colleagues
- ✓ Develop **emotional resonance** through **vulnerability**



My Promise



- ✓ **Confidently** and **comfortably support** your colleagues
- ✓ Develop **emotional resonance** through **vulnerability**
- ✓ Understand what **psychological safety** really looks like

Pulse Check



**How would you respond to
someone who is struggling at
work?**

slido

Join at
slido.com
#2108 932

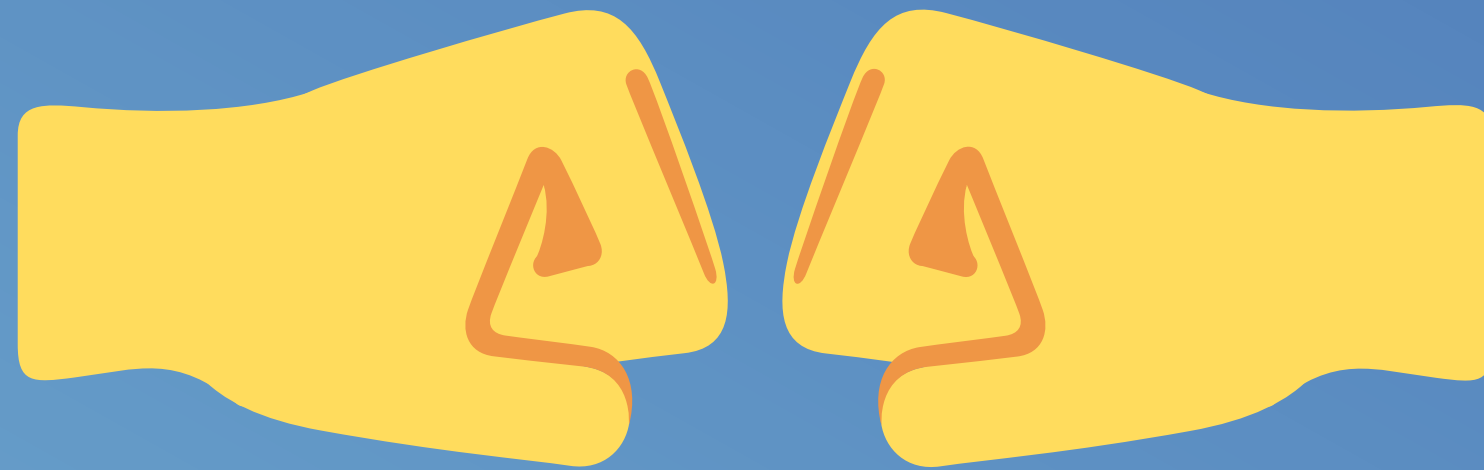


**"We alone have our own best
answers, we just need to ask
the right questions."**

– Oscar Wilde



Peer Support



*"...is founded on key principles of **respect, shared responsibility and mutual agreement** of what is helpful."*



Active-Empathetic Listening



Summarise and Reflect



Ask Open-Ended Questions



Validate



Relate & Inspire Hope



LET'S BE REAL.



Resignation Letter

Dear Sir,

Please accept this letter as notice of
day of employment will be Jun
the oppor

A pair of glasses with dark frames and clear lenses is positioned in the upper left corner. A black pen with silver accents lies horizontally in the upper right. Below the glasses, a white document is partially visible, featuring a bold title and some pre-written text. The background is a light-colored wooden surface.

1.3 MILLION PEOPLE

Resignation Letter

Dear Sir,

Please accept this letter as notice of
day of employment will be Jun
the oppor

[illegible]



62%



**How can we build a
psychologically safe workplace?**

How can we build a

~~psychologically safe workplace?~~

How can we build a
workplace where everyone feels
accepted and **respected**?

How can we build a
workplace where everyone feels
accepted and **respected**?

An example...



"I'm managing 5 different projects right now and feel like I can't leave my desk at all, even to go to the bathroom."

"I'm managing 5 different projects right now and feel like I can't leave my desk at all, even to go to the bathroom."

"So you're saying you haven't been able to take a break at all today?"

"I'm managing 5 different projects right now and feel like I can't leave my desk at all, even to go to the bathroom."

"So you're saying you haven't been able to take a break at all today?"

"Nope, I'm just under so much pressure to get this back to the client."

"I'm managing 5 different projects right now and feel like I can't leave my desk at all, even to go to the bathroom."

"So you're saying you haven't been able to take a break at all today?"

"Nope, I'm just under so much pressure to get this back to the client."

"That sounds so stressful and exhausting! I've felt the same recently as well with all of my deliverables and it meant I had to miss lunch to get something reviewed. I realised it was taking a toll on me and ended up asking a colleague for help with it – I feel like I have a bit more time & space now as a result. Who do you think you could ask for help?"

"I'm managing 5 different projects right now and feel like I can't leave my desk at all, even to go to the bathroom."

"So you're saying you haven't been able to take a break at all today?"

"Nope, I'm just under so much pressure to get this back to the client."

"That sounds so stressful and exhausting! I've felt the same recently as well with all of my deliverables and it meant I had to miss lunch to get something reviewed. I realised it was taking a toll on me and ended up asking a colleague for help with it – I feel like I have a bit more time & space now as a result. Who do you think you could ask for help?"

"I suppose I could ask Reginald, thanks for hearing me out."

Peer Support at Work

✓ **Reduces stigma** and increases **help-seeking behaviour**

Peer Support at Work

- ✓ **Reduces stigma** and increases **help-seeking behaviour**
- ✓ Employees **better understand** and **support** each other

Peer Support at Work

- ✓ **Reduces stigma** and increases **help-seeking behaviour**
- ✓ Employees **better understand** and **support** each other
- ✓ Team members **feel comfortable** knowing they're **not alone**

Peer Support at Work

- ✓ **Reduces stigma** and increases **help-seeking behaviour**
- ✓ Employees **better understand** and **support** each other
- ✓ Team members **feel comfortable** knowing they're **not alone**
- ✓ **Increases self-worth** across the workforce

Peer Support at Work

- ✓ **Reduces stigma** and increases **help-seeking behaviour**
- ✓ Employees **better understand** and **support** each other
- ✓ Team members **feel comfortable** knowing they're **not alone**
- ✓ **Increases self-worth** across the workforce
- ✓ **Increases resilience** whilst **reducing absenteeism**

linkmate

Accepted. Heard. Connected.

Managing Difficult Thoughts





Your Challenge





Your Challenge



Carve out 5 minutes at the start or end of a
call to ask a meaningful question, actively
listen and practice peer support

Pulse Check



**How would you respond to
someone who is struggling at
work?**

slido

Join at
slido.com
#2108 932



If anything came
up for you...

If anything came up for you...

david@dmt.care

0419 204 254



I'd love to hear from you!





You are an **AMAZING** human!



Thank you and great work!

