

TIPS FOR CREATING A MENTALLY HEALTHY WORKPLACE

By Danielle Buckley – Coach, Registered Psychologist and Workplace Mental Health and Wellbeing Consultant.

PREVENTION AND PROMOTION

There are plenty of ways workplaces can invest in creating mentally healthy environments that positively support the prevention of mental ill-health and the promotion of mental health. **These include:**

CULTIVATE A POSITIVE AND FRIENDLY WORK ENVIRONMENT

GREAT JOB!

Ensure your workplace is psychologically safe. This includes being diverse and inclusive as well as free from bullying and harassment. Positive and friendly workplaces are respectful and create a healthy work-life balance for all staff.

DEVELOP MENTAL HEALTH AWARENESS

ARE U OK?

Understand the prevalence of mental ill-health, learn the signs and symptoms that indicate someone is struggling and have the courage, confidence and skill to have a meaningful conversation with them. Ask whether they're okay or need some additional support.

INVEST IN CREATING MOMENTS OF JOY AND CONNECTION

LET'S DO IT!

Find opportunities where employees can feel a sense of connection and inclusion through their interests, skills and strengths. There are also many creative ways to organise team gatherings on Zoom too. This in turn fosters positive emotions and builds engagement, resilience and a sense of belonging, aiding the promotion of mental health.

PROVIDE MENTAL HEALTH BENEFITS AND SERVICES

THESE GUYS CAN HELP

Ensure your business has access to referral pathways for mental support services, whether that be EAP counsellors, online services, access to mental health plans, appropriate leave allowances or insurances.

INTERVENTION AND ACTION

There will always be times when people are not okay. Having a toolkit of programs and services available to employees and embedded in your organisational culture will help provide a sense of community and ongoing support to all employees.

CREATE MENTAL HEALTH POLICIES AND PROGRAMS



These might be weekly meetings, monthly 'lunch and learn' events or significant days set aside for mental health and wellbeing. This will form part of your ongoing culture. These interventions promote positive mental health, foster a sense of community and build relationships.

TRAIN MANAGERS OR NOMINATE MENTAL HEALTH CHAMPIONS



Identify dedicated staff members to be mental health champions and lead the initiatives and programs the business is implementing. These people can help promote early intervention by providing referral pathways and promoting help seeking behaviour.

PROVIDE ONGOING MENTAL HEALTH SUPPORT



Ensure staff members feel supported during times of stress and mental ill-health. Do this by encouraging help-seeking behaviour and supporting applications for sick, carers' and personal leave, but also by modelling self-care and prioritising your own personal mental health as well.

NEED ADVICE OR ASSISTANCE WITH YOUR APPRENTICE OR TRAINEE?

We have a dedicated team of Apprentice Advisors who can support you and/or your apprentice or trainee when it is needed.

Reach out to them at intrainingsupport@businessaustralia.com