

*The Association For Electronic Music,
Music Managers Forum, Help Musicians UK
and Music Support present*

THE ELECTRONIC MUSIC INDUSTRY GUIDE TO MENTAL HEALTH



LOOKING AFTER YOURSELF AND THOSE YOU WORK WITH

SUPPORTED BY



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MENTAL HEALTH GUIDE

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DISCLAIMER

General

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Nothing in this medical disclaimer will limit any of our liabilities in any way that is not permitted under applicable law, or exclude any of our liabilities that may not be excluded under applicable law.

"In my 40 years of being around this world, I can't think of a single person who has achieved success who hasn't paid a personal price via health, relationships, divorce, broken homes, addiction, depression, and anxiety."

- Pete Tong, BBC Radio 1 personality and dance music tastemaker, Billboard Magazine.



INTRODUCTION

Those working in the electronic music industry have all the challenges of regular work along with some that are very specific. Working in the electronic music industry is often fast-paced and highly pressured. For many working to build their career, their passion for the work outweighs its high demands, which can include unsociable hours, low pay, and financial precarity. Depending on the stage of their career, many others may also encounter a relentless work schedule combined with the isolation that comes from being away from home, friends, and family for extended periods whilst touring on the road.

Among our industry, artist managers have always been at the epicentre of the business of artists. As the administrator, communicator, and negotiator of all the facets that make up an artist business, you have a vast workload and numerous relationships to manage. Today, the role of the artist manager covers much more due to the decrease in artist investment available, as well as the growing complexities of the digital business. As the only people with a 360-degree, 365-day view of what's going on in the artist's life, you are at the forefront of the health and wellbeing of the artist.

Regardless of your role or level within the electronic music industry, mental health issues can affect everyone. One of the key messages contained in this Guide is to signal that it is ok to talk about mental health, to highlight how common it is to experience mental health issues, and also that there is help and support available if times get tough for you.

WELCOME AND FOREWORD BY THE ASSOCIATION FOR ELECTRONIC MUSIC

This edit of the Music Managers Forum (MMF) Mental Health Guide has been updated by the Association For Electronic Music. Whilst it retains the first Guide's focus on Music Managers it expands to provide more general information aimed at everyone who works electronic music industry worldwide.

The original MMF Guide can be found here:

<https://themmaf.net/site/wp-content/uploads/2017/05/Mental-Health-Guide-Online.pdf>

AFEM would like to thank our friends at Music Support, Help Musicians UK, AFEM members Aida Vazin, Tom Middleton, and also, Jennie Morton, Tamsin Embleton, Chandler Shortlidge and all the AFEM 'Protect Mental and Physical Health for Fans and Professionals' working group members plus everyone else who contributed to this Guide. It is thanks to their considerable contributions that this second version of the Guide was made possible.

Most of all AFEM would like to thank our friends at Music Managers Forum for allowing us to produce this updated version of their original 2016 Mental Health Guide. This edition of the Guide builds on the solid foundations of the original with the majority of the original content included or slightly updated. The Guide aims to provide you with insights and advice on where to get help and support if the need arises, plus hints and tips that you can deploy now to enhance your mental health and sense of wellbeing.

We hope that you find it useful.

Claire Wright and Tristan Hunt
Co-Chairs, Protect Mental and Physical Health for Fans and Professionals - working group
Association For Electronic Music (AFEM)



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WELCOME FROM MUSIC MANAGERS FORUM

The MMF wrote in an article last year;

“A good modern music manager protects their client’s emotional, mental and physical state just as passionately as their business interests. It’s a role that can make all the difference for artists who may be struggling with the demands of stardom, along with any other mental health challenges they harbour.”
[The Guardian, 2016]

But in an area such as mental health that is little understood, this comes with some big questions, uncertainties, and, most importantly of all, the challenge of balancing your own wellbeing and mental health too.

We all experience mental health issues just as we do physical health issues - they move up and down on a scale from good to poor for any number of reasons. Experiencing poor mental health is not an issue specific to the music industry. One in four adults in the UK will deal with a mental illness at some point in their lives[1]. However, for the majority of music managers, there is no compassionate leave, no sabbatical, no HR support, and oftentimes, very little peer support. Becoming unwell can be a very scary, isolating experience, but the most important two things to remember are; it is not a weakness and you are not alone.

This guide is here to offer that first step of support for you, as a manager. Firstly, to help you do your job without sacrificing your health, secondly, to give you information on what to do if you or your artists are having difficulties, and finally, to signpost the brilliant organisations and services that exist out there to help and support you, both with emergencies and in the longer term.

Fiona McGugan
General Manager
Music Managers Forum UK



WELCOME FROM MUSIC SUPPORT

Music Support has been operating as a charity since April 2016, and as a registered charity since November 2016.

Music Support exists because of the experiences of our founders and trustees. Our founders are veterans of the music industry and are all in recovery themselves, from various mental health and addiction issues. They all suffered alone with their problems, and saw countless colleagues, friends and heroes lose their careers, families and even their lives to poor mental health and/or addiction. They decided that enough was enough: a personal and confidential support service provider that understood the specific needs and problems of the music industry was necessary.

Our mission at Music Support is to make sure that nobody in the UK music industry is left to suffer alone with mental or emotional health issues or addiction.

We believe that those in our industry who are susceptible to mental, emotional and behavioural health disorders (including but not limited to alcohol and drug addiction), are particularly vulnerable due to the environments, lifestyles and stresses that exist within. Wherever in the industry the individual may be, stigmas surrounding these conditions are still so strong that they can go ignored, unrecognised or untreated until it is too late. We believe that everybody is entitled to confidential, empathetic and non-judgemental support.

Music Support is run by people from the music industry, for people in the music industry. Our mission is to provide the best possible support, assistance and a listening ear to those in need.

We operate a 24/7 telephone helpline offering peer support from volunteers with personal experiences of the music industry and mental health and addiction matters. We do not give advice or offer clinical services. We offer signposting to certified and accredited professionals in the fields of mental health and addiction: therapists, psychiatrists and treatment facilities. All treatment facilities are registered with the Care Quality Commission.

We provide "Safe Hubs" backstage at UK Festivals where individuals can go to escape the mayhem, chat to someone and get relevant support.

We offer information and resources via our website and host educational events for the music industry.

Music Support was born of passion and frustration, and this gives us our relentless energy. If you are holding this booklet, then you are part of that energy. And if that helps just one person, then we've all done our job.

With Love,

Music Support.
www.musicsupport.org

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FOREWORD BY HELP MUSICIANS

For nearly 100 years Help Musicians has been supporting musicians in times of crisis and in times of opportunity. We know through our research that the nature of a musician's life can be precarious, with many complex challenges that can leave them uniquely vulnerable.

In 2016, our team experienced a 22% increase in requests for help from artists across the UK. In response, we commissioned a research project with University of Westminster and MusicTank that found that those working in music were up to three times more likely to experience mental health challenges than the general public. Of the 2,200+ industry professionals who responded, nearly 70% had experienced depression. There was also evidence that money worries, antisocial hours, irregular employment, working away from home and physical health struggles can all take their toll on musicians.

The result of this research is the core of why the charity's dedicated around the clock listening ear service Music Minds Matter exists, to support anyone working in the music industry who is struggling to cope, or knows someone who is. The service can provide emotional support, access to free counselling and CBT, advice and information, signposting to other specialist services, debt and legal advice, as well as access to Help Musicians' grants.

Our Health and Welfare team continue to be on the front line in understanding and addressing the urgent needs of musicians. The team has a person-centred approach to each musician, to understand their complex needs and unique circumstances across career and life-stage.

