

[A Guide to Positive Mental Health in your Workplace:
Did you know? For businesses and employers](#)



Did you know...?

- ❖ 87% of employees say they feel a sense of dread at work at least once a month
- ❖ 49% saying they feel a sense of dread at least once a week
- ❖ The top two driving forces for a sense of dread in your workforce are a lack of stability at work and feeling overwhelmed by responsibilities
- ❖ In contrast, 50% of employees say their manager has positively impacted their mental health by being flexible with schedules or flexible with projects to accommodate personal issues
- ❖ 41% of employees say their managers positively impacted their mental health by providing mentorship for professional issues
- ❖ 71% of employees feel negatively impacted by economic and political uncertainty
- ❖ However, 54% of employees say their employer's diversity, equity, and inclusion policy has a positive impact on their mental health.
- ❖ It's estimated that mental health problems cost the UK economy £117.9 billion annually.
- ❖ Absence due to mental health costs £6.1 billion
- ❖ Employers can help employees cope with pressure and adversity in the workplace by focusing on building resilience or stress management techniques
- ❖ A simple open conversation and wellness plan can help combat poor mental health in your workplace immediately.

[A Guide to Positive Mental Health in your Workplace: Mental Health Conversations](#)

If poor mental health is suspected or disclosed, it's crucial that managers facilitate an early conversation about the person's needs, to identify and implement appropriate support or adjustments. Follow this simple checklist to facilitate an open and honest conversation about your employee's mental health:

- ✓ Avoid interruptions and switch off phones
- ✓ Ask simple, open, non-judgemental questions.
- ✓ Avoid judgemental or patronising responses.
- ✓ Speak calmly.
- ✓ Maintain good eye contact.
- ✓ Listen actively and carefully.
- ✓ Encourage the employee to talk.
- ✓ Show empathy and understanding.
- ✓ Be prepared for some silences and be patient.
- ✓ Focus on the person, not the problem.
- ✓ Avoid making assumptions or being prescriptive.

- ✓ Practice sensitivity and confidentiality with all topics discussed.
- ✓ Follow up in writing, especially agreed actions or support.

[A Guide to Positive Mental Health in your Workplace: Wellbeing Action Plan](#)

Putting together a wellbeing action plan with an employee who is struggling with their mental health, or has struggled in the past and would like to reduce the impact their mental health has on their performance at work, can help relieve stress for both employer and employee by recognising and removing potential triggers and putting together steps for action. Your wellbeing action plan should cover:

- ✓ Early warning signs of poor mental health that the employer can look out for in their employee
- ✓ Any workplace triggers for poor mental health or stress
- ✓ Potential impact of poor mental health on performance, if any
- ✓ Any reasonable adjustments the employee can put in place to support the wellbeing of their employee
- ✓ What support they need from you as their manager
- ✓ Actions and positive steps you will both take if the staff member is experiencing stress or poor mental health
- ✓ An agreed time to review the Wellness Action Plan and any support measures that are in place
- ✓ Anything else that the individual feels would be useful in supporting their mental health

[Sources and further reading:](#)

[Fifth Annual Workforce Attitudes Toward Mental Health \(headspace.com\)](#)

[Taking care of your staff's mental health | Mind - Mind](#)