

WORKING WELL



Karakia

Unuhia te pō, te pō whiri
mārama

Tomokia te ao, te ao whatu
tāngata

Tātai ki runga, tātai ki raro,
tātai aho rau

Haumi e, hui e, tāiki e!

From the confusion comes understanding

From the understanding comes unity

We are interwoven

We are interconnected

Together as one!

The Mental Health Foundation's vision is for a society where all people flourish

Working Well:

Our Workplace Wellbeing work is to help businesses and organisations obtain optimal mental health for their people.

Facilitator for today: Lisa Ducat



Safe
Manaakitanga

Psychologically healthy environment



Feel good
Oranga

Positive feelings & life satisfaction



Supportive
Āwhinatia

Fair & empathetic approaches



Function well
Mātauranga

Doing things that provide meaning & purpose



Strong
Kia Tautoko

Boosting mental wellbeing & resilience



Connected
Whanaungatanga

Sense of belonging & feeling valued

Session one



Safe

Manaakitanga

Psychologically healthy environment



Supportive

Āwhinatia

Fair & empathetic approaches



Strong

Kia Tautoko

Boosting mental wellbeing & resilience

List of activities we will take

- Positive work environments
- Leadership commitment & skills to have conversations (1:1, team and if someone struggling)
- Policy and processes to support mental wellbeing

Session two



Feel good

Oranga

Positive feelings
& life satisfaction



Function well

Mātauranga

Doing things that provide
meaning & purpose



Connected

Whanaungatanga

Sense of belonging
& feeling valued

List of activities we will take

- What makes you feel good?
- Resilience model
- Recognising wellbeing at work
- Five Ways to Wellbeing & Personal wellbeing plan
- Five ways action plan template

WORKING WELL

Creating positive environments
for mental wellbeing
– the what, why and how



What you will get out of today

- Understand
 - ✓ mental health and wellbeing
 - ✓ why it's important to think about wellbeing at work
- Learn
 - ✓ how to create an positive work environment
 - ✓ some practical things that you can do

What is mental wellbeing and what is a positive environment?

- What is mental wellbeing?
- What is one thing that can help to create a positive work environment?

Mental health and mental wellbeing



What we're aiming for



Feel good

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Positive feelings
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The business case

- Mental health problems are common
 - 1 in 2 New Zealanders in their lifetimes
- Workplace wellbeing programmes save money
 - \$4.20 for every \$1 Spent
- It's the law

Positive work environments



Safe
Manaakitanga
Psychologically healthy
environment



Supportive
Āwhinatia
Fair & empathetic
approaches



Strong
Kia Tautoko
Boosting mental
wellbeing & resilience



Key elements for creating positive environments

- Leadership commitment
- Encourage communication
- Policy and processes
- Evaluating and reviewing

Leadership commitment

- Communicate
- Model
- Engage



Encourage communication around mental wellbeing

- One-on-one discussions
- Team discussions
- Conversations when someone is struggling

One-on-one discussions



Team discussions



Conversations when someone might be struggling

What might you notice?

- **Change**

What could you do?

- **Ask**

How could you start the conversation?

Some tips:

- Time and place
- Talk about the behaviour or change
- Reassure & be non-judgemental
- Ask questions, don't make assumptions
- Listen and try to understand
- Empathise
- Help them make a plan about what to do next
- Check back later

Policy and processes to support mental wellbeing

When assessing need and identifying priorities, ask:

- *How does this impact mental wellbeing?*
 - *Is it safe?*
 - *Is it supportive?*
 - *Will it strengthen wellbeing?*

Evaluating and reviewing

KISS – Keep it simple sweetie!

- ASK staff
 - One on ones
 - Team meetings
 - Staff surveys
- Revisit plans regularly

Reviewing workshop goals

- Understand
 - ✓ mental health and wellbeing
 - ✓ why it's important to think about wellbeing at work
- Learn
 - ✓ how to create a positive work environment
 - ✓ some practical things that you can do

What does your workplace offer?

- *Add in your local supports and services e.g.*
 - Employee Assistance Programmes
 - Key staff contacts
 - Local health and wellbeing providers
- You can get an updated list of Helplines and local mental health services (<https://www.mentalhealth.org.nz/assets/Helplines-and-local-mental-health-services/MHF-Helplines-A4-WEB-FINAL.pdf>) - this has space to add your local numbers as well

Mental Health Foundation

www.mentalhealth.org.nz

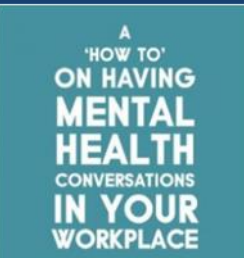
WORKING WELL

A workplace guide to mental health

A guide for managers who want to proactively understand and increase mental wellbeing in their workplaces



A stepped guide to improving mental wellness in your workplace. It includes fact sheets, tools, templates and games



A collection of online training materials to equip managers with the tools and confidence to talk about mental health with teams and individuals.

Wellplace.nz

www.wellplace.nz

Practical ideas, tools and resources for people who are leading wellbeing activity in New Zealand workplaces.



www.good4work.nz

A workplace wellbeing tool for small-medium workplaces and any business getting started with workplace wellbeing.



www.workwell.health.nz

A workplace wellbeing initiative that supports workplaces to 'work better through wellbeing'.