Help Musicians want a world where musicians thrive and we hope to encourage more people to reach out to access the help and support available to them, visit our website to have a look at the range of services on offer.

We are honoured to support this guide for the electronic music industry in collaboration with our friends at AFEM, the MMF and Music Support.

We know we can do more by working with others and will continue to work together with the industry to share knowledge and insights, promote advocacy on mental health and develop preventative support and tools, with the aim of influencing and improving working conditions for musicians and ultimately affect positive change for musicians and their mental wellbeing.

Helping musicians since 1921.

www.helpmusicians.org.uk

www.musicmindsmatter.org.uk



ANXIETY & DEPRESSION

Two of the most common mental health challenges in the UK are anxiety and depression, often experienced together with 9.7 in 100 people experiencing a mixture of the two[2].

Statistics from a Help Musicians UK-commissioned survey reported that 71.1% of musicians experienced incidences of anxiety and/or panic attacks and 68.5% of respondents experienced one or more episodes of depression during the course of their career. Participants of the study reported that, although they found the creation of music therapeutic, they felt that the pressures of the music industry were detrimental to their psychological well-being.

Many people who are vulnerable to psychological difficulty are drawn to music as a way to express, process and transcend their emotional difficulties. Though the music industry is a community that can offer a place to belong, it can also be unpredictable and competitive. Many managers work alone, without the benefits of workplace human resources, occupational health departments and supportive colleagues. This means that we are working with a population who are more prone to suffer emotional difficulty within an environment that can be highly stressful. Many people suffer alone and in silence. By signposting pathways to care, providing psychoeducation and facilitating conversations about mental health we can support those who need it and begin to tackle the stigma, misinformation, isolation and shame that act as barriers to people getting help.

Depression and anxiety are invisible conditions that can be difficult to detect and identify. A lack of understanding of the impact of these experiences also prevents those around the person suffering from offering appropriate support. Many of those who suffer have a hard time to identify the symptoms in themselves.

The majority of us work in busy, creative roles, which require an incredible amount of personal investment, energy and brain capacity. Anxiety and depression exist among us and alongside us, and they have very real and serious impacts on people. It is vital to the health of those who work in the music industry that employers and colleagues improve their knowledge of mental health.

ANXIETY

Many people experience anxiety at some point in their lives. When symptoms of anxiety are persistent, unmanageable and disproportionate to the trigger, it could be a sign of an anxiety disorder. Anxiety can be an alienating experience and you may be tempted try to hide your symptoms for fear of being judged negatively. With appropriate help you can identify the triggers and manage your symptoms.

There is a link between unhealthy short-term coping mechanisms - such as alcohol and drug use as methods to self-soothe - which paradoxically can increase anxiety in the aftermath of such use.

SIGNS & SYMPTOMS OF ANXIETY

- Tense, nervous, and on-edge
- That the world is speeding up or slowing down
- As though others are constantly watching/staring at you
- A severe sense of dread or constantly worrying
- As though your mind is overrun with thoughts
- Ruminating on negative experiences
- Black and white or all-or-nothing thinking patterns
- Restless and not being able to concentrate
- Light-headedness or dizziness
- Sweating or hot flushes
- Heart palpitations and elevated heart-rate
- Shortness of breath
- Pins and needles or numbness
- Tense muscles and headaches
- Nausea
- Needing the toilet more or less
- Dry mouth
- Difficulty sleeping
- Increasing use of tobacco, alcohol, or other drugs
- Panic attacks (chest pains, nausea, sweating, unable to breathe or rapid, shallow breaths, elevated heart-rate, shaking limbs, coughing, erratic thinking pattern, intense feeling of fear)

DEPRESSION

Occasional feelings of sadness or loss-related grief are common and ordinary human experiences. Depression can be episodic or recurring. If symptoms persist and impact your day-to-day living, you may be suffering from depression and should seek help from your G.P.

SIGNS AND SYMPTOMS OF DEPRESSION

- Feelings of guilt, low self-worth, hopelessness or despair
- Restlessness, agitation, or irritability
- Feeling down, upset, or tearful
- Feeling empty and numb
- Lethargic and tired all the time, with little or no energy
- Isolated and unable to relate to other people
- Persistent aches or pains with no apparent cause
- Avoiding social activities and finding little or no pleasure in things you usually enjoy
- Having difficulty remembering details or making decisions
- Thoughts of active suicide or thoughts of just falling asleep and not waking up
- Speaking and moving very slowly or being restless or agitated at intervals
- Increasing use of tobacco, alcohol, or other drugs
- Overeating or loss of appetite
- Insomnia, early morning "wakefulness", or excessive sleeping
- Chronic pain
- Unexplained medical symptoms

HELPING YOURSELF

If you think you might be suffering from anxiety and/or depression, you don't have to suffer alone and in silence. Help is available through your Doctor or GP, or by using some of the sources of support in the directory of this guide that can offer guidance, support and advice. These include Mind, the NHS (on 111), Talking Therapies, Anxiety UK, the Music Industry Therapist Collective and others, including urgent or emergency contacts.

The National Health Service in the UK has developed a mood self-assessment form for those potentially dealing with stress, anxiety, and depression. Search "NHS Mood Self Assessment Form" or visit your GP.

The British Association for Performing Arts Medicine has a practitioner directory for mental health advisors who specialize in working with musicians: <http://www.bapam.org.uk/practitionerdb/search.php>

Informing those you work with of your difficulties may help to facilitate a greater understanding and reduce feelings of loneliness and isolation. This may seem like a daunting challenge, but it is much better to share your struggles than carry on struggling alone. Those who haven't had personal experience may not understand what suffering from anxiety and depression may mean. They need to understand that:

- Anxiety and depression have very real, physical symptoms that can impact on personal and professional life.
- Anxiety and depression are not signs of weakness or incompetence and can affect anyone at any point in their lives.
- Anxiety and depression are not short-term illnesses and do not have any quick-fix solutions, and can often return over time.
- Anxiety and depression require the individual to take a very balanced approach to work and life.

It may help to send your colleagues some articles or videos around the subject to help them understand, such as:

- DEPRESSION IS NOT A MENTAL ILLNESS BY JAMIE FLAXMAN, HUFFINGTON POST UK
- 18 THINKING PEOPLE WITH ANXIETY WANT YOU TO KNOW, BY DANIELLE QUINN, THE ODYSSEY ONLINE
- I HAD A BLACK DOG, YOUTUBE VIDEO, WORLD HEALTH ORGANISATION
- LIVING WITH A BLACK DOG, YOUTUBE VIDEO, WORLD HEALTH ORGANISATION
- BETWEEN THE BEATS: MOTOR CITY DRUM ENSEMBLE

Recognizing the onset of symptoms and taking a preventative approach is helpful to reduce the amount of discomfort you may feel and to help keep you and your life more balanced:

- Keep in mind that it gets lonely at the top, and can be equally isolating at the bottom as you try to forge your career. At any stage, if you start feeling that it's hard to connect with, or relate to, others, this can sometimes be an early sign of difficulty.
- An important factor to be aware of is loss of pleasure in previously pleasurable activities. This is a core indicator of depression and is worth talking to someone about.
- General and long-term sleep and appetite disturbance. Both anxiety and depression have symptoms of sleep and appetite disturbance. Your body may be trying to communicate a need for rest and attention to your emotional state.
- Thoughts that spiral out of control. Both with anxiety and depression, we tend to lose control over our thoughts, and spiral into deep worry, concern, and dark places. If your thoughts continuously make you feel bad about yourself, this can lead to seeking immediate relief, which may initiate substance use and alcohol consumption. This in turn can have more severe side effects and can lead some towards substance abuse and dependency. It's best to speak to a professional about ruminating thoughts and learn different ways to cope.

