

Research and Innovation Podcast – “Work in Progress”

Episode 3 – The Intersection of Suicide, Masculinity, and Work

Speakers: Dr Sanjay Popat and Tom Dickinson

[00:00:01] **Sanjay:** Before we begin. We want to let listeners know that this episode contains discussion of suicide, bereavement, and personal experiences of suicidal thoughts. These are sensitive topics, and some listeners may find parts of the conversation difficult. So please take care while listening.

This episode centres around Tom's personal experience of losing his brother to suicide and how that shaped the work he does today speaking in schools and workplaces about mental health and wellbeing.

These are conversations that can still be overlooked in workplace settings. This is concerning as recent research in organizational psychology suggests that work related suicide is on the rise in parts of the world, particularly in male dominated industries like construction.

In this episode, we explore the intersections between suicide, masculinity, and work and reflect on what organizations can learn in supporting mental health and preventing harm.

We hope you find this episode useful.

[Music]

Hello and welcome to the Work in Progress series as part of the Research and Innovation podcast. My name is Dr Sanjay Popat, and I'm a Chartered Psychologist and Research Fellow specializing in mental health at work. Today I'm joined by Tom Dickinson. Tom is a mental health advocate and motivational speaker who regularly visits schools and workplaces to share his story.

Tom has built an incredible community, including nearly 250,000 followers on TikTok, whilst inspiring millions in the process. He also has a podcast called Tom's Talks, where he has interviewed people from all walks of life. But today we're turning the table around and asking Tom about his own experiences regarding mental health.

Tom, welcome. Thanks so much for being here. How are you doing today?

[00:01:46] **Tom:** I'm good. I'm good. Some introduction. Thank you.

[00:01:48] **Sanjay:** Yes - well, you, you've earned it, you've done all the hard work there, so thank you for coming on. Tom, I just wanted to start with, well, at the beginning, really, our listeners may not know, how did you get into mental health and the work that you do today?

[00:02:03] **Tom:** Yeah, sure. Absolutely. So it's sad, to be honest with you, I lost my brother Liam to suicide in 2015, and that was from an addiction four years prior to that to ketamine. Unfortunately, one night, we'd had an argument about his addiction. And sadly 10 minutes later I found him in there. He took his own life, which as you can imagine, had a profound impact on, on me and my family, on, you know, the wider community.

But, the mistake that I made was, I didn't deal with it very well as most people probably wouldn't, I would imagine. But I chose not to process it. I was 19 and I tried to forget about everything. I pushed it all to the back of my head. I just started working for my dad, and I really just threw myself into that and suppressed all these emotions, which was probably the worst thing that I could have done - being honest with you. And then two years later, I was coming up to probably, I think it was 21. It was, my brother passed away in 2015, this was in 2017, and I found myself in a really bad place. There was probably a couple of months where I was really, really down.

And, one evening in particular, there was, yeah, really, really just thinking about it now just still brings the sort of shivers down my arms. But yeah, one night I went, I went home after being at the pub and, considered taking my own life. But I think luckily I had a sort of a, a realization of, I remembered in that moment, the negative impact, the detriment that losing Liam had had on us as a family and I, and I thought, you know, I can't put my family through that again. So luckily I, you know, I didn't make that decision and I'm still here now. And from that I was still in a, in a bad place and I was in a dark place for, for a bit of time after that.

But ultimately it was, a conversation with my dad, up at my brother's memorial bench that my dad had built for him. Where we, you know, my dad, I lived with my dad. My mom and dad are remarried. I live with my dad. And, he noticed there wasn't something right. You know, he kept saying, "is everything okay mate?"

You know, you don't see yourself, and as often people do with depression, I kept brushing it off, you know, I'm fine. And what's interesting, I reflect back now, at that time in my life, at that time when I was, you know, I didn't wanna be here. Even then, I was like, "there's nothing wrong with me. I shouldn't feel like this. I've got no reason to feel like this. Why do I feel like this?" And there was times where I was, I was at work and I would be about to go into a meeting and I'd put my wing, my mirror visor down, and I'd look at myself in the mirror, like, "pull yourself together". Like, what's wrong with you? Like, "pull yourself together", give myself a bit of a shake.

