The Mind in the Workplace

Presented by JCU

How to Discuss and Improve Mental Health at Work

Tips for Discussing Mental Health at Work

- **Choose the right moment**
  - Talking about mental health at work can be difficult.
  - Having the conversation when the speaker is ready ensures that they won't feel pressure.

- **Consult others who've spoken up**
  - If they're up to it, it can be helpful to talk to team members who've disclosed their mental health status publicly.
  - It's best to ask open-ended questions, as these help to gain insight while maintaining respect.

- **Keep the conversation casual**
  - Discussing mental health doesn't have to be overly formal.
  - Light conversation can help all involved feel relaxed and comfortable.

- **Prioritize privacy**
  - Unless given permission, never share someone's mental health status with others; these conversations <u>must</u> be kept private.

- **Be patient**
  - Don't feel rushed to discuss your mental health status. Also, refrain from rushing others.
  - This is an incredibly personal topic, so it's best to let people share when they're ready.

Tips for Improving Mental Health at Work

- **Maintain a healthy workplace culture and environment**

  - A negative workplace hinders potential, as it fails to uplift and engage team members.

  - Everyone has a role in creating a workplace that is motivational, supportive, and welcoming.

- **Foster a healthy work/life balance**

  - Balance is key to avoiding burnout.

  - When possible, avoid taking on more work than necessary.

  - On days off, consider trying new hobbies or spending time with family.

- **Be proactive**

  - It's beneficial to be aware of early signs of mental health struggles, in yourself and in others.

  - By doing so, everyone can receive the support they need on time.

- **Utilize and share helpful resources**

  - Find or create helpful resources that cater to individual needs and criteria.

- **Focus on the positive**

  - Work can be stressful. One way to lessen its effect is to find small pockets of positivity throughout the day.

  - Think about what went right, instead of wrong. Moreover, share these moments with others to give everyone a boost!

  - Although seemingly insignificant, small moments can have a profound impact on mental well-being.