If you are experiencing ongoing depression and/or anxiety, it is important that you seek professional support to help you identify and understand the underlying causes. Persistent symptoms require more than self-care alone. Here are some steps you can take to support yourself:

- If you are experiencing a panic attack, it can be difficult to 'think' your way out of it. The way to reduce the intense and frightening sensations is through the body. You can reduce symptoms such as rapid heart-rate and shallow breath by taking yourself out of the situation and practising diaphragmatic breathing (elongating the out breath). You could also try a grounding exercise (see below for breathing videos and grounding exercises). As your symptoms reduce, you can ask yourself: have I felt this feeling before? Is this a 'now' feeling, or have I been triggered? Am I safe or am I in danger? If you feel the threat is present now, take yourself out of the situation and find a place of safety. If it is a 'then' feeling, find yourself a therapist or counsellor who can help you to figure out what is happening for you.
- Be self-compassionate - you are worthy of care. Try to be curious about what's going on inside for you and consider what it is that you need. If you are feeling anxious, ask yourself - 'what is it that I'm frightened of?'
- Remember that feelings can, and do, change.
- Have a daily routine, even if only for a small part of your day like first thing in the morning or last thing at night. Just one thing that you commit to every day, no matter where you are.

- Keep a record and write down your moods on a daily basis. Anxiety and depression can sometimes feel like you're stuck in a box of mirrors with very little perspective on what's going on. Writing things down will help give you the bigger picture.
- Exercise – even just by going for a twenty-minute walk every day is scientifically proven to release good hormones throughout your brain and body. It's best to get in as much sunlight (Vitamin D) as you can, as this has been proven to help in reducing depressive symptoms.
- Eat healthily and regularly – as much fresh fruit and vegetables as you can. Although it is hard to maintain a good diet when traveling and working long hours, you can help yourself by carrying around healthy snacks such as nuts, fruits, boiled eggs, and veggie sticks.
- Cut out alcohol and drug use- alcohol is a depressant and may magnify negative symptoms you're experiencing. People who are depressed or struggling may drink or abuse drugs in order to lift their mood, escape or numb their emotions. The relief this offers is temporary. Depressive symptoms may arise in the immediate aftermath as part of withdrawal symptoms of drug-use and it can also lead to serious, prolonged depressive illness.
- We all need the support of others sometimes. Think about your relationships - which ones are healthy and which are less healthy? Try to surround yourself with people who are sympathetic to your situation, can listen and will support you in addressing any challenging behaviours.
- Choose positive environments in which to place yourself. Think about what you are exposing yourself to and whether it helps your frame of mind.

HELPING SOMEONE ELSE

If you are aware that someone you work closely with is experiencing anxiety and/or depression, whatever your thoughts are on these illnesses, you can follow these tips to help them with their recovery.

- Find a quiet space where you won't be disturbed and can conduct a confidential conversation.
- Soften your tone, lower the volume and consider your body language - is it non-threatening and conducive to someone opening up? If someone is sat down, sit down too.
- Try not to be confrontational or critical. Telling someone to 'snap out of it' or 'cheer up' is unsupportive, invalidating and minimises their difficulties. Be curious as to what's going on for them - don't assume that you know. Instead, approach them with empathy, respect and concern.
- If the person you are speaking to is avoiding eye contact and is making their body seem small (drooped shoulders, a curved posture), they are likely to be experiencing shame, anxiety or guilt. Try not to force eye-contact as it can be experienced as threatening and trigger a negative reaction. Allow them the space that they need.
- Be open-minded, present and patient – they may find it hard to talk about what they're going through, because articulating their feelings is difficult, or because they're worried about stigma or judgment. Let them know it's ok for them to communicate in any way they feel comfortable with.

- Helping someone to put words to their feelings can be cathartic. You've got to "name it to tame it"! Validating their experience will help them feel heard, understood and less alone.
- Remember not to touch someone without their consent. Whilst touch can be soothing for some people, it can also be triggering for others.
- Check in regularly - when someone is struggling with depression or anxiety, they may withdraw or find maintaining relationships difficult. Checking in and asking how they are will let them know they are thought about and that you are interested in their wellbeing.
- Offering advice may not always be helpful or welcome. Sometimes there are no immediate or easy solutions. You don't need to have the answers, just be present, kind and non-judgmental.
- Keep a balance - it might be tempting to take things off their plate and do everything for them for a while, but having anxiety and depression doesn't necessarily mean that someone is incapable of carrying out tasks. Feeling helpless, ineffective, powerless or out of control may be part of the problem. Helping someone identify what they need and what areas they can improve themselves will improve autonomy and empower them as an agent in their own recovery. Everyone needs a different level of support so work together to identify what he or she think they are capable of handling themselves and where they need outside help.
- Support them in getting help if that's needed - you can't force anyone to get help if they don't want it or are not ready for it, but researching the options and giving gentle encouragement shows them that you care and reminds them that help is out there.
- When talking to someone who is suffering with anxiety or depression avoid saying things like "I understand what you are going through" or hijacking the conversation with your own experience. Psychological and emotional difficulties are not one-size-fits-all. Each person is different and comes with a unique constellation of experiences, beliefs and understandings that will be at play. Saying that you understand can be isolating as it's impossible to know how they feel. Instead, just listen and be curious about how things are for them. Simply being a listening ear can be a lifeline.
- Take care of yourself - working with someone who is struggling can be challenging. Containing and/or being exposed to someone else's difficult emotions can impact your own wellbeing. Think about your own support network and needs - what do you need to put in place in order for you to work with this person? How effective are your coping methods? Consider your limitations and what is beyond the scope of your skillset.

FURTHER READING

Mind website, Information Support, Anxiety & Depression, www.mind.org.uk
 Feeling Good, The New Mood Therapy by David D. Burns
 Furiously Happy by Jenny Lawson
 An Unquiet Mind by Kay Redfield Jamieson
 The Happiness Trap by Russ Harris
 Monkey Mind: A Memoir on Anxiety by Daniel Smith
 Hardcore Self Help: F**k Anxiety by Robert Duff
 Anxiety as an Ally by Dan Rykhart

For helplines and other useful resources see the directory at the end of this Guide.

ALCOHOLISM AND SUBSTANCE DEPENDENCY

Drug and alcohol abuse affects people from all walks of life and all socioeconomic statuses. However alcohol and drug use tends to be more acceptable in the music 'work environment' because our offices often include festivals, greenrooms, conferences, clubs, bars, and tour buses. Hours of business are not limited to the 9-5 and much of the deal-making is based on relationships made in social environments. This can increase the pressure or ease of partaking and is simply a part of the business. On the flip-side however, we are one of the most unequipped industries when it comes to awareness, understanding, and support when dealing with abuse or dependency.

It is important to differentiate between alcohol and drug use, abuse, and dependency. Some people can use stimulants regularly and not be affected by them or become addicted to them. Abusers are not necessarily addicted but tend to be heavy users who continue, sometimes irregularly, to use regardless of the results. They can sometimes put themselves in risky situations or harm themselves or others around them. Some abusers of drugs or alcohol may eventually become dependent on them.

