Mental Health Matters

10 Tips for Leaders to Embed Mental Wellbeing at Work

Leadership plays a vital role in shaping how people feel at work. When leaders actively support wellbeing, it signals that people are valued, heard, and supported — which leads to healthier, more productive, and more inclusive teams. It's not just about "nice-to-haves"; it's essential for long-term performance and retention. This resource is part of our **Mental Health Matters Toolkit.**

✓ **Model Healthy Boundaries** - communicate these to your team and be visible in action.
Benefit: Sets a positive example and gives others permission to do the same.
When leaders take breaks, log off on time, or talk about mental health, it normalises balance.

✓ **Check In Regularly (Not Just About Tasks)-** familiarise yourself with common wellbeing topics and allow time for meaningful discussion.
Benefit: Builds trust and shows genuine care.
Asking "How are you really doing?" can open up space for honest conversation.

✓ **Promote Flexible Working Where Possible** - base your relationships on trust and empower your team to deliver well, in ways that work for them and the business.
Benefit: Increases engagement and reduces stress.
Flexibility helps people manage personal responsibilities alongside work and drives up business performance

✓ **Create Psychological Safety** - create a listening and learning culture where speaking up is encouraged and valued by leadership.
Benefit: Encourages openness and supports team wellbeing.
People are more likely to raise concerns or ask for help in a safe environment.

✓ **Recognise Effort and Output** - coach for efficiency and effectiveness and encourage 'have-a-go-ness'.
Benefit: Boosts morale and reduces pressure.
A simple "thank you" can go a long way in helping people feel seen and appreciated.

✓ **Make Wellbeing a Standing Agenda Item** - upskill yourself to lead this conversation with compassion.
Benefit: Keeps wellbeing visible and embedded, not optional.
Including wellbeing in team meetings shows it's a shared responsibility, not an add-on.

✓ **Support Access to Resources** - ensure all team members (including part time, remote and dispersed workforces) know how to access support.
Benefit: Empowers individuals to take care of themselves.
Share information about counselling services, apps, or internal support early and often.

✓ **Train Managers in Mental Health Awareness** - ensure that managers' wellbeing is also being prioritised too.
Benefit: Increases confidence and reduces stigma.
Skilled managers are better equipped to support their teams effectively.

✓ **Respect Breaks and Non-Work Time** - schedule emails to be sent in working hours and plan the day/week giving consideration to times of meetings.
  Benefit: Supports rest and protects personal boundaries.
  Avoid setting the expectation that people must be available at all hours.
✓ **Listen, Reflect, Act** - use a 'you said, I did' model and thematically review feedback from your team.
  Benefit: Builds a culture of inclusion and continuous improvement.
  Use staff feedback to shape changes and show that their voices lead to action.

These wellbeing tips are simple, practical actions that can help you feel more balanced, supported, and in control — even during unpredictable or demanding times. Whether you're working remotely, managing shift patterns, or navigating everyday life, looking after your mental wellbeing is not just something to do when things go wrong — it's something we can build into how we live and work every day.

Remember, wellbeing isn't about getting it right all the time. It's about making space for what restores you, recognising what you need, and knowing that small, consistent steps can have a powerful impact over time. No one approach fits all — the key is finding what works best for you and allowing yourself the flexibility to adapt when life shifts.

Need to talk to someone? Click here to access a range of support that's right for you.