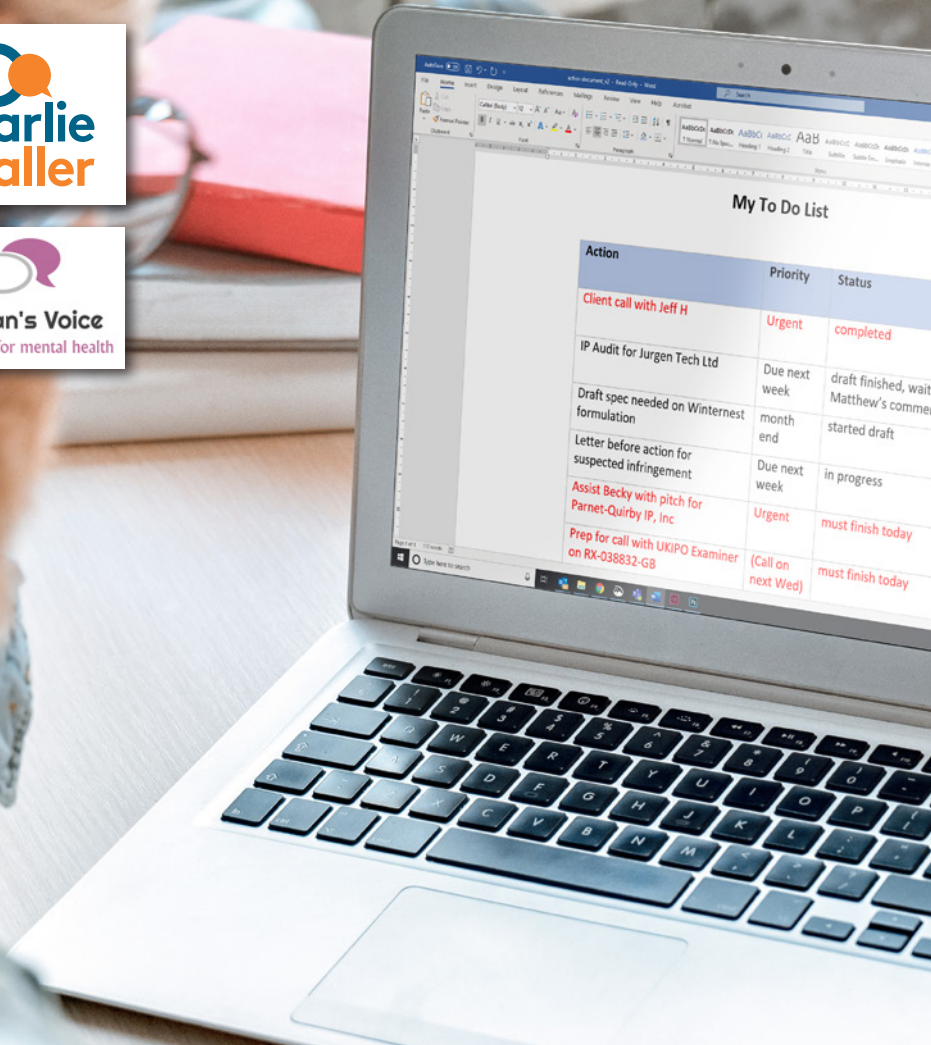




Protecting your mental health and wellbeing:

A guide for patent and trade mark professionals

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Foreword

It would be an odd, and probably rather unfulfilling, profession that did not put its members under a certain amount of pressure. Ours is no exception. Working in patents or trade marks can be incredibly rewarding, but also challenging at times. Stress is probably inevitable.

I am so pleased that Jonathan's Voice has teamed up with the Charlie Waller Memorial Trust to produce this guidance. It is exactly what we need to help us cope with stress and its associated problems, as well as with other threats to our mental wellbeing as we travel through our careers. Very few of us will be lucky enough to last a lifetime without some kind of mental health problem. That's OK; there should be no fear, no stigma, just understanding, support and kindness from our fellow professionals.

I hope this booklet becomes a standard text for everyone in the patent and trade mark professions, not only to help them look after themselves, but also to guide them as they look out for one another. That we can embrace this project sets us out as a truly inclusive profession. IP Inclusive is proud to endorse it.