Dependency refers to a psychological and/ or physical dependency on alcohol or substances. Individuals who suffer from dependency may build up a tolerance to the substance, and will continue to consume even when problems become evident. Whatever the reason a person starts to use, tolerance and dependency can develop quickly, before the user even realises the pattern of addiction taking hold. When tolerance becomes full-blown dependency, it can be extremely difficult (but not impossible) to stop the pattern of abuse. Dependency on substances is often seen as a solution for mental health challenges, so it is easy to become reliant upon these crutches when they are easily accessible in this industry. It is when the relationship changes from social use, and a means to engage with other people, to a 'need' that something needs to be addressed. If you notice that you or others are increasing their use of substances then it is worth looking at why.

SIGNS & SYMPTOMS

Alcohol/drug abuse

- Loss of control over the amount consumed once you begin
- Repeatedly neglecting work and family responsibilities
- Dangerous behaviours that carry risk of legal, financial or health consequences for yourself or others
- Dramatic changes in habits, priorities, or social networks
- Increase in expressions of anger, aggression, or irritability
- Insomnia or oversleeping
- Depression and lethargy
- Involvement in criminal activities
- Drinking or drug-taking as a way to relax or de-stress

Alcohol/drug dependency

Significant hangovers and increase in time needed to recover from after-effects of alcohol or drug use
Increased amount consumed because of increased tolerance; or, decrease in the effects without substantial increases in the amount consumed
Acknowledgement of side effects of medical complications, yet still not being able or willing to stop using
Repeated unsuccessful efforts to reduce consumption
Withdrawal symptoms when unable to consume
Ruminating over when you will get the opportunity to use again

Withdrawal symptoms (symptoms vary depending on the substance being used)

Tremors, convulsions, or uncontrolled shaking of the hands or body
Profuse sweating, even in cold conditions
Extreme agitation or anxiety
Persistent insomnia
Nausea or vomiting
Seizures
Hallucinations

IMPORTANT: Alcohol withdrawal, once an individual is physically dependent/chemically addicted, can be fatal and should only be attempted with medical guidance/assistance. The most serious form of withdrawal is called delirium tremens, or DTs. People with severe withdrawal symptoms or DTs should always have a drink if they need it while professional help is sought. If in doubt call emergency services or help. 999.

HELPING YOURSELF

When analysing yourself, knowing when too much really is too much can be difficult. If you are facing serious consequences through using drugs and alcohol and still cannot stop, it is probably time to take a small step to find out. Consider how and when you are using alcohol or drugs. What does it give you? What is its role?

If you suspect that you may be addicted to alcohol or drugs, AA (Alcoholics Anonymous) and NA (Narcotics Anonymous) have developed a series of questions you can ask yourself.

It is a huge step to get to this point and the start of what can seem to be a scary journey, so the more support you can build for yourself, the better. Meeting like-minded people who can give you counsel can be key to recovery. If you decide that you do need help, reach out to those closest to you or call a confidential service such as Music Support, Alcoholics Anonymous, or Narcotics Anonymous (contact details are in the directory of this guide). For those who find going to a group meeting too daunting and exposing, there are plenty of qualified professionals that can work with you through the process.

HELPING SOMEONE ELSE

If you suspect that someone close to you is abusing or addicted to drugs or alcohol, knowing when to say something can be difficult and knowing when or how to step in more purposefully can be even harder. If you can identify that your concern has been ongoing for more than a few months, and can see the individual is damaging their health or reputation, hurting innocent bystanders, or hurting you, it is time to take the first step.

But first you need to be prepared...

1) Be aware...you cannot save them

As tough or painful as it may be, or however much you think you can, you will not save, reason with, or change an addicted individual, and often the most appropriate actions to take are counterintuitive.

2) Get equipped

Addiction has a contagious nature in that it spreads the symptoms being experienced by the addict, such as; anger, frustration, disappointment, doubt, denial, codependency, and dishonesty. Empower yourself by being prepared to deal with these emotions without mirroring them. Do as much research as you can and speak to support groups that specialise in both drug and alcohol abuse and addiction. It is also vital that you seek support for yourself.

3) Finance and enabling

By bailing an addicted individual out of problem scenarios, tricky situations, or lending them money, you are "padding" the consequences of their actions and therefore enabling them to continue. This essentially prevents the individual from experiencing the genuine effects of the problem. If you are a manager dealing with an artist, this can be particularly difficult as it is seen to be part of your job to get the artist out of any "fixes". You need to decipher which issues are directly caused by the alcohol or drug use. You cannot legally withhold income that is due to the artist without their consent.

4) Talk and Listen (but don't accept "promises")

Use a private, quiet setting to open the conversation and be as genuine and open as possible, remaining calm, even if he/she does not. Keep the focus of the conversation on yourself - your worries and concerns, how you feel, share your own issues and how you deal with them - and do not use accusatory, negative or blaming language. It is important that you do not "preach" to an addicted individual - they know right from wrong, and if this were enough, they would have stopped a long time ago. Avoid telling them what they should and shouldn't do. If the conversation is unsuccessful, the individual may revert to denial or promise to do better - do not accept this as fact and continue to keep an eye on them.

5) Share your concerns

One of the most critical components, and often most difficult, is to gather those around the addicted individual under a common ideal - to stop enabling. Try to have an open discussion with the family and friends of the individual. Make sure to bring back-up knowledge (i.e. bring literature, or an expert). Be prepared that some may see this as unnecessary meddling in someone else's affairs, but also be assured that it is not - it is a necessary step.

6) Offer support (from a distance)

It is important to keep a healthy distance from an active drug or alcohol addict to prevent any emotional enablement you may be giving them subconsciously. But you can offer them the right type of support by, for example, letting them know you are available whenever they want to have a conversation about the subject or by inviting them to attend a sobriety meeting with you such as Alcoholics Anonymous or Narcotics Anonymous.

7) Take care of yourself

Dealing with somebody who abuses or is addicted to alcohol or drugs can be mentally exhausting. Take time for yourself and make sure you are talking to someone about your own needs not those of the individual. Do not blame yourself at any point for the actions of the individual, and try to resist feeling frustrated or helpless if things are not moving forward. Patience is key.[4]

FURTHER READING

NHS Live Well - Addiction Home and Alcohol Support www.nhs.uk

Beating Addictions www.beatingaddictions.co.uk

Mind, Information Support, Drugs and Alcohol, www.mind.org.uk

Is Addiction Really A Disease? Dr Kevin McCauley's lecture on YouTube

In the Realm of Hungry Ghosts by Dr Gabor Mate

Aida do you have any suggestions on trusted US publications ?



WORK BALANCE & BOUNDARIES

Being an artist manager can be hugely rewarding, otherwise, why would you do it, except for those tremendous highs of doing the deal or selling out the show? It also comes with some unique scenarios, often common to the role and experienced by the majority of managers at some point in their career. The tremendous highs can be countered with monumental lows, overworking, and fatigue. High stress, imposter syndrome, and codependency are all lesser discussed mental health concerns in managers. It is important to be aware of these in yourself, first and foremost.

It is important to differentiate between the person and the job role (i.e. you are not your job). Having boundaries around your working hours and availability, recognising your limits whilst also cultivating a healthy support network / friendships and activities outside of music industry are all equally valuable.

STRESS MANAGEMENT

Artist management can be a highly stressful endeavour with many external pressures, such as financial insecurity and the responsibility of managing others' careers. Whilst pressure can sometimes be motivating, increasing productivity and pushing an individual to meet deadlines and overcome challenges, when demands exceed capacity, tension builds and becomes stressful. Stress does not discriminate; no one is immune. The factors that trigger stress are known as stressors and vary from person to person.

Stress can be episodic, relating to a specific situation or sustained over a period of time. It is both a physical and a psychological experience. It is read by the body as a threat, stimulating a "fight-or-flight" response by the sympathetic branch of the autonomic nervous system (ANS), gearing the body up to either fight off the perceived threat or to flee to a place of safety. The ANS regulates the activity of the internal organs altering blood pressure, heart-rate, breathing, digestion and stimulating the production of stress hormones such as cortisol and adrenalin.

