

PROMOTE WELLBEING

Mental wellbeing affects every aspect of life and work, so knowing how to promote healthy habits and **psychological safety** is essential for any modern manager.



SUMMARY

Businesses rely on the minds of their staff, yet most businesses still do far too little to protect the mental health and wellbeing of staff.

People's minds are sensitive, and influenced by their environment and routine, even quite basic physical and social factors around us. Exercise, sleep, light, noises, distractions, thoughts and memories all affect how we feel, positively and negatively, and the people around us also influence our moods and emotional wellbeing.

Promoting mental wellbeing involves managing risk factors and promoting protective factors, to create the conditions for minds to thrive. Having a greater awareness of these factors can help people maintain their resilience and create the conditions for minds to thrive.

Above all, promoting wellbeing is about building a culture of self-management and individual responsibility. We don't need to pry into people's minds, just build good habits of 'breathers' and 'restorers' into our day to help us all stay mentally healthy and effective.

By becoming more conscious of how actions and environment affect our minds, we can stay healthy and help everyone be at their best.

COURSE OUTLINE

90 MINUTES

- **The case for wellbeing** 20 minutes
What wellbeing is, the relationship between mental health and wellbeing, and why promoting mental health matters at work.
- **Thriving minds** 30 minutes
Creating psychologically safe and healthy working conditions, the role of managers, and what people can do to manage their minds.
- **Talking about our minds** 30 minutes
How managers should talk about wellbeing, tools to engage staff, and conversation starters for building thriving teams.
- **Questions and wrap-up** 10 minutes

KEY TAKEAWAYS

- 1 Businesses rely on the minds of their staff, so keeping those minds in good shape is an essential skill for modern managers.
- 2 Our minds are sensitive, so manage environment and workload help people keep perspective and stay sharp, calm and capable.
- 3 Ask staff what they need to be mentally well, and promote an open culture and healthy habits as part of the daily routine.