

PSYCHOLOGICAL ISSUES AT WORK

BIPOLAR DISORDER, DEPRESSION, ANXIETY DISORDERS

For managers and HR professionals facing mental health issues in the workplace

Transform fear and taboo into concrete support and sustainable inclusion

Duration : 4 hours	Modules : 4 modules
Lessons : 16 lessons	Audience : Managers, HR professionals, team leaders
Format : 100% online, asynchronous	Provider : N° 11757351875
Certification : Qualiopi	Price : On request

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Course description

Mental health issues are the first recognized disability in France, yet remain largely taboo in the workplace. This training goes beyond fears and clichés to provide a clear understanding of depression, bipolar disorder, and anxiety disorders in a professional context. You will learn to recognize manifestations without making a diagnosis, to react without overprotecting or discriminating, and to create conditions for sustainable employment retention. Through concrete scenarios and actionable tools, you will build the posture and reflexes needed to support affected employees while maintaining team dynamics.

Module summary

MODULE 1	Understanding Mental Disorders at Work	4 lessons
MODULE 2	Recognizing manifestations	4 lessons
MODULE 3	React and support	4 lessons
MODULE 4	Maintain employment and promote inclusion	4 lessons

Learning objectives

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- Understand what mental disorders really are and overcome fear-based preconceptions
- Recognize signs of depression, bipolar disorder, and anxiety disorders without diagnosing
- Approach employees with respect and implement concrete workplace accommodations
- Manage crisis situations and support sustainable employment retention
- Navigate legal framework, team dynamics, and professional boundaries

General information

Duration	4 hours
Target audience	Managers, HR professionals, team leaders, disability referents
Prerequisites	None
Pricing	Upon request - VAT not applicable (article 261-4-4° of the French Tax Code)
Certification	Qualiopi - Certificate of completion
Training organization	DYNSEO - Activity registration number: 11757351875

MODULE 1**Understanding Mental Disorders at Work**

4 lessons

Lesson 1 - What Mental Disorders Really Are

- Dispelling myths: dangerousness, permanent instability, inability to work
- Understanding reality: frequent, often invisible disorders that can be treated and supported
- Real figures: prevalence, first recognized disability, massive underreporting
- Why fear and ignorance cause more damage than the disorders themselves

Lesson 2 - The weight of taboo and stigma

- Why employees hide their troubles at work
- The cost of permanent masking on energy and performance
- How stigma worsens the situation and delays support
- What your attitude as a manager concretely changes for the person

Lesson 3 - Trouble, crisis, and stability — breaking free from preconceived notions

- The difference between a person in crisis and a stabilized person
- Why the vast majority of affected employees work normally
- The role of treatment, monitoring, and phases in disorder evolution
- What falls within the medical sphere and what falls within your responsibility

Lesson 4 - Situational setups — surpassing one's own representations

- Scenario 1: a colleague reveals a bipolar disorder and you don't know how to react
- Scenario 2: you find yourself avoiding assigning tasks to a vulnerable person
- Scenario 3: a rumor is circulating in the team about a colleague's mental state
- Reflective feedback: what reflexes do you have, and which ones need to be corrected

MODULE 2**Recognizing manifestations**

4 lessons

Lesson 1 - Depression at Work

- Signs that do not resemble sadness: slowing down, withdrawal, loss of momentum
- Fatigue, concentration issues and their impact on work
- Why depression is often confused with demotivation
- How to react to a person whose energy is collapsing

Lesson 2 - Bipolarity at Work

- Understand the alternation of phases and what it implies on a daily basis
- Recognize a high phase and a low phase without dramatizing
- Why periods of stability are the norm and not the exception
- How to support without monitoring or infantilizing

Lesson 3 - Anxiety disorders at work

- Generalized anxiety, panic attacks, social anxiety: what it changes at work
- Professional situations that trigger or worsen anxiety
- Why avoidance and over-control are costly strategies
- How to reduce pressure without reinforcing avoidance

Lesson 4 - Situational setups — observe without diagnosing

- Exercise 1: distinguish a sign of distress from a temporary difficulty
- Exercise 2: recognize what falls under accommodation and what falls under care
- Exercise 3: identify your own limits of observation
- Concrete feedback: your correct observation posture

MODULE 3**React and support**

4 lessons

Lesson 1 - Approach the subject with respect

- How to open a conversation without intrusion or judgment
- What you can say and what you should definitely not say
- Respect the person's confidentiality and pace

- What to do if the person does not want to talk about it

Lesson 2 - Implement concrete arrangements

- Schedule, workload, and environment adjustments: what really helps
- How to build adaptations with the person and not for them
- Coordinate adjustments with the occupational physician
- Avoid the two pitfalls: overprotection and indifference

Lesson 3 - Managing a crisis situation

- Recognize the signs of a situation that requires a quick response
- The first reflexes: secure, listen, guide
- Who to alert and how, without dramatizing or minimizing
- What to do after the crisis to prepare for the return

Lesson 4 - Situational exercises — responding accurately

- Scenario 1: a colleague confides their depression to you during a meeting
- Scenario 2: you need to adjust a position without letting the whole team know
- Scenario 3: a person appears to be in great distress one morning
- Feedback: reassuring and guiding phrases

MODULE 4

Maintain employment and promote inclusion

4 lessons

Lesson 1 - The retention in employment that works

- Why staying in employment is better than replacement
- The systems and actors that can support you
- How to prepare for and support a return after a long absence
- Readjusting the position sustainably without stigmatizing

Lesson 2 - Manage team dynamics

- How to distribute the workload without creating tensions or jealousy
- What to say to the team and what to keep confidential
- Defusing remarks and prejudices within the group
- Making inclusion a team strength rather than a constraint

Lesson 3 - Know the framework and your responsibilities

- What the law says about mental disability and non-discrimination
- Your obligations and protections as a manager
- The role of the disability referent, HR, and occupational health
- Where your role ends and where that of the professionals begins

Lesson 4 - Situational setups — embedding support over time

- Scenario 1: you prepare for the return of an employee after a long psychological leave
- Scenario 2: the team expresses confusion regarding adjustments
- Scenario 3: you build your support roadmap
- Feedback: your clear and sustainable framework for action

Teaching methods

- 100% online learning platform accessible 24/7
- Interactive scenarios and practical exercises
- Concrete tools and ready-to-use frameworks
- Certificate of completion upon finishing the training
- Personalized support available throughout the course