And I find myself quite frequently having to do that to, to get myself in a, in a head space where I could just feel somewhat normal.

But yeah, my dad was, luckily the guy that got me out of it after breaking down to him. And as we say, you know, it's okay to talk. It's okay not to be okay. And ultimately talking saved my life. Speaking to my dad and offloading and just crying my eyes out for two hours straight, was what I needed, was what got me on, on the straight and narrow again.

And it was interesting because, you know, my dad didn't really say a great deal. He just listened. And that's, that's the missing piece I think for a lot of people. People think that they have to have the right words to say, and you know, people are scared because they probably don't realize that all you need to do is listen.

They think they have to have something to say, but listening's the key. You know, and it's listening with empathy, it's listening nonjudgmentally, and it's listening to listen, not listening to respond. And that's all my dad did. I think within two hours he probably said three words and it was like verbal vomit for me.

I just, I just offloaded. And, and in that, in that time, you know, obviously I spoke about the obvious things. There was things that I didn't realize were a problem until I actually started talking about it and I realized like, like this is, this, this is actually an issue. Like, and I think, like I say to people now, therapy is so important. Even if you're not struggling with your mental health, like just day to day, like to improve your own self-awareness and your understanding of yourself and your emotions and what's going on in your life, to just be a better human being and, and how you are to other people. So yeah, that was 2015 we lost Liam.

2017 was the year I was in a, in a dark place. Fast forward to 2018. So I actually have another business that me and my brother and my sister run now, but my dad started it, which funnily enough, it's actually school and office furniture, educational furniture, workspace, solutions, all that kind of stuff.

And I was in sales for my dad when I was 19. And then fast forward to 2018, I would've been about 22 I think, at this point. So just come through the other side. I was just starting to feel myself again, and I was dealing with a school in Sheffield and it was, a lady called Becks, who was the head of sixth form.

And she was a lovely, lovely lady and really just made me feel comfortable enough to open up to her about what I'd been through. And that was in the June, we delivered the furniture over the summer holidays and in September she gave me a call, and this is really sad actually, she said, "Tom, like, thank you so much for the furniture.

We've just had the worst six weeks ever". I said, "why, what, what's happened?" And she said, "we've just lost two of our kids. In the sixth form" or in the, on year 11, I think it was, I think one of them had sadly took their own life. And another one through a, a tragic accident, if I remember rightly. And I just said, I, "I'm so sorry that that's happened".

I just said, “what can I do? Is there anything I can do to help?” She said, “would you feel up for speaking to the students about your experiences and what you've been through? And I'll help you put something together”. And I didn't hesitate. I remember I just said, “absolutely I would love to”. And then she helped me put together what was the very initial stages of Tom's Talks and the presentation that I've got now, although I'd like to think it's a bit better.

So that was the September to January, we had a few different meetings and put together the presentation. And then January 2019, I stood up for the first time in front of the sixth form students. And I delivered it, beforehand. I was absolutely crapping myself, but I'd got through it.

And the last slide actually, that, that has remained the same even over the last seven years. It says suicide is a permanent solution to a temporary problem. And I say, if I've not done everything I said I did, I wouldn't be here now. If you ever feel like giving up, don't, I promise life's always worth living.

And if you ever feel like you don't have reason to stick around, I guarantee from the bottom of my heart, your friends and family will give you a million. And I put that on Instagram. So I was 23 years old and I was like, one of the moments in life where I actually felt really proud of myself and I put that on Instagram, and yeah, it just went from there.

[00:09:21] **Sanjay:** Well, thank you for being so open and honest about that. I'm sure it will help so many people. I'm really interested if you can remember what your views on mental health were before the tragedy and have they stayed the same or have they shifted? What's your experience there?

