



Promote

Finding ways to promote mental health can help people stay well and perform at their peak.

Promoting mental health in your business involves recognising and enhancing the aspects of work that make the people working there feel good.

Click here to read the complete guide



Key takeaways



Putting strategies in place to promote workplace wellbeing will help you and your team be more productive and engaged, and strengthen your capacity to face challenges in the workplace.



There are many ways to enhance the wellbeing of yourself and your team while at work, e.g. improving workplace culture, building social connections and improving job design.



There are also things that individuals can do to promote their own mental health both at work and outside of work.

► Ways to promote mental health in the workplace



While you cannot do much to influence people's mental health and wellbeing outside of the workplace, there are things you can do at work. Incorporating some simple strategies can help keep your team happy, motivated and productive:



Recognise and reward a job well done

Rewards do not need to be expensive, like raises or expensive gifts. Consider these ways to recognise and reward a job well done:

- Verbal or written praise
- Physical rewards (e.g. a small voucher)
- Work-based rewards (e.g. flexible hours)
- Empowerment (giving people more say).



Provide autonomy and control

Giving workers a say in how the business operates can promote mental health and help your business. These are some ideas:

- Ask people what changes they would like to see.
- Let people decide how they do their job.
- Involve people in decision making about the business.



Invest in building social connections

Meaningful social connections at work help workers feel happier and less stressed. These are some ways you can improve workplace relationships:

- Do a team building exercise (e.g. weekly trivia).
- Organise group outings (e.g. team lunch).
- Create something together (e.g. work play list).
- Create ways to connect (e.g. in-person meetings).
- Lead by example (e.g. be open, honest and relaxed).



Improve workplace culture

Workplace culture is strongly influenced by leadership. These are some ways you can create a healthy culture:

- Create positive connections that can help manage challenges.
- Be empathetic so people feel comfortable asking for help.
- Be open and honest with workers.
- Be respectful (e.g. of religious views, lifestyle choices).
- Promote healthy work habits.



Promote inclusion and celebrate diversity

A diverse team brings different experiences, perspectives and skills. These are some ways you can promote inclusion:

- Incorporate diversity and inclusion into hiring practices.
- Provide training on diversity and inclusion.
- Celebrate diversity (e.g. Pride Month, cultural or religious events).

► Ways to promote your own mental health

Prioritising small but regular timeslots to invest in your physical and mental health is important. These are some strategies to help you stay energised, motivated and focused at work:



Reflect on the positive things about work

E.g. autonomy, flexibility, creative control, connecting with community, building something from scratch, developing new skills.



Connect with your purpose at work

E.g. remember the 'why' of your business, write a purpose statement, explore if personal goals and priorities have changed.



Invest in professional development

E.g. keep skills up to date, learn new skills.



Set healthy boundaries

E.g. stick to regular workdays and hours, understand your limitations, do not accept requests that cannot be resourced or consider outsourcing opportunities.



Plan for a holiday

E.g. delegate some tasks before commencing leave, let customers know you are taking time off.



Build a supportive network

E.g. use a co-working space, connect with other small business owners, meet new people.



Practise self-care

E.g. exercise regularly, make time for sleep, eat a balanced diet, try some meditation or mindfulness.



If you or someone you know needs support, our [urgent help page](#) lists support services you can reach out to now. In an emergency, please call 000.



Mentally Healthy Workplaces