

This guide is part of our long-term employment campaign, 'Taking care of business', that will help bring much-needed changes to the workplace.

If you are willing to take steps to improve your organisation and the working lives of your staff, Mind is here for you every step of the way.

We believe that by helping employers and employees look after their mental wellbeing, we can significantly improve the working lives of people in England and Wales.

Act today

Reaping extensive benefits from improved employee mental wellbeing will require long-term commitment to the issue. But you can start benefiting from a more mentally healthy management style today.

1. Take a walk around your workplace at lunchtime, how many of your staff are still sat at their desks? Suggest that they take a lunch break every day. By taking a break at midday you can help your brain relax and ensure you are as productive at the end of the day as you are at the start.
2. When you leave work tell your staff it's time to go home – if there is no one to tell, maybe you should consider working shorter hours? Working shorter hours will not only benefit your personal life, it will make sure when you are at work you are rested and ready to perform at your best.
3. Introduce yourself to staff. How many people do you work with that you've never spoken to? Talking regularly to all your employees could give you a better sense of what is happening on the ground.
4. Enjoy some team time with your staff and have some time out of the office. Organise a lunchtime activity such as a softball match, a picnic or just eating out.

Some things are too big to ignore...

One in six workers experiences depression, anxiety or unmanageable stress.

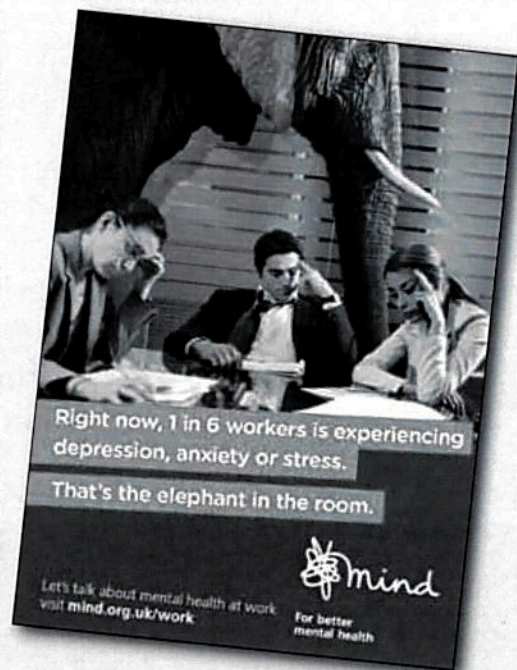
A further one in six experiences symptoms of mental ill health such as sleep problems and fatigue.

Yet mental health is still taboo in the workplace.

Many employees keep quiet about their mental distress, for fear of discrimination from managers or colleagues. This means problems spiral and are often not identified until too late, exacerbating the business and human costs, as well as placing added strain on colleagues.

Sign up to Mind's 'Taking care of business' campaign at www.mind.org.uk/work:

- Increase your profile and show your support by displaying your organisation's logo on our Campaign Supporters' page. Email work@mind.org.uk for more details.
- Your local Mind can help you create a more mentally healthy workplace. To find Mind in your area visit the Mind website at www.mind.org.uk
- Stay up to date with the campaign via e-newsletters with links to blogs, debate, events and resources.



Let's talk about mental health at work.