Andrea Brewster OBE CPA EPA

Lead Executive Officer

IP Inclusive



Introduction

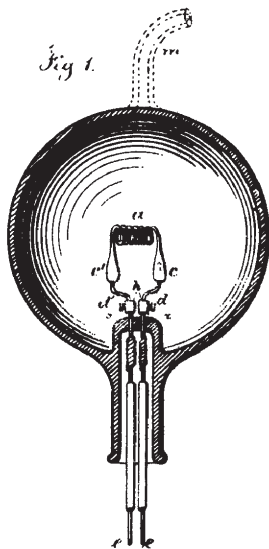
In the 2019 IP Inclusive survey on stress and mental wellbeing in the patent and trade mark professions¹, findings showed that respondents were experiencing high levels of work-related stress and mental health difficulties compounded by a reluctance to let their employers know about it or to take time off. The main causes of stress and anxiety were workload and related problems (eg deadlines) driven by a fear of making mistakes and 'not feeling up to the job.' Over 20% had considered leaving their current job. Although the profession is going in the right direction as there was a slight improvement over the previous year's findings (2018)², there is still clearly a long way to go, especially in changing the culture so that there is more opportunity for open dialogue about mental health. This would lead to a reduction in the associated stigma and the creation of an environment which is more inclusive and supportive of those with mental health difficulties.

This guide has been designed to help patent and trade mark professionals take care of their mental wellbeing, recognise when they (or others) are starting to struggle and look at the first steps to getting help.

T. A. EDISON.
Electric-Lamp.

Patented Jan. 27, 1880.

No. 223,898.



Mental health problems at work

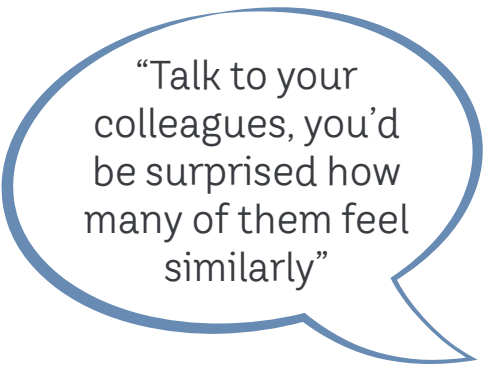
Many people experience stress in the workplace. Stress is not, in itself, a mental health difficulty but prolonged exposure to stressful situations can lead to physical and mental health problems, including burn-out. The most common diagnosable mental health problems are anxiety and depression, which often co-exist and are leading causes of long-term work-related ill health.

Other less common mental health problems include personality disorders, eating disorders and addictions (drug/alcohol/gambling etc). Severe mental health conditions such as bipolar disorder, psychosis and schizophrenia each affect 1% of the population.

How being a patent or trade mark professional might impact on your mental health

While this profession can be highly rewarding, exciting and stimulating, it can also bring huge pressure, which can, at times, feel overwhelming and, if not addressed effectively, has a major impact on your mental health. It is important to remember that evidence shows that around one in six people in the past week will have experienced a common mental health problem³. Patent and trade mark professionals are no less vulnerable than the rest of us. It is better to admit when you are starting to struggle and take appropriate action than to power on and run the risk of becoming really unwell. See page 16 for strategies to help you protect your mental wellbeing.

But remember, it is OK not to be OK and you are not alone in feeling like this.



“Talk to your colleagues, you’d be surprised how many of them feel similarly”

Recognising the signs of stress, burn-out, anxiety and depression

Stress

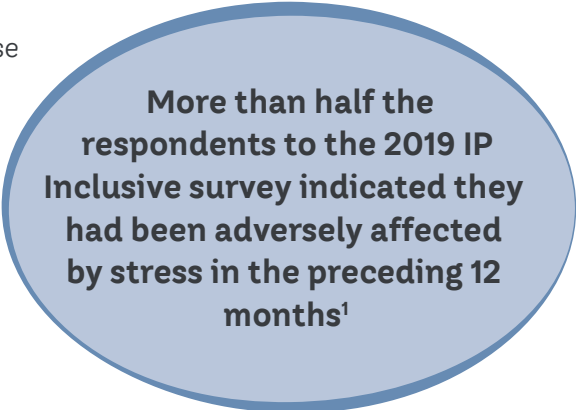
The Health and Safety Executive (HSE) defines stress as ‘the adverse reaction people have to excessive pressures or other types of demand placed on them’. Employees experience stress when they can’t cope with pressures and other issues’.