[00:09:34] **Tom:** Interesting question because I didn't really have an opinion on it.

I didn't even know what it was, you know, as many people did. It's interesting over the last 10 years how much more it's spoken about. Some for the right reasons, some for the wrong reasons. But back then, you know, suicide was something that I'd never come across. Mental health was something I didn't really, I just thought you had physical health.

And it's interesting because, you know, when people say, oh, he has got mental health. I said, well, no, we've all got mental health. We've all got physical health, we've all got mental health, we've all got emotions. And sometimes people struggle with their mental health and they have mental ill health, just as people have physical ill health and struggle with their physical health.

And there are ways that we can improve our physical health just as there are ways that we can improve our mental health. And that's the, the missing part still today. With as

much as it, as it's spoken about, people still don't understand that your mental health - It's a thing, and when you say somebody's got mental health, it is incorrect.

It's like we all have mental health. Some have better mental health than others. Some have worse just as physical health. And that's been a big learning curve for me, to really understand like, what, why do people struggle with mental health? And that's something I'm very passionate about. Especially unfortunately in today's society - with how advanced technology is, social media, and a lot of the work that I do in schools is all around mindset and habits and the, the habit of the phone or the habit of the amount of time on social media, which people could say it's ironic with the amount of stuff I post on social media, but I'd say it's not social media that's the problem. It's the amount of time that we spend on that. But that's, this is the, this is the issue, like fair play to the schools that I've worked with. But there isn't enough education around it. You know, the, the neurotransmitters and the way that our body works physically and mentally, you know, to understand different habits and the importance of them and the impact that they have with dopamine, serotonin, and, you know, these different chemicals our body releases. There needs to be more education on that, especially for young people to understand there is good ways and there is bad ways of getting a release of dopamine and, and, and different neurotransmitters. And that's my role now is to educate students, business owners, just generally anybody that I can. That everybody has mental health and everybody can improve their mental health and everybody can improve their mindset by just changing a few simple things, in your day to day.

[00:12:07] **Sanjay:** And from your experience, do you think people take mental health seriously enough if they don't have a close family member or friend that has gone through those issues? What's your take on that from speaking to people in schools and workplaces?

[00:12:19] **Tom:** Yeah, great question and I think, I think people that have either experienced poor mental health themselves or somebody, that has unfortunately lost somebody to suicide - I would say that they would always take it more seriously, but I do think that people are taking it more seriously without those things having to happen. But there's two sides to it for me at the minute. There is one side that there is unfortunately still people out there that don't believe in depression. They don't believe in anxiety, they don't believe that mental ill health is a thing. You know, it's a get up, you know, man, man up, do it. Like I, there is that side, but then there is also the side, unfortunately, where it's become a, a go-to for people to get outta things that they don't wanna do. And it kind of diminishes the people that actually do struggle.

And again, coming from my own experiences of working in schools, you know, if you are anxious about an exam, you do not have anxiety. That's a normal human reaction. If you are stressed about an exam, you're stressed about something in the future that you care about, it just means that you care about it. We, we need to differentiate between what anxiety is and what depression is, and help people understand that if you've had a bad day, that you've had a bad day.

If you've had multiple bad days consecutively, day after day, week after week, then that's, you know, there's a problem there. Or if you having an, an anxiety attack, or you have a panic attack, then again, that's, that's the problem. But people need to stop labelling themselves so quickly with different mental health, mental ill health, you know, issues. And the other side as well, and this is the big, this is the biggest thing for me - from coming from somebody that has lost a brother to suicide, that has been suicidal themselves, I am a massive advocate for speaking. You know, please talk about the way that you're feeling and get that weight off your chest.

That as a man, as men, something that we struggle with massively, but nothing ever changes without action.

[00:14:24] **Sanjay:** That's so interesting. I can feel your passion coming out there. When did you realize that this was actually not just, a passion project, but something that you could dedicate your life towards, that you could build a career from? When did you realize that mental health, was so important to you and, and could be all the time in the future?

