

The Mindful Manager

Managers have a responsibility to look after both the physical *and* the mental health and safety of their team members.

Supporting a colleague's mental health can be done in a few simple steps; know your team, spot the signs, starting a conversation and signposting support.

STRESS



experienced by half of us

ANXIETY

1.5 X ♀

women are 1.5 x more likely to be diagnosed

DEPRESSION



affects 1 in 5 of us

SUICIDE

4 X ♂

Men are 4 x more likely to complete

100%

of us have mental health all the time

1. Know your team

Get to know each individual team member.

This will enable you to identify when their working patterns or behaviours change; indicators that they may be experiencing challenges.

Consider for each individual:

- Demands (workload)
- Role (job tasks)
- Control (how we work)
- Relationships (behaviour)
- Support (peers & mentors)

Do you know what support options are available?

Employee Assistance Number

Mental Health First Aider Support

Flexible & remote working

App subscription

Signs

1. Out of character
2. Change in behaviour
3. Dips in performance
4. Change in appearance
5. Tired, tearful & tetchy

2. Enable Conversation



Acknowledge and engage in local, national and global Mental Health campaigns



Send round articles on Mental Health



Share stories in team briefs

3. Listen



Listening doesn't mean you have to supply the answers; acknowledging what you have heard can be powerful alone.

"I'm listening"

"I'm glad you said something"

"We can support you"

"It's ok not to be ok here"

"Take your time...when you're ready"

"I'm not an expert but I'm on your side"

5. Check in



Supporting a Return to work

Before

- Get in touch
- Meet offsite
- Plan first day
- No work chat

During

- Tidy workspace
- Arrive at normal time
- Walk in with them
- Light duties

After

- Phased return
- Work from home
- Wellness plan
- Regular reviews

6. Ongoing