Stress is a physical as well as a psychological experience. Your body may be experiencing stress, even if you are not consciously aware of feeling stressed. Chronic stress can cause weight gain, long-term health problems such as heart disease, diabetes, high blood pressure and increases the risk of mental health difficulties such as anxiety disorders and depression. Recognising that you are experiencing stress, identifying triggers, reducing external pressures, taking regular breaks, building and using a support network, building emotional resilience, increasing self-care and improving your coping mechanisms, are just some of the ways to maintain a healthy, working mindset and to tackle the symptoms of stress.

SIGNS & SYMPTOMS OF STRESS

- Becoming irritable, impatient or angry
- Feeling overburdened or claustrophobic
- Having a lot of nervous energy, racing thoughts, being restless, or being unable to concentrate or to switch off
- Blurred eyesight or sore eyes
- Biting your nails or picking at your skin
- Headaches, chest pains, acute indigestion, or heartburn
- Digestion difficulties such as constipation and diarrhoea and stomach pains
- Grinding your teeth or clenching your jaw
- Feeling sick, dizzy, or fainting
- Difficulty sleeping, having nightmares or oversleeping
- Feeling uninterested in life or unable to enjoy yourself
- Losing interest in sex or being unable to enjoy sex
- Shallow breathing or hyperventilating, panic attacks
- Avoiding difficult situations or feeling unable to make decisions
- Smoking or drinking alcohol more than usual
- Skin conditions and outbreaks
- Strong pressure on self to perform, do better, or do more
- Feeling that there is too much to do, and too little time to do it in
- Overeating or undereating
- Social withdrawal
- Memory and concentration difficulties

BURNOUT

Burnout is the result of excessive, prolonged chronic stress in which a person feels:
Physically and emotionally exhausted
Cynical and detached
Ineffective and a lack of accomplishment

It is a recognised physiological and neurological condition which occurs when workload far outweighs rewards, recognition and relaxation. It disrupts creativity, impairs social functioning, reduces the ability to problem solve, impacts immunity and impairs concentration and memory. Burnout is the brain and body slamming on the breaks, saying “no” and forcing you to stop so that it can process the stress it has been under and repair. Burnout takes time to recover from and means that you need to make some lasting changes to your way of working and lifestyle.

SIGNS AND SYMPTOMS

Stress symptoms as listed above plus,

- Chronic fatigue
- Insomnia or ongoing sleep disturbance
- Reduced immunity - frequent illness
- Lack of productivity, poor performance
- Apathy and hopelessness
- Isolation and detachment
- Pessimism
- Physical depletion (very low energy, unexplained aches and pains).

HELPING YOURSELF

The music industry is unique in that it can provide a one-stop-shop for your work environment, social life, community, entertainment and your identity. It can involve over-identification with your job role, poor boundaries and an imbalance between work and personal life. Problems occur when your self-worth is tied solely to your job role. Keep in mind that you are much more than your job.

Burnout means that you need to make some changes to how you work and support yourself. Ask yourself: What can you put in place to ensure that this doesn't happen again? Do you take on too much and struggle to say no? What is the impact of saying not saying 'no'? What is the belief or fear behind not saying no?

Think about the areas of your life that have been neglected or forgotten about. Consider the sections of the 'Wellness Wheel'. How can you bring in more balance and invest in your physical, intellectual, occupational, financial, social/relational, emotional and spiritual well-being?



Music managers spend a lot of time facilitating other people's creative process but often neglect their own. Creativity can be fun as well as cathartic. What sort of creativity do you enjoy?

- Consider keeping a 'stress diary' to correlate the way your feeling with your activities
- Identify the sources of your stress and think about what you can do to reduce the pressure
- Recognise your limits! You are human, you have limits. Work out where yours are.
- Tune in to your body and learn to read the signals it sends you. Ask yourself: what does my body need right now? Where and how does it hold stress?
- Organise your time - analyse your responsibilities, schedule, and daily tasks, and drop tasks that are neither urgent nor important.
- If you work within a team, learn to delegate - share the load. If this is difficult for you, think about what the obstacles might be?
- Improve (or build) your support network. Stress can be compounded by solo working and isolation. Mentors, therapists, coaches, friends and family can all be part of a support network
- Take regular breaks during the day so you can recentre and destress.
- Book holidays and keep that personal time sacred. Use this time as an opportunity to explore outside of music industry events.
- Replace unhealthy coping mechanisms with healthy ones - relaxants such as smoking, drinking, and prescription drugs could actually be adding to the stress you're experiencing.
- Take control of your environment - if things like heavy traffic or busy streets make you feel uncomfortable, avoid them, even if it means taking a longer route.
- Be active, sleep more, eat well - three hugely important lifestyle choices that are well worth striving to stick to.
- Be mindful of the emotional environment when you are eating: stress switches off the digestive processes which can lead to digestive discomfort.
- Whilst recovering, reconnect with your passions and your own creativity.
- Consider developing a meditation or mindfulness practice.
- Remember that no single method works for everyone so experiment with different strategies that will contribute to your overall physical and emotional wellbeing.

Becoming more emotionally resilient to external pressures can also help you to improve your ability to adapt and bounce back when difficulties arise[5]:

- Learn to say "no" - know your limits and stick to them. When others make unreasonable demands on you or your time, be prepared to tell them how you feel - or alternatively, request a reprioritization of demands.
- Think bigger picture - gain perspective on the problem at hand by asking how much it will matter in a week, a month, or a year. Ask yourself "who is really putting this pressure on me? Is it myself?"
- Don't try to control the uncontrollable - such as the behaviour of other people, concentrate on being more responsive to others, rather than reactive.
- Look at the upside - when facing major challenges, see them as personal growth, stepping stones, and lessons learned instead of obstacles.
- Learn to forgive - when something has been achieved, treating yourself, even in a small way, is important. Similarly, if you make a mistake or don't achieve what you were aiming for, it's essential not to cling on to these and move on. Reframe mistakes as learning opportunities.
- Resolve conflicts - find ways to move forward, reduce contact with or even eliminate those relationships that might be causing you stress.

FURTHER READING

How to Approach Mental Health as a Band or Artist Manager, Ellie Giles, [Noisey.vice.com](https://www.vice.com/en/article/2018/05/11/how-to-approach-mental-health-as-a-band-or-artist-manager/)
Hardwiring Happiness: The New Brain Science of Contentment, Calm and Confidence by Rick Hanson
Why Zebras Don't Get Ulcers: An updated guide to stress, stress-related diseases and coping by Robert Sapolsky
Full Catastrophe Living by John Kabat-Zinn
A Mindfulness based Stress Reduction Workbook by Bob Stahl
The 10 Best Ever Anxiety Management Techniques by Margaret Wehrenberg
The Obstacle Is The Way by Ryan Holiday

IMPOSTOR SYNDROME

Impostor syndrome is often experienced through fear, stress, self-doubt, and feeling uncomfortable with one's achievements. Impostor syndrome can impact your professional career by preventing you from making decisions that will positively enhance it. This is because, ironically, getting better at your job won't address it. Achieving promotions, accolades, or other types of success gives more cause to feel like a fake. Enhancing your knowledge will often expose more and more of what you don't know.

It is important to note that Impostor Syndrome is not a recognised disorder but is rather a description of a psychological phenomenon in which someone feels inadequate or incompetent. It is often related to perfectionism (i.e. unrealistically high goals), social anxiety and low self-esteem.