[00:14:42] **Tom:** I think it was the, the feedback that I started getting online and the messages and the testimonials that I was getting from businesses and schools. But, I think something that really stood out for me was, it was in Leeds, actually, District Club. Yeah, I was coming out there, this was a couple of years ago now. It might have been three years ago. I was coming outta there, four o'clock in the morning. And I, I haven't drank for a while now and I haven't been a big drinker for a long time, but this was probably back when I was.

And I remember this big lad came up to me, he was on his way up to me and I thought, like, is there an issue? Is there a problem? Have I done something wrong? And he came up to me and he just said, "you're Tom's talks, aren't you?" I said "yeah, mate, is everything okay?" And he went, "you saved my life".

And honestly, it just makes me feel emotional now. I just burst into tears. I said "thank you mate, for sharing that". And he just hugged me and he cried and I cried. And then, so that was one of the moments where I thought, you know, this is, this work that I'm doing is so important. And, you know, I've had multiple messages online from a lot of people saying thank you.

Like "I was gonna take my own life tonight. And I came across your video and it stopped me from doing it". So that, that you can't not take those, those messages with with what you take it with. You know, that's why I do what I do. And that's, that's my reason why, you know, since I started it, is if I can help families avoid the pain of losing somebody to suicide, then that's my reason why. And it's been my reason why ever since.

[00:16:19] **Sanjay:** And you mentioned there that you often get messages and people coming up to you. How do you ensure that that heaviness doesn't follow you home in, in

the night? How do you switch off? Because this is part of your job. How can you switch off and make sure you can disconnect from your job?

[00:16:33] **Tom:** Yeah, that's a great question and it's something that I, struggled with a lot to start with. You know, it's an interesting one. You say, my, my DMs are always open. And it's like, you shouldn't say that. DM's are not always open. You have to go to sleep for eight hours a night, you know, and then a lot of the messages I do get, being, being very honest with you, mate, they're very heavy, very, very heavy.

But obviously now I'm in seven years into this journey, I've come to learn and understand that you can't help everybody. And I spend as little time on social media as I can. I'll make the time that I need to reply to as many messages as I can. But it comes a point where I think at one point I had 350 unread messages on TikTok.

Now again, within those messages, some are people just saying thank you. So are people that are asking for advice and some of them are very sadly, people that are severely struggling. But if I was to sit and reply to those messages, then that's a full-time job in itself. And you've just gotta be honest and realistic with yourself to say that you can't help everybody. You can't reply to everybody. Otherwise, I wouldn't, I wouldn't have a life. Like I try my very best to reply to people that I can. But yeah, you can't, you physically can't do it. But luckily for me, I have my wife, she works with me in, in the business and, she looks after my social media.

Because in all honesty mate, I actually dislike social media quite a lot. My, my, despite the amount of stuff that, despite the amount of content that I put out there, like my screen time on social media most days is no more than half an hour. Because I, I don't like being on there. Like, I like putting content out that helps people, but.

It's this catch 22 that, yes, I post content to help people, but I also try and advise people to spend less time on there.

[00:18:32] **Sanjay:** Mm-hmm. Yeah. That's so interesting.

There's a paradox there 'cause your, your job is based on social media, but, but yeah, I think there's, there's goods and bads and we have to try and balance the two, don't we? But on your podcast you've interviewed lots of different people from different walks of life, different jobs - from crash survivors to love islanders to soldiers.

What's something someone has said that has stuck with you after all this time?

[00:18:57] **Tom:** Wow, amazing question. I'm gonna steal that one. Oh, what's the one thing that stuck with me?

So yeah, Ryan Gadsby, a lovely, lovely lad from Doncaster. He came on the podcast about 18 months ago, and his episode, is still going today. It's still my top performing

episode 18 months later. I think it's just over 200,000 views on YouTube, which is, which is a hell of a lot for YouTube.

