

7 Tips To Promote A Positive Mental Health Culture



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1. Decide on the Kind of Culture You Want

- Do an exercise in your business where you ask everyone to write down three words to describe the culture of the business. From this, you should get a strong sense of what the culture is and there should be similarities in those words.
- You can base your core values and ethos around your culture.
- A culture often refers to a group, so don't make the mistake of trying to develop or change a culture on your own - it's a team effort!





2. Get Your SLT to Buy In to What You're Doing

- Involve the team in the creation of your core values.
- Hold team building events.
- Be open and honest.



3. Engage Your Workforce

- Engage with your employees non judgementally.
- Create steering groups where they can feed into what they would like to see the organisation do.
- Hold events raising money on behalf of mental health charities and ask the workforce to be involved, or better still, champion and support an employee to lead on something like this.

4. Deliver Training & Follow Up

- Think about what training you need, how it will be perceived, why you are delivering it and then plan it out.
- If you have Mental Health First Aiders, train the rest of the business on what they are there for.
- Inductions, toolbox talks, signage and newsletters are also key in helping you get the message across.
- Training is about communication. The better we can communicate, the bigger the impact we can have.



Read about our Mental Health First Aid course, view upcoming dates, and book online [here](#).



5. Promote Open & Honest Discussion

- If you can share your thoughts, people will share with you. It's give and take.
- Ask someone if they are ok, and then ask again. Let them know you have spotted a change in them and what that change is. It won't be comfortable, it never is, but that's ok.
- Create a place for people to talk, and make it comfortable.
- Train people to be Mental Health First Aiders, but don't just expect this to happen naturally, ask if they would like to volunteer for this position.

6. Look After Yourself & Your Mental Health First Aiders

- Meet with your Mental Health First Aiders periodically to discuss how they are getting on with their role and juggling the day-to-day.
- If they are struggling, understanding the reason why they are struggling is important. Is their line manager giving them the time to be a Mental Health First Aider? Is something happening at work or personally, meaning they can't take the extra load when someone needs their support?
- Have procedures in place that everyone agrees to as Mental Health First Aiders also need to know where to go when they need support.



7. This is Just the Beginning

- Mental health never stops, so measures to support staff shouldn't either.
- Monitor things like sickness and if there has been an improvement.
- Hold review sessions with your Mental Health First Aiders and discuss where improvements can be made.
- Review your policies, and are they still in line with what you want to achieve?
- Look for new initiatives that you could adopt. Take a look at what other companies are doing to lead the way. FIKA is a Swedish term to encourage people to talk over coffee and cake - what's not to love?





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