How might you notice when the impact of work is starting to cause you stress?

The usual reaction to a potential stressor is for the hypothalamus in the brain to set up a chain reaction stimulating the pituitary gland, which in turn triggers the adrenal gland into producing cortisol, adrenaline and noradrenaline. This is a useful mechanism when responding to emergency stressors in the short term, increasing heart rate and blood pressure and mobilising glucose for immediate use. This flight, flight or freeze mode will help us deal with danger or threat in that moment. However, long-term activation can affect normal body function including digestion, sleep, memory and concentration, as well as cause health issues such as increased blood pressure, digestive and skin problems. All this can lead to immune system suppression, anxiety and depression.

It is important to recognise when these stress hormones are impacting on you over a long period. By recognising when this is happening, you can take steps to manage it better.

It is also important to recognise that everyone’s tolerance of stress (ie when demand outweighs your ability to cope) is different. It can also be affected by what else is going on in your life, eg if you have a new baby you may find yourself less able to cope with high stress at work.



More than half the respondents to the 2019 IP Inclusive survey indicated they had been adversely affected by stress in the preceding 12 months¹

Burn-out

The World Health Organisation (WHO) has recently recognised that ‘burn-out is a syndrome conceptualized as resulting from chronic workplace stress that has not been successfully managed’⁵

It is a state of emotional, physical and mental exhaustion that leaves us feeling helpless, disillusioned, overwhelmed, emotionally drained and unable to meet the constant demands. It is exacerbated by not feeling aligned to the values of our workplace. Burn-out reduces productivity and saps our energy, leaving us feeling increasingly helpless, hopeless, cynical and resentful. Eventually, we may feel like we have nothing more to give.

If you are experiencing burn-out, it is really important to reach out and talk to people (but not other negative, burnt-out colleagues). You might need to take a substantial break from work to recharge your batteries, re-evaluate and think about what you want to be doing with your life.

“It’s ok to spend a day of annual leave just chilling”



Anxiety

Anxiety is often a response to a real or perceived threat.

- **Thoughts** eg I'll never get this patent filed, I'll lose the client if my work's not good enough, I'll fail all the exams, it's the end of the world if..., everyone will think I'm useless etc
- **Physical symptoms** eg sweating, trembling, palpitations, dry mouth, churning stomach
- **Feelings** eg dreading the next day, the next meeting, fear, panic
- **Behaviour** eg impatience, easily distracted, restlessness, agitated, sleep difficulties

A certain amount of worry or anxiety, where we may experience some or all of these symptoms, is an appropriate human response to certain situations. Some people are more prone to worry than others. This becomes a disorder when the symptoms are prolonged, are very difficult to contain, spiral out of proportion or get in the way of everyday functioning.

**At least two thirds
of respondents
affected by anxiety¹**





Depression

Depression is often a response to some kind of loss.

- **Thoughts; altered thinking** eg what's the point? I'm not up to the job, I'm worthless/useless, I don't matter, it'll all go wrong anyway, I'm no good
- **Physical symptoms** eg tiredness, loss of appetite, lethargy
- **Feelings** eg guilt, despair, sadness, worthlessness, irritability, anger
- **Behaviour** eg difficulty concentrating, self-medicating (alcohol, drugs, including prescription drugs and painkillers etc), eating problems, sleep problems

A fifth of respondents affected by depression¹

We all have periods of low mood or sadness when we may experience some of these symptoms. Usually, we can recognise where these thoughts and feelings are coming from and they usually pass. When they are long-lasting and persistent or when they keep returning for no particular reasons, that may be a sign that we are experiencing depression. Sometimes depression is hard to spot, especially in men, as it can come out as anger, irritability and/or an increase in risk-taking or self-harming behaviour.

