



My Whole Self

The 5 B's for building a better workplace culture

How to create inclusive mental health and wellbeing strategies in your workplace

1. Be reflective

We all have mental health like we have physical health. You can support equality between mental and physical health by ensuring employees regularly reflect on the state of both their physical and mental wellbeing.



2. Become an active listener

Everyone can ask the question 'How are you doing?' and actively listen to the person's response. Building connections helps to normalise conversations about mental health in the workplace.

3. Be mindful of the language you use

Words matter. They can change environments and cultures. So becoming more aware of the language we use can help support mental health and wellbeing.



4. Be a role model

Leaders need to role model talking about their own wellbeing and mental health. Including wellbeing updates in supervision sessions can help people to speak openly about mental health.



5. Be aware

Reviewing your workplace wellbeing package can help to ensure your organisation has holistic wellbeing policies and practices that support everyone's mental health.



We offer a range of consultancy services to help workplaces develop and deliver achievable mental health and wellbeing strategies, driving engagement and performance. Visit mhfaengland.org/organisations/workplace or call 020 3928 0760 for support.