And his story was the one that stood out for me. He was very sadly, sexually abused by his stepdad for, I don't know the, I can't remember the exact amount of time, but it was, it was a number of years, and just the way that he was able to overcome something so horrific and something that was done directly to him. And turn, turn that pain into purpose and turn it into something positive and use his story to help other people, I thought was, was incredible. And just the way that he handled himself, the way that he carried himself, his energy, his demeanour, how articulate he was. And you, I believe he's only - I think he's 24, so he'd only been 23. You know, still young in the grand scheme of things, but not particularly one thing that he said, but just this whole story was something that stood out massively for me.

[00:20:21] **Sanjay:** Yeah, I remember watching that episode. It was so powerful and, I think it obviously resonated with so many other people 'cause it's your top performing episode.

A common thread throughout your work though is men's mental health. And that's something, that when you look at your work and your portfolio, that's something that really stands out to me at least. What do you think it means to be a man in this day and age? What does masculinity mean to you?

[00:20:43] **Tom:** So masculinity means for me, and it's very interesting that we're on this topic. Have you seen the Louis Theroux documentary yet?

[00:20:49] **Sanjay:** I haven't seen it yet, but I've seen some reactions to it.

[00:20:55] **Tom:** Wow. Yeah, so, so I am somebody that I take pride in the way that I look. I'd look after myself a lot. You know, I'm probably a little bit vain sometimes.

But I'm also somebody that can be very vulnerable. And I think this is the confusion that there is now. You've got men of extremes of like, you've gotta be a man, man up, be the man of the house. You know, you've gotta be, you know, masculine, go in the gym and be absolutely huge and tough and all this like, like pent up whatever. And don't get me wrong, like, there is a part of me that thinks, yeah, like you know, I'm six foot five. I go to the gym every day and I look after myself. And I do what's right for me. Like, or equally, you know, I am somebody that can be vulnerable and I'm somebody that will openly talk about the way that I'm feeling, and I will equally encourage other people to do the same.

But yeah, I think there is, there is two sides to it. You know, I can be, you know, I, I am quite an emotional person.

Like, I, I won't hold back the tears if I, I don't have to. But I think the main thing for me to be a man, or maybe just generally how everybody should be, is just be the person that

you said you were gonna be. Do the things that you said you were gonna do. Keep the promises that you made to yourself and and to the people around you.

And I think that's that, again, that's a missing piece for me is that people talk a good game. People talk a lot of crap, but did you actually stick to what you said you were gonna do?

[00:22:30] **Sanjay:** That's such an excellent answer. I've never heard that when I've asked someone that question, but it's so true that authenticity is so important.

And what's the reaction when you go into these schools and you talk to men and boys? What, what are they saying? Are they, are they saying, oh, who's this guy that's coming to tell us how we should act? Or is it the opposite? Are they really responsive to it?

[00:22:50] **Tom:** Yeah. So, I will always encourage businesses and schools to let them do my talk.

So, the motivational talk I give, the lived experience talk I give. I will always ask them, let me do that first, because that for me is the opportunity to build the rapport and the relationship with the students, for me to then build credibility, and then anything that I say after that, they're gonna believe and trust in everything that I say.

So then when I stand up there as a man, and, and again, there's a reason why I wear the suit, which I, I'll come onto. When I stand up there for an hour, and I talk to them about losing my brother and my own struggles and tell them I didn't want to be here at one point. And I tell them that I cried two hours straight on my dad's shoulder.

But then talk about different ways that we can improve our mental health and, you know, the importance of exercise and showing up day to day, you know. I'd like to think that after that hour talk, every person in the audience, I have a connection with them. And whatever I say after that, they, they think this is somebody that I wanna listen to.

This is a guy that I want to, follow. This is somebody that's inspired me to be a better version of myself. So then when we go into the, the additional workshops, whether it's around mindset or misogyny or toxic masculinity, the lads are very, very curious and interested in what I have to say. So whatever I do say lands a lot better.

