

CREATING A MENTALLY HEALTHY WORKPLACE

HELPFUL LINKS



HAVING A PEOPLE-FIRST CULTURE

A people-first culture values people's differences and doesn't expect employees to fit a particular mould.

A people-first workplace celebrates and accepts mental distress or illness as a form of diversity, alongside diversity in ethnic backgrounds, age groups, physical abilities and appearances and sexual identities.

ENCOURAGING EMPLOYEES TO STAY MENTALLY AND PHYSICALLY HEALTHY

Healthy physical habits like getting enough sleep, eating a balanced diet and exercising can play a huge role in supporting our mental health. Other behaviours that improve our mental wellbeing and resilience include high-quality social connections, helping others and our community, learning, and re-framing negative thoughts to more positive alternatives.

Useful frameworks and resources:

- [Five Ways to Wellbeing](#)
- [Te Whare Tapa Whā](#)

HAVING INCLUSIVE MENTAL HEALTH PROCESSES AND POLICIES

Embedding fair, clear mental health processes and policies will help to both employ and support people with mental distress or illness, and help to prevent discrimination, harassment and bullying in the workplace.

Useful frameworks and resources:

- [Policy and processes matrix, p28-29 in Creating Positive Environments](#)
- [Workplace Policy Builder](#)
- [MHF Workplace Bullying Prevention resources](#)
- [Worksafe Workplace bullying and harassment](#)
- [Employment of NZ Bullying, harassment and discrimination](#)

RESOURCES TO HELP YOU BECOME A MENTAL HEALTH CHAMPION IN YOUR WORKPLACE

- [The business case for wellbeing, p7 in Positive Communication at Work](#)
- [Other Working Well resources](#)
- [Kōrero starter cards](#)