The main causes of stress for patent and trade mark professionals¹ and how to address them

Build-up of work pressure, billing and performance targets, oral advocacy and deadlines

Many of us probably think it's our fault that we're stressed because we can't cope with the high demands of our jobs. But the truth is, many people are suffering from high stress levels because they simply have too much to do and can't see a way to change that.

Here are some tips on how to manage this:

Acknowledge your limits

- Manage expectations about performance or billing targets; think about whether a target is realistic and if not, try to change it to something more reasonable; speak up if you're having trouble meeting it.
- If you have an unrealistically heavy workload, admitting to yourself and appropriate others where possible that you can't do it all is the first step towards getting the situation back under control.
- It might seem impossible to accept that you can't take on any more at this time and say 'no' to extra demands or jobs, even if you really want to do them or are worried about letting people down. Sometimes, however, this is something you just have to do to protect your mental health and the quality of the work you produce.





- Safeguarding your wellbeing and your effectiveness at work by being assertive about what you can and cannot realistically do will get easier with practice. If it is not part of the culture (or your nature) to do this, it might be time to start gently challenging this.

Manage deadlines

- Plan well ahead: as soon as you know about a deadline, schedule in time to report it to the client, seek instructions, and do the necessary research and preparation, so that it doesn't all have to be done at the last minute.
- Work with your clients to manage their expectations and help them recognise when deadlines are unrealistic. If this is not possible, acknowledge the problem and consider what resources you need to help you meet it.
- Focus on one deadline at a time. Try not to worry about all the other forthcoming deadlines. There will always be deadlines. Remind yourself you've always managed to meet them in the end.
- If the deadline applies to a particularly difficult case, talk it through with someone else; this often helps you get your own thoughts together and tackle the task with more confidence.
- Delegate sub-tasks if you can, for instance chasing client instructions as the deadline approaches, or doing some of the research or preparatory work.
- Make sure you have some recovery time after you have gone all out to complete a very tight deadline. Try and treat yourself as well as you treat your car. If you don't put fuel in the tank, you will break down.



If you find yourself working at home for extended periods

- Set firm boundaries for yourself and others around your work and home time. Establish a regular working pattern and stick to it.
- Make sure that you stay in contact with friends and colleagues and respond to the opportunities to connect that your workplace might offer. Effective communication with others is especially important when working from home.
- If you are involved in digital meetings it is important to recognize that this can be more exhausting than meeting face to face and you may need more regular breaks and time away from the screen.

Do one thing at a time

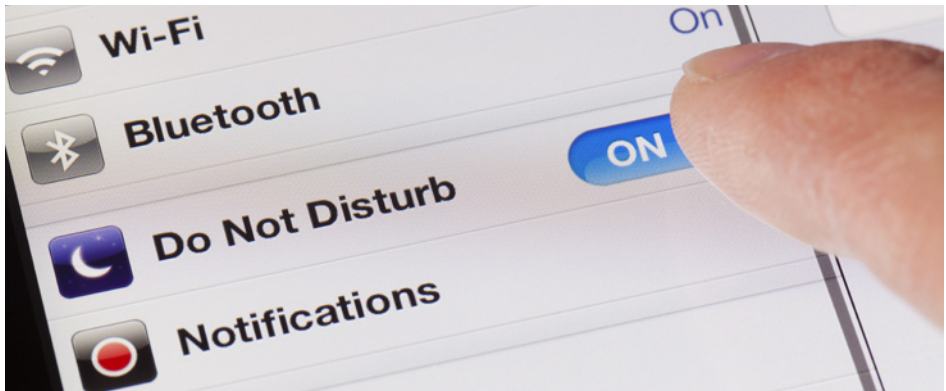
When we have a lot on, it is easy to feel overwhelmed (or go into adrenaline-overdrive) and try to do everything at once. If you have an important piece of work to get done:

- Do it first, when you are fresh. Our brains, as well as our bodies, get tired. If we spend time responding to non-urgent emails and tackling easy, possibly more appealing tasks, our brains are tired before we get down to the work which needs more concentration. Don't check emails. Turn off alerts etc until you have made good headway.