Impostor syndrome affects those that feel that what they are doing or offering is not enough or is inadequate (perhaps even undeserved). It's understandable that high achievers tend to be the most vulnerable to impostor syndrome: their need to perfect their art/performance is what takes them to the top, but can compromise their ability to see their work as valid and meaningful. This can lead to an inability to trust that they know what they are doing.

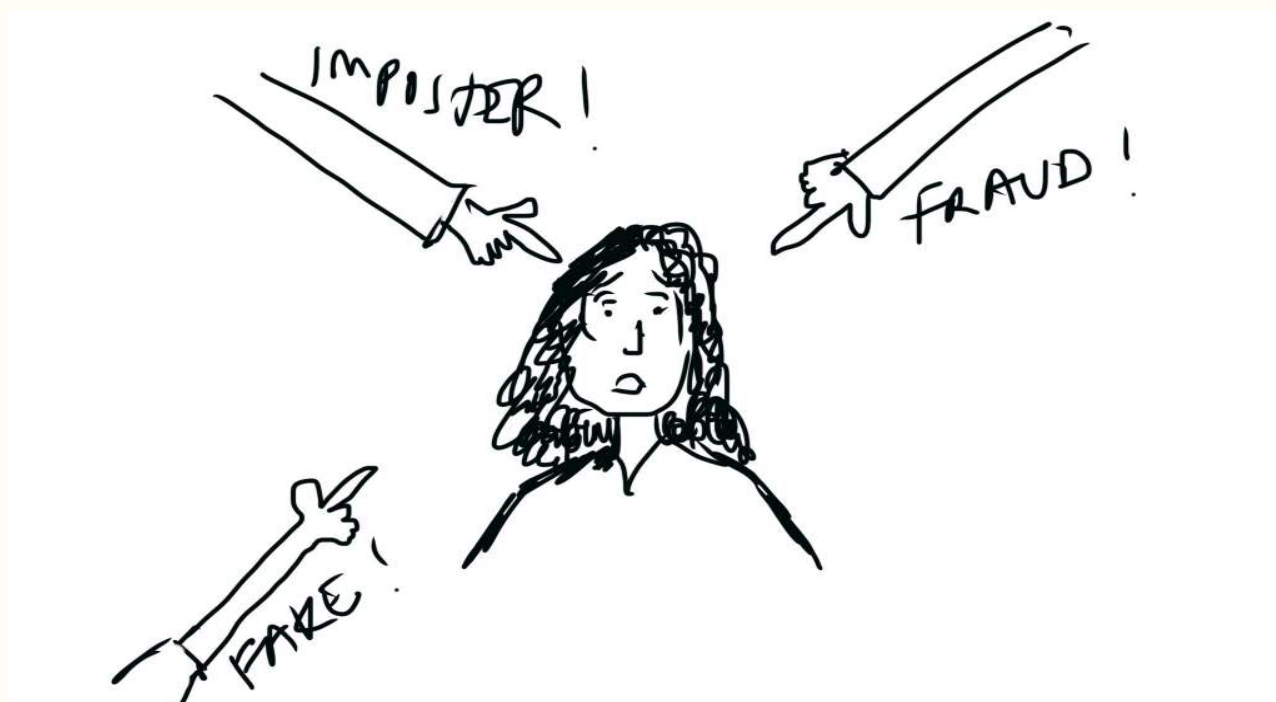
There are online tests that you can use as a guidance to finding out where you sit on the impostor scale. However, scientists estimate that over 70% of working professionals are likely to experience at least one occasion where they feel like an impostor.

The feeling that you are a fraud, and that at any point you may be exposed, is not something widely discussed in any industry. Again, many high achievers feel this way. However, admitting that there is an internal feeling of fraud may cause the achiever to feel a sense of threat to their career, status, or reputation. This could be because people don't like to admit that that's the way they feel, or it might be because impostor syndrome is, by its very nature, so difficult to diagnose.

We live in a strange world where you often have to sell yourself aggressively while trying to remain "authentic" - you might feel that you have to be perfect and make all the right decisions the first time around. This means that you're more likely to feel fraudulent when you cannot live up to these impossible standards. You probably also feel unsatisfied even with a job well done - like you don't deserve the recognition for it, or were just "in the right place at the right time". Success does not mean happiness.

Impostors often experience fear, stress, self-doubt, and feel uncomfortable with their achievements. Impostor syndrome can impact on your professional career by preventing you from making decisions that will positively enhance it. This is because, ironically, getting better at your job won't fix it. Achieving promotions, accolades, or other types of success gives more cause to feel like a fake. Enhancing your knowledge will expose more and more of what you don't know.

There are online tests that you can use as a guidance to finding out where you sit on the impostor scale. However, scientists estimate that over 70% of working professionals are likely to experience at least one occasion where they feel like an impostor.



HELPING YOURSELF

1. Accept that you have had some role in your successes

Feelings of fraudulence arrive when you cannot internalise your successes; you were given an opportunity that others weren't and so nothing you achieved after that opportunity was actually deserved. However, there are plenty of people who are given opportunities but who don't use them wisely. Opportunities come to those who expose themselves to them and it's up to you to take advantage when they arise. Opportunities become realized for those who have prepared in advance and accordingly. Acknowledge the role you have played in your own success by focusing on all the work and preparation you undertook before the opportunity arose.

2. Focus on providing value

If you walk around feeling like you don't belong, or someone else should be doing your job, this often means that you can't be there for those who need you. You are being over-concerned with yourself and worrying too much about what people will think. Genuinely trying to help someone will help these symptoms to disappear. When focusing on the value you may add, you shift the focus from you to the actual service. This reduces a lot of pressure and makes the flow of value come easier.

3. Keep track of positive good feedback and write

Keep a record of whenever someone has given you positive feedback, however small. Write it down, record it on your mobile device, or log it somewhere that you can go back to. Go even further and keep a daily record of what you've been doing that day and how you feel. This will keep you in touch with what's going on inside your head. One of the best ways to reduce the mental frustration is to transfer the thoughts from your head to paper. Then, when written down, you have the opportunity to review and revise your thoughts. You can also acknowledge and focus on the positive feedback.

4. Stop comparing yourself

You aren't here to live the life of another person, at best you can add value to another person through your talents. Living for others is one of the most painful forms of living, and is impossible to accomplish. Give yourself a dose of comforting reality - you can only live your own life in the way that you know how. With that said, you're here to do whatever you like. Turn off social media, stop reading biographies of other successful people and respect your own experiences.

5. Expose yourself

When you hold back, you are potentially robbing the conversation/meeting/world of something. Everyone has doubts and the best gift you can give is to move forward regardless of those doubts. This, in turn, gives others permission to move forward despite theirs. Remember that being wrong doesn't make you a fake. Exposing yourself may show you areas that you have developed, as well as where you have room to develop further. Self-exposure may be the best way to know which route to take forward in your career.

6. Say what you can

If you are put in the position of "expert" on something, people often expect that you should know everything on a topic - however, we can't know everything about anything. If there is potential to actually be a fraud - i.e. make up something - resist! People respect you more if you admit when you don't know something. Providing the amount of knowledge that you do have on a topic (even if minimal) may still be new information to someone listening. Keep in mind that minimal knowledge on a topic may still be valuable. And remember it is ok to say "I don't know".

7. Take action

Impostor syndrome thrives in abstraction. Taking action helps prove that you are not a fraud and tests your mettle in the real world. Let your feedback be your tangible gauge and guide, rather than the perceived and unknown standing you have created in your head. Reassessing or resetting realistic goals, accepting learning and growth as an ongoing process are also helpful means by which to quench the feelings of imposter syndrome that can arise.

