



5 tips

for promoting good mental health at work

Would you like to know more about management training to foster good mental health, and creating a culture of wellbeing? Are you interested in Mental Health First Aid training? Then please get in touch.



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1

Train managers to recognise the symptoms of mental health problems.

Give them the confidence to listen and talk to their staff about what's going on for them. Changes in behaviour or acting out of character (repeated lateness, people becoming withdrawn, angry outbursts, staying late – anything unusual) can signal that something is wrong, and managers need to be able to respond.

2

Often managers themselves are the source of stress! Teach them good emotional intelligence techniques.

Empathic listening, the ability to manage their own feelings at work (no point in taking their own anger out on the team), giving good feedback, being assertive without being aggressive – there are many ways to demonstrate coolness (and kindness) under fire.

3

There's still a stigma attached to mental health but raising managers' awareness of the common conditions will help to demystify the subject.

Be clear on what their responsibilities are (and what they aren't). Have clear policies in place in case something unexpected happens (such as a sudden death or accident). Show managers how they can support or signpost people for help.

4

Offer employee benefits that help prevent as well as deal with mental health issues.

For example, employees who are struggling because they have to care for a relative at home could enjoy carers' support as part of their benefits package. Health cash plans may include stress-reducing activities like massage, and Employee Assistance Programmes (EAPs) provide telephone and face-to-face counselling. The positive effect of exercise on mental and emotional wellbeing is well-documented, so benefits like gym membership or cycle to work schemes are a great idea too. (Incidentally, a good health cash plan will also offer physiotherapy/chiropractic cover, helping to address musculoskeletal disorders, another well-known cause of workplace absence.)

5

Have mental health champions in the workplace.

Mental health champions are employees who are trained to raise awareness and support anyone who might need help. Remember that some mental health conditions are classed as disabilities, so under the Equality Act 2010, employers are legally obliged to cover these in their equal opportunities policy.