Five tips to support employee mental health

Strong relationships are the foundation of an effective mental health strategy. These five tips will help you to proactively manage your team's mental wellbeing and be confident to step in when they need support.

Hold regular wellbeing reviews

Mental health and productivity are closely linked, so schedule wellbeing catch ups in the same way you would performance reviews. Sudden drops in performance could indicate an underlying mental health issue, and the wellbeing review provides a channel for this conversation.

Don't try to fix people

Managers are paid to solve problems so they often struggle to know how to deal with issues that don't need fixing. Express genuine empathy and ask how you can help. Don't assume you know what someone needs from you – just ask the question and offer support.

Lead by example

Be a role model for your team – self care is not self-indulgent, it's self-preservation. Communicate the importance of looking after yourself and then demonstrate that you're doing it so your team feels empowered to do the same.

Ask direct questions

Don't be afraid to be direct and ask how someone is feeling – it's an important discussion to have. Be genuine and interested, giving them time to open up. Don't always accept 'I'm fine' as a first response, especially if you suspect they're not!

Build your knowledge with training

Line managers are usually the first point of contact for employees so it's important that they feel confident in their role. Effective training helps managers understand how to spot mental health issues, stay within the law and start difficult conversations. A Mental Health First Aid course is a great place to start.

36%

of employees say their mental health affects their productivity every week

Some mental health red flags to look out for

- Unwillingness to take part in meetings
- Turning cameras or microphones off
- Making silly mistakes or getting distracted
- Reduced communication
- Changing tone in emails or calls
- Becoming emotional or getting snappy
- Sudden schedule changes such as being late
- Taking more sickness absence than usual
- Booking last-minute days off

Links and resources

Coping with Covid report

Download our latest report to explore Covid's impact on workplace mental health

Resources for HR teams

Free resources to help you on your health and wellbeing journey

Mental Health First Aid

Certified online courses to promote early intervention and a positive workplace culture

Wellbeing webinars

Sessions on various topics to help your employees stay engaged and productive

81%

of HR leaders say the pandemic has increased their wellbeing focus

Need a hand?
Visit our resource centre for more free resources to help support your team's wellbeing.