[00:28:49] **Sanjay:** I'm just curious because you're...externally, as you said, you go to the gym, you, you're quite masculine. Do you feel that that helps you speak to these guys because they also want to be like that?

Because we know from research that people are more likely to believe information if it comes from someone that they identify with. So does that help? If, if it was someone else, maybe that message wouldn't come across? What, what's your take on that?

[00:24:38] **Tom:** That, that is the feedback that I have quite often within schools.

It's like I, they could say the exact same thing as me, but it wouldn't land as well as if it was me because I'm an external person. I'm somebody that they don't know. But the comment about, the suit that I made earlier, so I started working for my dad at 19. My dad was very old school. You know, you, you must wear a suit, you must wear a tie. You must look smart. You're representing the business, you know, you need to do your best. So I always had a suit on and it was, even today, you know - I'll go and speak to a school about the furniture requirements, and then I'll go to another school and I'll deliver the talk that I do in the workshops. So in the early days, I've just always had my suit on.

That was just, that was just something I always did. And there was one day where I delivered to a primary school actually, in Leeds, and the head teacher said to me, she's went, don't ever stop wearing your suit. It's very, very important that you always wear suits. I said, why is that? She says because you walk in and you have presence.

You know, you're six foot five, you go to the gym, you're a big guy, but you wear this suit and people take notice, especially the lads, you know, you look, you walk in and the lads look at you as, as somebody that they want to listen to and somebody that they want to look up to, and you grab their attention, but then you spend an hour talking about all your vulnerabilities.

Saying that you didn't wanna be here, said that you weren't okay, said that you cried. And then to them, that then is a sigh of relief to be like, wow, well if this guy up there is saying all these things, then I can do the same.

[00:26:13] **Sanjay:** Yeah. That's so interesting. It's almost as if you prime them up first and then they listen to you get, you get that out of them.

But beyond schools, you also do a lot of talks in the workplace. And as I said, my research is all about mental health at work. So I'm really interested to hear your experiences here. What's the reaction been from managers and leaders in this workplace? After you give these talks, what, what do they tend to say to you?

[00:26:31] **Tom:** So it's interesting because the talk that I do in schools. It's pretty much the same one as I do in workplaces. It doesn't really change that much, and I have probably more of a reaction when I do it in workplaces than I do in schools. I think because, you know, when you're older, you've got more life experiences, you understand the world a little bit more.

You're more intrigued and curious as to what things are maybe. But with the corporate side of things, so I've done mainly schools for, for a number of years. And then to be honest, it was the back end of last year. A lot of corporate just kind of came outta nowhere, which has been great. And I delivered to a, construction company's annual conference in, I think it was December.

And I actually got a stand innovation from the audience, which was, which was, was, was amazing. And I think it's just because what I talk about, we don't realize that how many other people have either directly or indirectly have been through something similar. Also, when I'm talking about just genuine day-to-day things that we can do, like that will improve our mental health, like practicing gratitude, exercise, you know, looking after the foods that we eat.

You know, you don't have to be struggling with your mental health to understand that getting those things right are gonna help you with your day-to-day mood, your wellbeing, your performance, like it's gonna positively, positively impact every area of your life. So workplaces generally wanna see a return on investment.

So when I'm going in and saying, look, like if I come in and spend a day with your team and we can implement these positive habits, you might spend X amount for me, but you are gonna get a 20 x on your investment working with me - cause you are gonna get one or two hours more of productive work from each individual person.

You're gonna get less mistakes, you're gonna get less errors, you're gonna get more focus, more clarity. Everybody's gonna be on a better vibe because we're gonna, you know, work on these day-to-day habits that people don't understand or realize how much of a, an impact that, that they actually have. So it's working well from that sense in the corporate side of things.

[00:28:37] **Sanjay:** And is that what you're seeing, is the main motivation from them calling you in, is the, the bottom line, the financial aspect, or do you think there's a sense of corporate social responsibility, or do you think they genuinely care? What's the, the message they're getting?

