

Measuring mental health literacy in the UK workplace

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What is MHL?

Mental health literacy is being able to stay healthy through the retrieval, comprehension, and use of mental health information. [1]

Accurate measures of mental health literacy are necessary because:

- Higher levels of MHL may be linked to **lower levels of mental illness**. [2]
- MHL data could help to **inform policy-making** aiming to reduce the impact of mental illness and increase positive mental health.

How do we measure MHL?

Numerous measures of MHL have been developed. These are most often in the form of **questionnaires or vignettes**.

Measures of MHL assess three different areas [2]:

1. **Knowledge** (how much we know about mental health)
2. **Stigma** (both toward others and self-stigma)
3. **Help-seeking** (intentions, actions taken, and attitudes toward seeking help)

Why is MHL in the workplace important?

Although work can increase mental well-being by providing purpose, an income, and social opportunities, the workplace has arguably become more psychologically demanding. [8]

The World Health Organization highlight mental health in the workplace as a key area on which policies should be focused. [9]

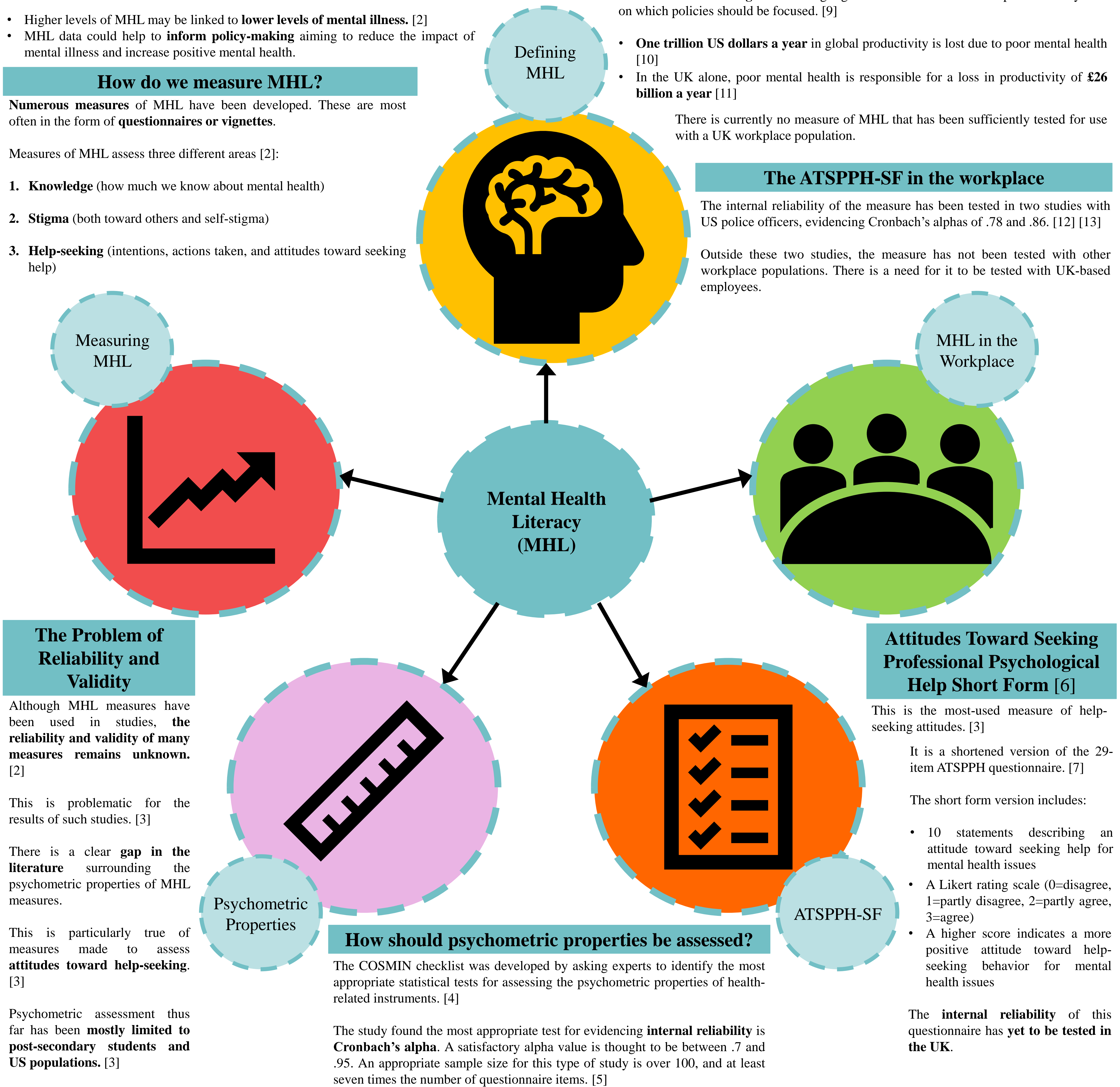
- **One trillion US dollars a year** in global productivity is lost due to poor mental health [10]
- In the UK alone, poor mental health is responsible for a loss in productivity of **£26 billion a year** [11]

There is currently no measure of MHL that has been sufficiently tested for use with a UK workplace population.

The ATSPPH-SF in the workplace

The internal reliability of the measure has been tested in two studies with US police officers, evidencing Cronbach's alphas of .78 and .86. [12] [13]

Outside these two studies, the measure has not been tested with other workplace populations. There is a need for it to be tested with UK-based employees.



The Problem of Reliability and Validity

Although MHL measures have been used in studies, **the reliability and validity of many measures remains unknown**. [2]

This is problematic for the results of such studies. [3]

There is a clear **gap in the literature** surrounding the psychometric properties of MHL measures.

This is particularly true of measures made to assess **attitudes toward help-seeking**. [3]

Psychometric assessment thus far has been **mostly limited to post-secondary students and US populations**. [3]

Defining MHL

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MHL in the Workplace

Attitudes Toward Seeking Professional Psychological Help Short Form [6]

This is the most-used measure of help-seeking attitudes. [3]

It is a shortened version of the 29-item ATSPPH questionnaire. [7]

The short form version includes:

- 10 statements describing an attitude toward seeking help for mental health issues
- A Likert rating scale (0=disagree, 1=partly disagree, 2=partly agree, 3=agree)
- A higher score indicates a more positive attitude toward help-seeking behavior for mental health issues

The **internal reliability** of this questionnaire has **yet to be tested in the UK**.

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What will this study do?

- Add to the scientific evidence on the reliability and validity of MHL measures, specifically the ATSPPH-SF
- Use a sample from a UK workplace, aiming for 100+ participants
- Calculate Cronbach's alpha to assess the internal reliability of the measure