FURTHER READING

Impostor Syndrome: How To Replace Self Doubt with Self Confidence and Train your Brain for Success by John Graden

You can beat Imposter Syndrome by Kirani James

The Secret Thoughts of Successful Women by Valerie Young

The Impostor Syndrome by Harold Hillman

CODEPENDENCY

The manager-artist relationship is unique in its often all-consuming and personal capacity. As well as looking after the artists' financial interests and business strategy, managers also play the multiple roles of advisor, confidante, counsel, assistant, and mentor. This brings complexities to the relationship that, if not checked, can spill into unhealthy territory.

Codependency is just one example common to artist-manager relationship issues. This usually occurs when boundaries are not drawn or communication breaks down. Symptoms of codependency can get worse if they go untreated. However, they are also reversible. You do not need to display all of them to qualify as codependent.

SIGNS & SYMPTOMS

- Shame and low self-esteem – not feeling that you are good enough or comparing yourself to others, often coupled with feelings of guilt and perfectionism.
- People pleasing – when saying “no” causes feelings of anxiety, you can often feel like you don’t have a choice and go out of your way by sacrificing your own needs to accommodate others.
- Poor boundaries – as much as this applies to physical things, such as money and belongings, it also applies to feelings, thoughts, and needs. Feeling too responsible for the way others are feeling and taking the blame, or blaming them for your problems, are symptomatic of codependence.
- Reactivity – a consequence of the above is reacting heavily to others’ thoughts and feelings, absorbing their words because there is no boundary. You either believe what they’re saying or become defensive. With boundaries, you would accept it as their opinion and not a reflection of you, and would therefore not be threatened by disagreements.
- Caretaking – if someone else has a problem, you feel the need to fix it to the point of guilt, and offer up advice even when it’s not asked for. You may even feel rejected if your advice isn’t followed; your self-worth is dependent on being needed.
- Dysfunctional communication – often based on the need to control others and so communication becomes manipulative. It can also be difficult to be truthful for fear of upsetting someone else, so communication becomes dishonest and confusing.
- Obsessions – a tendency to spend a lot of time thinking about other people and relationships, analysing what others might be thinking and why. Also obsessions over “mistakes” you might have made or thought you made. This causes dependency on others as well as anxieties over being rejected.
- Dependency – the need for others to like you for you to feel ok about yourself. The fear of being rejected or alone, even though you can function on your own. This can extend to the need to be in a romantic relationship, even if the relationship is painful or abusive.
- Denial – this can prevent codependents from seeking help as they may not be willing to face the problem, often blaming others or the situation.

HELPING YOURSELF

Treatment for codependency is fairly in-depth and can include a mixture of education, individual therapy, and group therapy. Learning as much as you can about codependency will enable you to better control its effects - the more you and the artist you work with understand it, the better your relationship will be. Therapists can help you to learn your own negative reactions and become aware of patterns in your behaviour. There are also twelve step programs available such as CoDa (Codependents Anonymous) who provide peer support and exchange learning.

Exploring your past as well as visualising your future are both key elements for recovering from codependency as the causes can be rooted in childhood. Reaching a state of independence and a place where your happiness is not reliant on another individual requires setting goals. Use the directory of this guide to contact key organisations who can advise on the best course of action for a working, codependent relationship.

FURTHER READING

Facing Codependence by Pia Mellody

The Intimate Factor by Pia Mellody

You're Not Crazy, You're Codependent by Jeanette Menter

Codependent No More by Cody Beatty

A NOTE FROM MIND ON HEALTHY WORKPLACES

Organisations depend on having a healthy and productive workforce and we know that when employees feel their work is meaningful and they are valued and supported, they tend to have higher wellbeing levels, be more committed to the organisation's goals, and perform better.

In order to create a mentally healthy workplace, Mind recommends that employers put in place a comprehensive strategy to help people stay well at work, to tackle the root causes of work-related mental health problems, and to support people who are experiencing a mental health problem in the workplace.

Many of the measures we recommend are small and inexpensive. Regular catch-ups with employees managers, flexible working hours, promoting work/life balance, and encouraging peer support can make a huge difference to all employees, whether or not they have a mental health problem. But above all, creating a culture where staff feel able to talk openly about mental health at work is the most important part.

Mind has produced a number of resources on mental health in the workplace, which are freely available at www.mind.org.uk:

Introduction to mentally healthy workplaces

How to take stock of mental health in your workplace

How to promote wellbeing and tackle the causes of work-related mental health problems

How to support staff who are experiencing mental health problems

Guide to Wellness Action Plan

THE IMPORTANCE OF SLEEP

Maintaining a regular sleep pattern when working irregular hours or across different time zones can be immensely challenging. As simple as it may sound, getting a good night's sleep is a fundamental foundation to good mental health. The following tips will help maximise your sleep for optimum wellness and performance:

- Establish a regular routine - aim for at least 7.5 hours = 5 complete circadian sleep cycles.
- When you can, try to come back to a regular routine.
- Think about implementing a sleep ritual, something you do each time you are going to sleep, which can remind your body that it's time to slow down and prepare for sleep.
- Expose yourself to daylight for 15 minutes as soon as you can after waking up. This is critical for calibrating your circadian clock.
- Identify your genetic chronotype is to know what routine you're predisposed towards - the simple version : AMer or PMer (Nick Littlehales), or more detailed : Wolf, Bear, Lion or Dolphin (Dr Breus).
- Stand up/move/exercise during daylight hours. We weren't designed to be sedentary.
- Switch off gadgets an hour before bed and keep them out of the bedroom - we are 'always on' so make time to switch off.
- Try to keep the bedroom free from screens and unnecessary technology. Avoid having a visible clock which can induce anxiety.
- Screens should be put away 2 hours before bed as the blue light interferes with the body's ability to produce the sleep-inducing hormone melatonin.
- Eat light at night, remember spicy food can stimulate and make sleep lighter, avoid caffeine after 2pm.
- Keep very well hydrated - to lubricate airways, reduce snoring and sleep apnea. We lose 1.5 litres of water per day.
- Try relaxing breathwork such as 4 x 4 box breathing or 4-7-8
- Try 'legs up the wall' Viparita Karani yoga pose to redirect lymph and blood flow and aid relaxation.
- If you are in a period of stress and your body is holding tension, stretch it out before bed time. There are many short bedtime yoga routines (such as from Tara Stiles) on youtube, which can help the body to relax.
- Cognitive Behavioural Therapy - actually write down and 'remove' unwanted negative thoughts from your head and throw away, then write down your to-do list, finally focus on a couple of things you're grateful for and smile.
- Practice meditation.
- Listen to relaxing music.
- Warm not hot bath. When you exit the rapid drop in core body temperature increases sleep onset.
- Block unwanted noise with masking soundscapes.
- Custom fitted medical grade silicon ear plugs that reduce unwanted noise by 36dB (you can still hear a baby crying or wake up alarm). Eg [ACS Sleep Sound](#)
- A good quality sleep mask.
- Aromatherapy balms, candles, pillow sprays etc.
- An oxygen emitting house plant.
- A pink salt crystal bedside lamp and red LED strips and bulbs at night time to prevent melatonin secretion being disrupted by blue/white/yellow light. Put a redlight in the bathroom.
- Try to 'sleep Paleo' = keep the bedroom like a cool dark cave, sleep onset is improved in cooler rooms around 16' - 19'.