“Try not
to succumb to the
temptation to find more
work to fill quieter periods
– more work will come
along soon”

- Use the Franklin-Covey⁶ method of prioritising. This involves marking each task as one of the following:
 - a: Urgent and important
 - b: Important but not urgent
 - c: Urgent but not important
 - d: Neither urgent nor important
- Try the Pomodoro technique⁷, which breaks tasks down into units of 25 minutes, separated by a short break
- Take breaks away from your computer/desk to refresh yourself. There is a lot of evidence that the more we struggle away at things, the less effective we become⁷. Going for a short walk, doing some stretches or even a few moments day-dreaming can help us be more productive – then return to the task in hand.
- If you feel you would work more effectively at home, can you negotiate this with your manager/supervisor?





Digital pressures and the expectation to be reachable at all times

You may well have clients in several time zones. It is important to consider the impact a 24/7 connected culture can have on our mental health and the importance of having screen-free time at work and at home.

- Turn off pop-up notifications and alerts on your computer/phone and make use of the 'do not disturb' or 'sleep' functions on your phone while you are working on tasks that require concentration. You will be much more productive and less distracted.
- Resist using your phone (social media, checking the news etc) during breaks. A break away from all screens can allow your mind to recharge and you will be more focussed when you return.
- Find ways to protect yourself from the build-up of emails and the need to react or respond instantly to any digital demand (email, text, WhatsApp etc). Using your email signature to signal when you are not available and effective use of tools such as out-of-office can help with this.
- When working with clients in different time zones, put in place boundaries around when you are and are not contactable. For example, do you really need to respond to emails or messages straight away?
- Respect your need for sleep and home time⁹, so arrange meetings that do not encroach too much on this. This is not being unreasonable or unhelpful, it is being sensible in terms of protecting your own wellbeing. You could try putting your work phone out of sight when at home and leaving it there. Remember, you will work much more effectively if you have adequate sleep and down time.

Perfectionism

Striving for excellence is extremely useful, and at times vital, especially in this profession where accuracy is essential. When this turns into persecutory perfectionism, however, it can be very unhelpful. Perfectionism is where you feel that whatever you do is never good enough, where you feel that unless you are perfect (which is impossible), you are useless or unacceptable and where you judge everything you do super-critically, blind to the good bits and only focussing on the (often imagined or unimportant) errors.

Do you recognise any of yourself in this? It's probably been going on for a long time and it is pernicious as it deprives you of ever having a real sense of achievement or feeling good about yourself or what you have done. It also can lead to extreme anxiety and low self-esteem as you are constantly driven by the fear of not being good enough, when the reality is probably that everyone else sees you as absolutely fine and often excellent.

Perfectionism is a hard habit to get out of but it can be done:

- Notice when you are doing it and gently challenge yourself; is this rational or reasonable?
- Be aware of all or nothing thinking; there are lots of grey areas between totally perfect and completely imperfect.



- Focus on the successes, the good bits, the positives in what you do – there will be many more of them! Allow yourself to accept and believe praise if it is offered. Allow yourself to enjoy your achievements.
- Recognise when it is important for something to be faultless (and there will be times when this is the case, although probably fewer than most of us think) and when it is being driven by your inner perfectionism.
- Don't forget about the impact of your perfectionism on other people, especially when you extend your unrealistically high expectations of yourself to other people.
- Notice when you are reluctant to delegate as you feel only you can be trusted to get something done to your impossibly high standards, which ends up giving you extra work – and making those around you feel deskilled.

There is a wealth of material on overcoming unhelpful perfectionism. For more information and tips on how to combat it, see the resource list at the end of this booklet.





Imposter syndrome

Typically, patent and trade mark attorneys are high achievers and have experienced academic success. Imposter syndrome is a psychological pattern in which someone doubts their accomplishments and has a persistent internalized fear of being exposed as a fraud. “What if I get found out and am not as able as everybody thinks I am?” It can affect anyone from any country and any walk of life at any time. One of the key things about it is, because you are so ashamed and afraid of being found out, you never talk about it. This perpetuates it and also keeps it hidden, so we don’t realise how common it is. As with perfectionism, it is important to:

“Everyone has a fear of being found out at some time”

- Recognise the bullying inner voice that is feeding you these beliefs and find one to combat it: aim to be a better, kinder friend to yourself.
- Talk about it: shame keeps a lot of people from talking about their feelings of being a fraud. Finding out that others you admire and respect feel the same can be really liberating.

