

# Creating a mentally healthy workplace

## Why create a mentally healthy workplace?

By creating a mentally healthy workplace, you create an environment where people want to come to work, and flourish in the work they do. People will be more engaged and productive, with reduced sick leave and increased employee retention. Mentally healthy workplaces talk openly about mental health and recognise the impact that stress and poor working environments can have on employees. They put strategies in place to minimise or eliminate and harm to mental health.

Some steps to help improve mental health in your workplace are outlined below:

### 1. Build your understanding

Increase your knowledge about mental health and mental ill-health to help build your understanding and confidence to talk to, and educate others about mental health.

### 2. Acknowledge mental health

Encourage everyone to speak openly about mental health, share your own experiences and make information available in the workplace. This will help improve culture and reduce stigma.

### 3. Be proactive and reactive

Be proactive about putting strategies in place to eliminate mental health risks at work, but also react to any new mental health risks to minimise negative impact on yourself and your staff.

### 4. Identify supports

Know where you can get support for yourself and for others. Also be prepared to have a conversation and provide support to somebody else.

### 5. Develop a workplace wellbeing plan

A workplace wellbeing plan is one way to ensure you have strategies in place to look after wellbeing in your workplace. Visit [aheadforbusiness.org.au/check-ups](https://aheadforbusiness.org.au/check-ups) to create yours.