

HOW TO USE YOUR MIND TO HAVE A POSITIVE MENTAL HEALTH CONVERSATION AT HOME OR AT WORK

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LISTEN

Taking time to not only speak to your people, but more importantly listen to them lets your team know it's ok to talk how they're feeling. Also, that they can seek support from you and with you.

As a leader, we need to remember we don't have to have all the answers. We just need the ability to treat people with dignity and respect and help them find the answers they need

What can you do to support your people, improve mental health in the work place and support wellbeing as a whole?

Speak to your Leaders or HR team to find new avenues of support to make a difference for yourself, your team and the business.

LEARN HOW TO SUPPORT

Take time to listen. It's the strongest, and easiest tool to apply in any mental health situation.

1. Listen non-judgmentally to help get clarity on their perspective.
2. Acknowledge the persons feelings, and don't take them personally.
3. Signpost early why you're in the conversation and because you're interested and care.
4. Let them know that based on what they share will help you direct them to the right supports and solutions

START WITH 1 QUESTION

- How you doing today?
- I noticed something doesn't feel right, Is everything ok?
- You seem quieter than normal, Fancy grabbing a tea together?
- How's things at work or at home at the moment?
- I've found work super challenging recently and wanted to find out how you're currently dealing with it.
- How is it right now for you?
- What's been going on for you lately?

START A CONVERSATION ABOUT WELLBEING

Check in daily with your people to find out how they are, how they're feeling and what's important to them.

Sometimes keeping the connections open and the communication flowing is enough to make people feel psychologically safe.

ASK DEEPER QUESTIONS

- What can you focus on that helps slow your breathing?
- What else do you often think of that creates calm for you?
- What important things can you see in the current situation?
- What's unique that only you can bring to this that's so important?
- Who can help you move through this situation?
- Where else can you get support?
- What can you do right now to help?
- What strategies can you use to improve your mental health?

MAKE USE OF EVERY SUPPORT FUNCTION.

- Employee Assist Programs (EAP's).
- Mental Health First Aiders in your business.
- Become a Mental Health First Aider yourself.
- Find out if they have a crisis team in place and get contact numbers.
- Research other charity bodies and support functions that can help.
- Speak to your HR team and get guidance.

THESE TOOLS ARE ALSO FOR YOU

If you're dealing with these sorts of cases on a regular bases, check your own mental health, get support. There is no immunity to overwhelm, stress or anxiety we all experience it. Check in regularly with yourself.

"IT'S BETTER TOGETHER" COLLABORATE & PARTNER UP

As leaders it's important we understand that sometimes people's thinking is clouded. They can't see the wood for the trees and they need some accountability.

Work together so they can create their own solutions.

It is not for you to be there every steps of the way, as you cannot be, it is for you to be there in 1-2-1's and wellbeing meetings which gives them the opportunity to create change for themselves. Help them set goals and check in regularly to see how they are moving forward.