[00:28:50] **Tom:** Oh, no, no. I think they genuinely care, I think.

[00:28:58] **Sanjay:** Mm-hmm.

[00:29:00] **Tom:** They genuinely, genuinely care, but, I think also, you know, at the end of the day business, you need people to perform at the best of their ability. And if people perform at the best of their ability, you perform, your business performs much better, the customer gets a better experience, they get a better, they get better value, they get a better outcome.

So I think initially it's because they care. But also if you can improve the performance of your team, then why would you not wanna do that?

[00:29:24] **Sanjay:** Yeah, there's, there's so many benefits, productivity, creativity, so many things that I think managers will see if they invest in that. And in the workplace, do you think that mental health is the individual employee's responsibility? Do you think it's the organization's responsibility or a bit of both? Because you have a dual

perspective, you're also a business owner and you go into businesses. So where do you sit in that continuum?

[00:29:46] **Tom:** I think it's, equally everybody's responsibility. You know, it's your road. Like nobody, you have to hold yourself accountable for your own mental health.

Like it's your job to look after yourself. It's nobody else's job to look after you. Like they can be there for you. They can support you, but like you said previously, no one's gonna make a difference to your life other than you. So you have to be the one that makes those changes. On the other hand, as a, as a business owner with the furniture business, we will do our very best to create an environment where people feel, you know, they wanna come to work, they wanna work hard, they feel looked after, they feel supported. They know that if there is ever an issue, my door's always open and they can always come and talk to me. And I'll always listen. I'll listen to listen, not listen to respond. So I think there's two sides. There's, you know, it's your responsibility. You have to hold yourself accountable for your own mental health, and you have to do the work, but equally, if I wasn't a very nice boss and this wasn't a very nice workplace, then people would struggle because they wouldn't wanna come to work. If you come to work and enjoy the stuff that you do, then equally that's gonna improve your mental health. So it's the business owner's responsibility to create that space for people to, to feel like they wanna come to work. At the end of the day, you know, we spend a big portion of our lives at work. If you are going to a job that you hate, then there's an issue. So as a business owner, if you can create a job that people enjoy and they wanna come to work, then that's your responsibility.

[00:31:10] **Sanjay:** That's such a good answer. And there's loads of preventative things we can do in the workplace to ensure that employees are, are less exposed to these kinds of issues.

Tom, just a few final questions to finish off, and this is a question I ask all, all the guests. If your life was a book and where you're at right now as a chapter in that book, what would that chapter be called?

[00:31:31] **Tom:** On a mission.

[00:31:34] **Sanjay:** On a mission. Okay. Care to expand or are we gonna leave it at that?

[00:31:39] **Tom:** No, no. On a mission. I think I've been the...the three months of this year. I, so I, my baby is due the 2nd of June and I found out that my wife was pregnant at the end of September. And since then, it's been like an extra level of motivation. And then I'm just in a position in my life now where I'm just, I can go, go, go.

You know, I've got only a few months until the baby comes. There's a lot that I wanna achieve. There's a lot that I wanna get done. There's a lot of work that I need to do. So

when that baby comes, I know that I can take the time that I need to be present and be the best possible dad and the best possible husband, that I can be.

So I'm on a mission at the minute. To do what I need to do.

[00:32:22] **Sanjay:** How exciting. And finally, any top tips if some of our listeners are struggling at the minute, some parting advice for them, in, in a few sentences?

[00:32:30] **Tom:** Absolutely. Limit the amount of time you spend on social media. Prioritize exercise, prioritize healthy, good nutrition.

Practice gratitude daily and be the version of yourself today that when you look back in 10 years time, you can say, I'm proud of the actions that I took.

[00:32:52] **Sanjay:** Brilliant. Tom, thank you so much for your time. I really have learned so much from talking to you and I'm sure our audience has as well, really appreciated.

[00:33:02] **Tom:** Thank you.