

Manager ACTION

for better workplace mental health



Mental Health Awareness Week
11 – 17 May 2026

At MHFA England®, we create mentally healthy workplaces where people, communities, and business thrive. Our training and guidance build knowledge and skills within mental health support in the workplace.

Awareness matters, but without action, change doesn't happen. Nothing shapes how people feel at work more than their manager. Even small positive actions can make a big difference – for yourself, for someone else, for all of us. Here are our top actions for people managers across the employee lifecycle.

Recruitment



Ask upfront about access requirements, offer flexible interview options on timing and format to reduce candidate stress and meet diverse needs. Be open about your wellbeing policies from the start to show candidates how they'll be supported.

Onboarding



In week one, ask about their working style, communication preferences, and any wellbeing support they need to perform at their best. Use this time to help them connect with colleagues, and introduce your organisation's MHFAiders® and internal support.

Day-to-day



Your regular check-ins or one-to-ones should focus on wellbeing as well as performance. Make sure to explore what's helping your team members feel well – not just what's not. Download our [My Whole Self one-to-one form](#) for ideas.

Support and inclusion



Take the time to proactively learn about diverse cultures and identities, and how to foster culturally inclusive environments. Be vigilant to signs of discrimination in your team and make sure you know internal procedures for handling situations when they arise.

You can find guidance on anti-racism and LGBTQIA+ inclusion when you join the [Association of Mental Health First Aiders](#).

Retention



Have open conversations about workload, wellbeing, and what would help. Small changes and existing support show you're listening and can prevent issues from building up.

The evidence is clear: when wellbeing at work is compromised, performance suffers. But when employees feel psychologically safe, supported, and healthy, they perform at their best. Nearly 70% of employees say their manager influences their mental health as much as their partner—more than doctors (51%) or therapists (41%) ([BusinessWire, 2023](#)). Our updated people manager training portfolio is essential for every workplace. To train your managers, [speak to our workplace team](#).