When asked which negative feelings had affected them at work, respondents mainly identified with two: fear of making mistakes and ‘feeling that you are not up to the job’¹

• Reality check; would you really be in this job/position etc if you weren’t good enough? Separate feelings from fact; just because you feel something doesn’t mean it’s true.

For more information and tips on how to combat it, see the resource list.

Keeping well

Although all these tips may be familiar, it is always worth revisiting them. When we start becoming stressed, anxious or depressed we often neglect to do the things we know are good for us. Attending to these is especially important during times of high pressure.

Maintain a healthy lifestyle

How well are you looking after your mental (and physical) wellbeing?

Thinking about these questions honestly will help you think about whether you are doing enough for your mental (and physical) wellbeing:

- Am I finding it hard to let go of work and relax?
- Do I sleep well?
- Do I spend sufficient time with my friends and family or doing the activities I enjoy?
- Am I eating healthily?
- Am I exercising regularly?
- Am I taking breaks?
- Am I spending time outside and close to nature?

If you have started neglecting these things, think about why. It is useful to recognise what's stopping you. What inner messages are you giving yourself? Do you need to give yourself permission to take breaks? What's stopping you asking for help, delegating tasks or saying no?





Rest, relax and disconnect from work

- Taking regular breaks (during the day, in the evening, at weekends and annual leave) is essential for maintaining our mental wellbeing. It also makes us work more effectively⁹. Working flat out when we are tired can be counter-productive. Breaks are not a luxury.
- Make sure you maintain proper boundaries between your work and home life so you can switch off in the evenings, at weekends and when you are on annual leave.
- Notice when you start neglecting to do this and take steps to address it. Feeling you are too busy to take a break is probably a sure sign that you really need one.
- Challenge **presenteeism** (where you continue to work when you are not well enough physically or mentally) and **leaveism** (where you continue to work whilst on holiday) in yourself and others. If this is part of the culture, work with others to change it. It is not helpful for you or anyone else and paradoxically ends up costing more than taking time off work when you are unwell.¹⁰

Over 80% of non-paralegal respondents had not taken time off to tackle the problems they were experiencing. Workloads, the desire not to let people down, a personal sense of inadequacy and workplace culture were the main reasons cited¹



Sleep

Often sleep is a casualty when we are stressed, anxious or depressed. Lack of sleep can actually increase anxiety and so it becomes a vicious circle¹¹. If you are having trouble sleeping:

- Try to increase exposure to natural sunlight or bright lights during the day and
- Reduce blue light exposure (from electronic devices and screens) in the evening, especially in the hour before you plan to go to sleep
- Avoid looking at screens in bed, even mobile phones, as this will wake your brain up and make it harder to switch off. Put your devices into sleep mode and/or in another room so you are not disturbed by alerts and use an alarm clock rather than your phone.
- Avoid checking the time if you wake up in the night
- Respect your Circadian rhythms; disrupted sleep patterns can severely impact on our physical and mental health. For example, novel solutions to complex problems are enhanced three-fold after a good night's sleep⁵. If your work involves long-haul flights and jet lag, you need to pay particular attention to how you re-set your 'body clock'. We are not designed to disrupt the natural rhythms of night and day, which if ignored can have a profound effect on how we feel and function¹².

Eat well

It can be tempting to use caffeine and alcohol, as well as sugary or 'junk' food, when we are stressed or depressed but caffeine will increase anxiety and alcohol is a depressant. Increasingly, the links between diet and mental health are gathering support from clinical research communities¹³. Just like the heart, stomach and liver, the brain is an organ that is acutely sensitive to what we eat and drink, so it is extra important to eat well and reduce caffeine and alcohol, especially when we are becoming stressed.

Be kind to yourself

Self-compassion (and there is a strong evidence base for its effectiveness¹⁴) encourages us to treat ourselves with kindness and compassion and to be aware of when we are unduly self-critical, hard or punitive. It teaches us to notice when our bullying inner voice kicks in and, through compassionate self-talk, helps us lower the stress arousal and changes in brain chemistry that self-criticism causes. This enables us to deal more effectively with distressing events and feelings.



