



## SUMMARY NOTE

**iFHP Big Ideas Week Connect | 19 – 23 June 2023**

**“Prioritise people: Unlock the Value of a Thriving Workforce”**

**Chris Tomkins – Head of Wellbeing Propositions  
AXA Health UK**



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This presentation discusses the findings of the latest [AXA Mind Health Study](#). A preliminary thought compares our understanding of mind health today, to that of heart health 50 years ago. The goal is to identify the equivalent of blood pressure and cholesterol for good mind health and develop strategies to promote a healthier state of mind.

The presentation introduces two concepts: mind health and in-flow. Mind health represents a spectrum from struggling to flourishing, and in-flow refers to a mental state of high productivity. Being in-flow and flourishing are closely related, indicating a win-win situation for individuals and their employers.

The AXA Mind Health Study indicates that factors influencing job satisfaction and employee retention include good work-life balance, role fit, and job satisfaction. Good work design, such as providing mental health support, ensuring skill fit, and controlling workload, is essential to achieving job satisfaction.

The study revealed that certain good mind health skills are correlated with flourishing and in-flow. These are self-acceptance, optimism, and a sense of meaning or purpose. It also addresses the specific needs of managers and senior executives, who require additional support due to their unique pressures and responsibilities. Managers in particular are big factors in employee mind health achievement, but score low themselves on the mind health spectrum.

Gender disparities in workplace well-being are also highlighted, focusing on the importance of eliminating unwanted comments related to gender and ensuring equal recognition and value for all employees.

The presentation concludes by emphasizing the benefits of hybrid work models and the significance of fostering connections and reducing

loneliness, particularly among young employees. Finally, it mentions the availability of a forthcoming corporate analysis report with more detailed data and insights.

Overall, the presentation underscores the importance of prioritizing mind health in the workplace and provides actionable strategies for creating a psychologically safe and productive work environment. By addressing mental health proactively, organizations can improve employee well-being, productivity, and retention, leading to long-term success.

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