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

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

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 a 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
Oranga
Positive feelings & life satisfaction

Function well
Mātauranga
Doing things that provide meaning & purpose

Connected
Whanaungatanga
Sense of belonging & feeling valued
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

**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’.

**www.worksafe.govt.nz**
Work health and safety regulator. Provides information and guidance about health and safety.

**WORKING WELL**
A workplace guide to mental health

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.
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Enhancing Mental Wellbeing

Five Ways to Wellbeing at Work

Mental Health Foundation

mauri tu, mauri ora
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

Feel good
Oranga
Positive feelings & life satisfaction

Function well
Mātauranga
Doing things that provide meaning & purpose

Connected
Whanaungatanga
Sense of belonging & feeling valued
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.
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
  ✓ mental health and wellbeing
  ✓ What keeps people and organisations well

• Learn
  ✓ about the Five Ways to Wellbeing
  ✓ some practical things to improve wellbeing
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www.mentalhealth.org.nz

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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?

<table>
<thead>
<tr>
<th>Topic/activity</th>
<th>Audience</th>
<th>Purpose</th>
<th>When</th>
</tr>
</thead>
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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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