“Spend more time with people who make you feel good”

Incorporate the Five Ways to Wellbeing into your life

These are an NHS approved set of evidence-based activities which can help support your mental wellbeing¹⁵

- **Connect; maintain contact with others**
- **Be active**
- **Take notice**
- **Keep learning**
- **Give to others**





If you are struggling and you find self-care is not enough

We may be trying our best to look after ourselves, doing all the right things, but we still find we are struggling. If we are experiencing one of the common mental health difficulties such as anxiety or depression, this can lead to altered thinking, different energy and motivation levels, which all make it harder to do what we need to do to keep well or function effectively.

Taking steps sooner rather than later can stop things becoming a bigger problem.

- **Revisit the self-care strategies;** even if you don't feel like doing them, they will help.
- **Talk to someone;** this is really important. Talk to a friend, a colleague, line manager or supervisor, Mental Health First Aider if your organisation has one, counsellor or family member. Give the free **LawCare** helpline a call. **Do not struggle on alone and feel you have to keep it all to yourself.**
- **Get help;** go to see your GP or your local Improving Access to Physiological Therapies (IAPT) service; talk to your line manager, if you have one; use your firm's Employee Assistance Programme, if there is one; see a counsellor; look at on-line self-help resources or call a help-line such as The Samaritans free on 116 123 .

- **Make a Wellness Action Plan¹⁶:**

Write down:

- What helps you stay well?
- What contributes to becoming unwell/early warning signs?
- What support/adjustments do you need from your manager/ employer?
- What actions should be taken/who called in the event you become unwell?

Finally, take your mental wellbeing seriously.

Stay in wellbeing CREDIT:

Commit to developing your own mental wellbeing toolbox

Recognise your needs are as important as your clients' and your colleagues' and/or that you are starting to feel stressed or overwhelmed

Experiment and find the best coping strategies for you at home and at work

Develop skills to maintain your mental wellbeing

Identify where your stressors may be and take action to address these

Talk to someone early on if you need to



If you notice someone else is struggling, what can you do?

Often people do not recognise (or want to recognise or want anyone else to recognise) that they are struggling with their mental health and other people will notice it first. If you see that someone you know – a friend, colleague, family member or employee – is showing the signs of a mental health difficulty, please don't ignore it.

Ways to take care of others

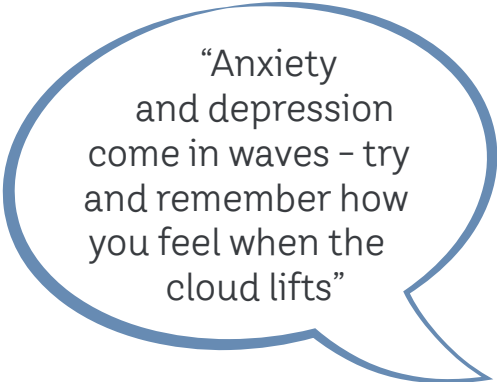
- **Starting the conversation;** don't wait for the perfect time and place. It is often easier to talk about difficult feelings when we are doing something else, like going for a walk or making a drink. This will help the conversation feel less contrived. If someone says they are fine (which is often the case), just ask twice¹⁷. Don't be afraid to say that you have noticed they seem to have been a bit down/not their self etc lately.
- **Offer kindness and understanding;** basic human kindness and concern can go a long way. You don't have to be a mental health expert to ask how someone is doing. If they are not responsive, just keep being there for them, whoever they are – even your manager or supervisor.
- **Be non-judgemental and take their concerns seriously;** this will help someone open up if they are struggling with their mental health, especially in a context where this might be seen as a weakness, or as evidence that they are not up to the job.



