

Employee ACTION

for better workplace mental health

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

Awareness matters, but without action, change doesn't happen. Even small actions can make a big difference – for yourself, for someone else, for all of us. This Mental Health Awareness week, here are our top actions for all staff across the employee lifecycle.

Mental Health Awareness Week
11 – 17 May 2026

Recruitment

Ask to be part of an interview panel, or for an informal chat with potential candidates to share your experiences in the workplace. Demonstrate your culture and build connections right from the start.



Onboarding

Check in with a new starter, ask what could be helpful or what support they might need. This might be a coffee chat and a warm welcome, showing interest in who they are, or sharing a link to a helpful policy.



Day-to-day

Take a short outdoor break. You could encourage a colleague to join you, in person or online, especially if you think they're having a difficult time. Role modelling taking breaks from work normalises self-care, sets boundaries, and can reduce the chances of stress or burnout.



Support and inclusion

When setting up or hosting a meeting, provide different ways for people to contribute – verbally, by email, or via chat. Not everyone contributes in the same way, and feeling heard is important for recognition and appreciation at work.



Retention

Share honest, constructive, and supportive feedback. Your perspective can help highlight patterns, maintain strengths in workplace culture, and improve the environment for others.

