

# Looking back and moving forward

The past year has been challenging for us all and as we approach the end of the year, we are again facing challenges to our health and wellbeing in relation to the pandemic and how it impacts our life and work.

Employee wellbeing has been on the minds of many business leaders and continues to rise up the corporate / business agenda, with many businesses taking additional measures to support the wellbeing of their employees throughout the pandemic.



Some of these measures have included the promotion of current wellbeing support that is available through benefits such as Employee Assistance

Programmes. Other measures include increasing the focus on awareness of mental health, through awareness training for Line Managers and training people within a business to be Mental Health First Aiders. This creates a vital first line of response, support and signposting to relevant help and support people may need. When needed organisations have also provided access to more personalised support to their employees, using impartial 1 to 1 coaching to help someone who may be struggling with issues in their life and or work.

All these measures have been vital in helping people through and beyond the difficult and uncertain times we live in and at Fit for Tomorrow, we are proud to have worked with many businesses across different sectors and sizes, providing coaching and training to raise awareness of mental health and wellbeing or enhance their current wellbeing strategies and programmes.

One aspect we have seen an increasing need for, is around awareness training and coaching for Line Managers on the topic of mental health and wellbeing. Whilst there is an increasing awareness of employee health and wellbeing amongst senior leadership, ensuring this is passed through to Line Managers and getting their buyin is still a challenge. Without the buy-in from Line Managers any strategy or initiative will struggle to have an impact, be sustainable and reach the wider workforce. Through training and coaching for Line Managers we have helped to ensure the good intention of an organisation to support their employee's health and wellbeing becomes reality. We provide Managers with the insight and confidence to feel comfortable talking to their employees about mental health and spotting early warning signs when someone may be struggling. It also serves as an important support for Managers themselves as they deal with the many challenges of managing others through difficult times and the pressures they may face in their roles.

Wherever you are on your journey we are always happy to help and provide guidance around coaching and training that will have a positive impact on your business and the wellbeing of your employees.

To help you review and identify where your organisation may be regarding employee health and wellbeing, we have created a **simple flow diagram**, which provides some ideas of where you can get started in supporting employee mental health & wellbeing or where you may have any gaps in your current programme.

If you're answering **no** at any point please do get in touch and we can discuss how best to support, you and even if you've answered **yes** there may be something we can do to enhance and add more value to your current programme, so we'd still love to hear from you.

Stay healthy & keep safe
Michael & Jen
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Workplace Coaching & Training Solutions

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**Building &** maintaining support structure

#### NO

Having qualified Mental Health First Aider(s) throughout your business is recognised as playing an important part in managing and supporting mental health at work



When did they qualify? It is recommended that Mental Health First Aiders attend a refresher course every 3 years to update and refresh their knowledge and skills

YES

Have your managers received training and coaching to

Coaching &



Line Managers are often best placed to spot any early warning signs and have an initial conversation so it's vital they are supported through coaching and / or training to be able to do this with sensitivity and confidence



It's good to continue with support through coaching & training for Managers, allowing them the opportunity to refresh their understanding and reflect on any issues they may have themselves



### NO

Raising awareness and understanding of Mental Health and Wellbeing is vital to everyone. Holding open workshops is a great starting point for achieving this

**YES** 

Excellent! Have you scheduled your 2022 workplace wellbeing programme to include different topics such as the Menopause and Understanding Stress & Anxiety?



# NO

The traditional route of signposting someone to an EAP isn't going to be the right support. A referral to a wellbeing coach instead can feel less formal and can have a more positive impact on the employee in terms of their overall wellbeing

# YES

Sometimes an impartial form of support is needed. Being aware of options for impartial and possibly external support is important, so the employee feels supported and comfortable with any suggestions that are made