- **Encourage them to get help;** if the person is receptive, really encourage them to seek help. If they are not ready for this, you could point them in the direction of self-help resources. If they are starting to rely on you, remember your boundaries and the limits of what you can offer and help point them in the direction of someone more qualified.
- **Maintain contact;** if you know someone is struggling, asking them how they are, including them in activities, and generally keeping in touch, can be very helpful.
- **If someone is reluctant to admit they are struggling or seems to reject your help, don't give up.** Just keep on checking in from time to time, seeing how they are and maybe inviting them out – but don't feel offended if they decline. Being sensitive to what might help, showing that you care and that you are around and available, can be very helpful.
- **Expressions of suicide:** do not feel afraid of asking someone if they are feeling suicidal. If someone expresses feeling suicidal, always take them seriously and let them talk about it. You should then strongly encourage them to seek professional help as soon as possible. If you feel they are in immediate danger, call the emergency services or go with them to A & E.
- **Make sure you attend to your own mental health and model practising good self-care strategies:** this will have the knock-on effect of giving your colleagues who are struggling permission to prioritise their wellbeing.

What to do in a crisis

In a mental health crisis or where you feel someone is in danger of seriously harming or killing themselves, call an ambulance or go to A & E, as you would in any other health crisis.



“Anxiety
and depression
come in waves – try
and remember how
you feel when the
cloud lifts”

Useful resources and further information

(correct as of March 2020)

IP Inclusive

Excellent references and resources specifically created for IP professionals

<https://ipinclusive.org.uk/mental-health-and-wellbeing/>

LawCare

Support and information for all those working in the legal community

www.lawcare.org.uk or call the helpline 0800 279 6888 Monday – Friday
9am–5.30pm

Samaritans

Need to talk to someone urgently?

www.samaritans.org, call for free on 116 123 or email jo@samaritans.org

Charlie Waller Trust

Mental health resources and training

www.charliewaller.org

General mental health information and self-help

www.nhs.uk/conditions/stress-anxiety-depression

www.mind.org.uk

<https://web.nrw.nhs.uk/selfhelp>

www.nhs.uk/oneyou/every-mind-matters

www.cci.health.wa.gov.au/Resources/Overview

Perfectionism

www.charliewaller.org/resources

Imposter syndrome

www.youtube.com/watch?v=whyUPLJZljE

www.impostorsyndrome.com/10-steps-overcome-impostor/

www.youtube.com/watch?v=ZQUxL4Jm1Lo

Burn-out

www.helpguide.org/articles/stress/burnout-prevention-and-recovery.htm

Sleep

www.sundayrest.com/pages/the-impact-of-sleep-on-daily-life

www.ted.com/talks/russell_foster_why_do_we_sleep?language=en#t-1290596

Managing emails

www.lawcare.org.uk/files/law081-uk-email-top-tips-a4-v01.pdf

Self-compassion and mindfulness

www.self-compassion.org/

www.mindfulhealth.co.uk/mindfulness-meditation-audio-with-karunavira/

www.franticworld.com/

Helping others

www.time-to-change.org.uk/about-mental-health/support-someone

Mental health in the workplace:

www.rcpsych.ac.uk/usefulresources/workandmentalhealth/worker.aspx

www.mentalhealth.org.uk/our-work/mental-health-workplace

publichealthmatters.blog.gov.uk/2018/01/30/is-lack-of-sleep-affecting-your-work/

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4. www.hse.gov.uk/stress/what-to-do.htm
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Jonathan's Voice was established in 2017 in memory of Jonathan McCartney who tragically and unexpectedly took his own life in October of that year at the age of 35. Jonathan was a UK and European patent attorney; a career he loved. The aims of Jonathan's Voice are to reduce the stigma associated with mental health and to empower people to speak up and reach out for help when they need it. We work with professionals in the intellectual property sector, and beyond, to raise awareness, provide guidance for individuals and support organizations to develop mental health and wellbeing practices in the workplace. For further information visit

www.jonathansvoice.org.uk

“Speaking out for Mental Health”

Jonathan's Voice thanks all those in the intellectual property community for their considered responses to the initial questionnaire and for subsequent feedback which has been extremely valuable in informing the contents of this booklet.

Registered charity number: 1180424

The Charlie Waller Trust (CWT) was set up in 1997 in memory of Charlie Waller, a young man who took his own life whilst suffering from depression. CWT raises awareness of depression and other mental health problems, fights stigma, provides education and training to schools, universities, workplaces, GPs and nurses, and encourages those who may be depressed to seek help. Visit www.cwmt.org.uk for further information.

Registered charity number: 1109984