- Invest in your bedroom sleep sanctuary. Consider a quality mattress, try different pillows.
- Blackout blinds and curtains can help.
- Supplements and herbs that may help : Magnesium, 5HTP + Gaba, L-theanine, valerian, passionflower, lavender, chamomile.
- Melatonin can be supplemented effectively but not for prolonged durations and consult your GP first.
- Apps like [Pzizz](#) can also be very helpful.



UK DIRECTORY

Addiction

A UK based drug and alcohol treatment charity T: 020 7251 5860

E: info@addaction.org.uk W: www.addaction.org.uk

Alcoholics Anonymous

If you think you might have a drinking problem T: helpline: 0800 9177 650 or general queries: 01904 644026

E: help@aamail.org

W: www.alcoholics-anonymous.org.uk

AL-Anon

Provides support to anyone whose life is, or has been, affected by someone else's drinking, regardless of whether that person is still drinking or not.

T: helpline: 020 7403 0888 W: www.al-anonuk.org.uk

Anxiety UK

A user led organisation that supports anyone with anxiety, phobias, panic attacks or other anxiety related disorders.

T: 08444 775 774 or 0161 227 9898

E: info@anxietyuk.org.uk W: www.anxietyuk.org.uk

The British Association for Performing Arts Medicine (BAPAM) - has a practitioner directory for mental health advisors who specialize in working with musicians:

W: <http://www.bapam.org.uk/practitionerdb/search.php>

British Psychotherapy Foundation

Reduced fee scheme. A recognised and highly reputable source for affordable therapy.

<http://www.britishpsychotherapyfoundation.org.uk/therapy/low-fee-intensive-therapy>

CALM - Campaign Against Living Miserably

A charity dedicated to preventing male suicide, the biggest killer of men under the age of 45.

T: helpline nationwide 0800 58 58 58 helpline

London 0808 802 58 58 (5pm-midnight) W: www.thecalmzone.net

Codependents Anonymous

If you think you might have issues with codependence

E: enquiries@coda-uk.org W: www.coda-uk.org

Embleton Psychotherapy

Tamsin Embleton is an experienced BACP registered, insured psychotherapist working at an NHS hospital and in private practice in Angel, Islington. She has also spent 10 years working in the music industry as an event booker, promoter and artist manager; experience which has provided valuable insight for working therapeutically with artists, music industry and creatives working in other fields.

E: tamsin@embletonpsychotherapy.com
<http://embletonpsychotherapy.com/>

Families Anonymous

For families and friends affected by others' abuse of mind-altering substances

T: 0207 4984 680

E: office@famanon.org.uk W: www.famanon.org.uk

Health Assured

Offers individual and group bookings for our Mental Health First Aid training courses in the workplace. To speak with one of their friendly, UK-based advisors, please call

T: 0333 271 0945

Help Musicians UK

The leading independent music charity, provides help and opportunities to empower musicians at all stages of their lives. The team is on hand to offer advice and support on health and welfare issues related to the music community.

T: 0207 239 9101

E: help@helpmusicians.org.uk W: www.helpmusicians.org.uk

Mental Health First Aid (MHFA)

MHFA's mission is to train one in ten of the population in England in Mental Health First Aid (MHFA) skills – because we all have mental health.

E: training@mhfaengland.org T: 020 7250 8313 or 020 7250 8070

<https://mhfaengland.org/book-a-course/>

MIND

The Mental Health Charity that provides advice and support to empower anyone experiencing mental health problems

T: 020 8519 2122

E: supporterservices@mind.org.uk W: www.mind.org.uk

Music For Mental Wealth

Music for Mental Wealth is a community interest company dedicated to the prevention of mental health challenges in the music industry through one-to-one coaching and group workshops.

E: Info@MusicForMentalWealth.com W: www.musicformentalwealth.com

Music Minds Matter

Music Minds Matter is a dedicated, around the clock listening ear service offering emotional support, advice and information, and signposting to other specialist services. There is also access to free and quickly available counselling and CBT either in person, online or on the phone. Trained advisors are available day or night to listen, support and help.

If you work in music and are struggling to cope, or know someone who is, call Music Minds Matter on 0808 802 8008 or email MMM@helpmusicians.org.uk

Music Support

A registered charity, aimed specifically at providing help and support for individuals, in any area of the UK music industry, suffering from; alcoholism, drug abuse, addiction, and/or behavioural, emotional, mental health issues, with direct referral pathways to specialist clinicians across a variety of modalities.

T: 0800 030 6789 (24 hour helpline) W: www.musicsupport.org

Narcotics Anonymous

If you think you might have a drug-related problem T: helpline: 0300 999 1212 (10am – midnight)

W: www.ukna.org N Nar-Anon

For families and friends of addicts T: 08455 390 193

E: info@nar-anon.co.uk W: www.nar-anon.co.uk

NHS

If you have a question about your health or a health service, call 111, free from any phone.

Samaritans

For urgent help if you are feeling despair, distress or suicidal feelings

T: 08457 90 90 90 (24 hours) / 116 123 (24 hours)

E: jo@samaritans.org W: www.samaritans.org

St John Ambulance

St John Ambulance offer a range of Mental Health First Aid Training Courses for people at every level

Unsure about which course you require? Call 0844 770 4800* to speak with an advisor.

<http://www.sja.org.uk/sja/training-courses/mental-health-first-aid.aspx>

The Music Industry Therapist Collective

The Music Industry Therapist Collective is a group of highly trained psychotherapists with a broad range of direct music industry experience. MITC therapists work in person in the US and the UK and also online.

E: info@musicindustrytherapists.com

W: <http://musicindustrytherapists.com>

<https://www.zerosuicidealliance.com/training/>

US DIRECTORY

7- Cups:

7-cups connects you to caring listeners for free emotional support

<https://www.7cups.com/>

Alcoholics Anonymous:

Directory link for the US-based AA groups

<https://www.aa.org/>

Crisis Hotline:

We can all help prevent suicide. The Lifeline provides 24/7, free and confidential support for people in distress, prevention and crisis resources for you or your loved ones, and best practices for professionals.

<https://suicidepreventionlifeline.org/>

In the USA call National Suicide Prevention Lifeline toll-free 1-800-273-8255

MusicCares:

MusiCares is a charity that has provided more than \$60 million in health, financial, and rehabilitation resources to music people in times of need.

Toll-free Help Line: 1.800.687.4227 <https://www.grammy.com/musicares/get-help>

GPS Counselor:

Virtual support is the best option for busy, traveling professionals. Enjoy the convenience and comfort of bringing the office to you on your phone, tablet or computer. All sessions are provided through a secure and confidential HIPPA compliant Virtual Office. Take your support system with you everywhere you go. Very easy to get a hold of through text, e-mail, phone and video. Same day appointments available 7 days a week.

<https://www.gpscounselor.com/>

Talk Space:

With Talkspace online therapy, anyone can get therapy without traveling to an office - and for significantly less money than traditional therapy.

<https://www.talkspace.com/>

Warm Line:

A warmline is a peer-run listening line staffed by people in recovery themselves.
<http://www.warmline.org/>

112 is the national emergency number in the Netherlands.

Stichting 113Online (<https://www.113.nl/>) provides a 24/7 national suicide prevention phone line and webchat.

113Online hotline can be reached at 0900 0113.

113Online Webchat can be found at <https://www.113.nl/ik-denk-aan-zelfmoord/crisislijn>.

There are a list of extra resources here (some are already featured above): <https://www.changedirection.org/help-line-resources/>

WORLDWIDE DIRECTORY

For suicide prevention numbers in each country: https://en.wikipedia.org/wiki/List_of_suicide_crisis_lines

For mental health information from your country: http://www.mindbank.info/tag/mental_health_service?page=all

For more information please email health@afemorg.net