WORKSAFE
NEW ZEALAND | MAHI HAUMARU
AOTEAROA

www.worksafe.govt.nz

Work health and safety regulator. Provides information and guidance about health and safety.

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Enhancing Mental Wellbeing

Five Ways to Wellbeing at Work



What we'll cover today

- Understand
 - ✓ mental health and wellbeing
 - ✓ what keeps people and organisations well

- Learn
 - ✓ about the Five Ways to Wellbeing
 - ✓ some practical things to improve wellbeing

What makes you feel good?



What we're aiming for



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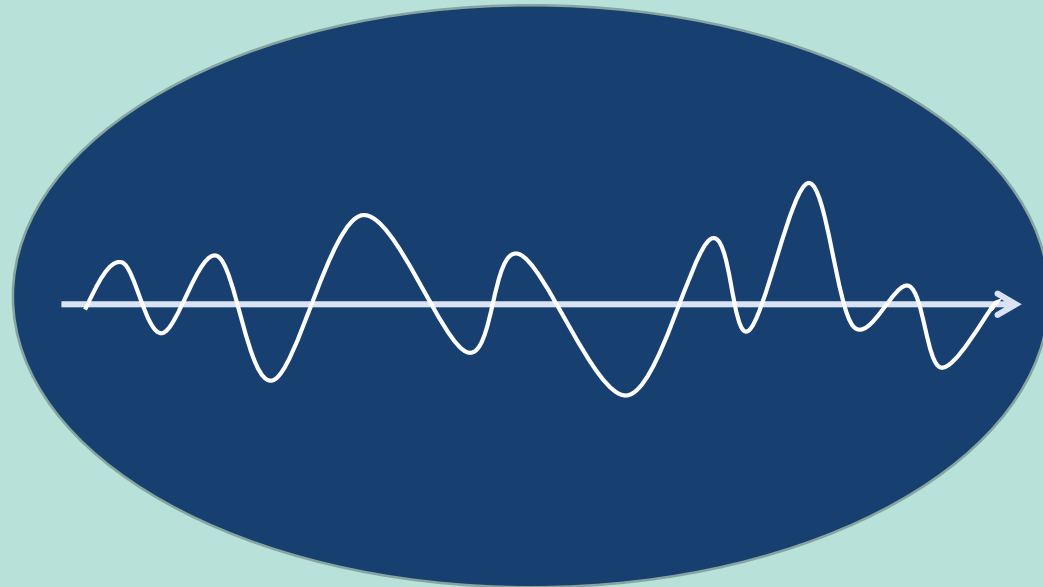


Mental health and mental wellbeing



Resilience model

Individual skills and habits



Supportive environments

Recognising wellbeing at work

What do you need to have a really great day at work?

Five Ways to Wellbeing

CONNECT

KEEP
LEARNING

TAKE
NOTICE

BE
ACTIVE

Give



Strong relationships with others are an essential part of building resilience and boosting wellbeing.



Being curious and seeking out new experiences positively stimulates the brain.



Being physically active every day is great for our bodies and minds.



Carrying out acts of kindness, whether small or large, can increase happiness, life satisfaction and general sense of wellbeing.



ME ARO
TONU



TAKE
NOTICE

Paying more attention to the present moment, to thoughts and feelings and to the world around, can boost our wellbeing.

Personal wellbeing plan

Write down:

- What you're already doing.
- Any new ideas you'd like to try.
- At least one thing you want to commit to doing.

Using the Five Ways at work

- Support positive things at work,
or
- Minimise negative things.

What do you need to have a good day?



Reviewing workshop goals

- Understand
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 - ✓ What keeps people and organisations well
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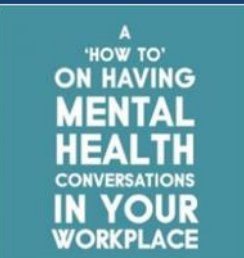
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Top tips for facilitators

1. What's one thing I need to consider while facilitating these workshops?
2. What's one thing I'm concerned about

Modelling values to get conversation happening

- Involvement and discussion is key (Fun works)
- Be neutral and supportive
- Key values to keep in mind while running these workshops
 - Whanaungatanga
 - Manaakitanga
 - Rangitiratanga
- You don't have to have all the answers
- Model listening non-judgmentally

Personal preparation

- Stigma & discrimination
- Personal experience
- Do your own personal wellbeing plan
- Be prepared to not have the answer

Know your workplace

- We don't 😊
- Provide an up-to-date list of what supports are available at your workplace
- Know what community services and supports are available
- Find out who is already championing this work, get them on-board

Assess - Plan – Do - Review

- What are the outcomes I hope to achieve?
- Who is the Audience?
- Which workshop and/or activity will I use?

Topic/activity	Audience	Purpose	When

Resources summary

- Facilitator Guides
- Fact Sheets
- Handouts
- Worksheets
- Facilitator tools

Summary of day

1. Mental health is important to workplaces and the workshops are a place to start
2. Session One: Tools to identify the culture you want to create and simple actions you can take
3. Session Two: Tools to promote individual wellbeing needs and simple actions you can take
4. Tips to support you as a facilitator and beginning to plan to use the workshops and activities

Karakia

Kia whakairia te tapu

Kia wātea ai te ara

Kia turuki whakataha ai

Kia turuki whakataha ai

Haumi e. Hui e. Tāiki e!

Restrictions are moved aside

So the pathway is clear

To return to everyday activities

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