

# Mental Wellbeing at Work

## Supporting Others

**Help the person to consider what is affecting their mental wellbeing. It might be:**

- Workload issues.
- Work-life imbalance.
- Difficulty finding support.
- Difficult work relationships.
- Big changes or uncertainty at work.
- Personal issues.

**Tips for starting a conversation about mental wellbeing at work**

- Choose an appropriate time and place.
- Actively listen and ask open, non-judgemental questions.
- Offer to support your colleague to create a Wellness Action Plan.
- Be flexible, make adjustments where possible.
- Support people to seek advice and help and offer to explore options with them.
- and don't forget to look after your own mental wellbeing!

### Five Ways to Wellbeing

The Five Ways to Wellbeing are some simple steps someone can take every single day to improve your mental wellbeing. Trying these things could help someone feel more positive and able to get the most out of work.

The Five Ways to Wellbeing can be used to guide and coach someone else to identify what works for them to protect and improve their mental wellbeing. Tips on using the Five ways to wellbeing at work can be found here: [www.mind.org.uk](http://www.mind.org.uk)

### The Five Ways to Wellbeing are:



**Connect:**

catch up with a colleague with a hot drink



**Be active:**

take a walking meeting



**Take notice:**

plan a different route on your commute



**Keep Learning:**

research something new



**Give:**

introduce yourself to a new starter

**For Nottingham City workplaces**, find out more about free resources, support and training through the "Workplace Healthy Minds" programme at:

[www.healthynottingham.co.uk/workplace-healthy-minds/](http://www.healthynottingham.co.uk/workplace-healthy-minds/) or email [workplacewellbeing@nottinghamcity.gov.uk](mailto:workplacewellbeing@nottinghamcity.gov.uk)

**For Nottinghamshire County**, visit Nottinghamshire County Council Protecting and Improving your Mental Wellbeing webpage. [www.nottinghamshire.gov.uk/mental-health-wellbeing](http://www.nottinghamshire.gov.uk/mental-health-wellbeing)

**Search for the following organisations** for more information about mental wellbeing and mental health at work:

- Every Mind Matters
- 5 Ways to Wellbeing

- ACAS
- GOV.UK Access to Work

- Mind: Mental Health at Work
- HSE: Stress & Mental Health

If you are unsure where to go for support, contact your GP or call NHS 111, if you need immediate urgent help call 999