

# Enhancing mental wellbeing: Using the Five Ways to Wellbeing at work

## Why is this important?

The Five Ways to Wellbeing at Work are simple, proven actions workplaces can take to help their people find balance, build resilience and boost their mental health and wellbeing.

These actions are more relevant than ever during the COVID-19 pandemic as workplaces have adjusted to new ways of working and supporting their people to feel safe, connected and hopeful.



## How can you use them?

### Connect

- Use technology to stay connected with your teams and colleagues. Being connected helps people feel safer and less stressed.
- Connect online through regular 'catch ups' as teams and one-to-one, especially when working from home.
- Use a variety of platforms to communicate with others, such as Teams, Zoom or Messenger.
- Remember that building strong relationships when things are going well helps us to get through the tough times together.

### Be active

- Be physically active every day to boost your body, mind, and sense of wellbeing and health.
- When working from home, prioritise being active and create a routine that includes start and finish times, breaks and getting out in the fresh air. Move your mood!

### Keep learning

- Learn a new skill, task or role to positively stimulate your brain.
- Be curious about the interesting and positive things happening in the world.

## Take notice

- Pause occasionally and remember the simple things that bring you joy.
- Notice how you and others are doing, without judgement.
- Have you noticed any changes in behaviour, thinking, emotions or reactions from yourself or others? Ask 'how are you doing, really?' and listen.

## Give

- Give to work colleagues with acts of kindness – small or large – to increase your sense of happiness and wellbeing. Giving can boost your mood, their mood and the moods of those around you.
- Set boundaries and take time out to recover if you are in a giving role at work.



## Helpful resources

### Mental Health Foundation

#### Enhancing mental wellbeing – Five Ways to Wellbeing at Work

These resources will support you to introduce mental health and wellbeing tools into your workplace and focus on promoting positive mental health, using five simple and proven actions.

#### Workplace wellbeing during COVID-19

Resources to help workplace leaders create work environments where people feel safe, calm, connected and hopeful throughout the COVID-19 pandemic and beyond.

#### Open Minds e-learning

This free online training course helps managers support people experiencing mental distress or illness at work, with guidance about starting a conversation with someone who might be affected.

## Health and Safety Association of New Zealand (HASANZ)

Find a [HASANZ registered advisor](#) to help you.

HASANZ also has a range of [COVID-19 related webinars and resources](#), including:

- Managing COVID-19 in the workplace
- Returning to work safely
- Personal leadership and working differently
- Healthy working from home.

## WorkSafe

[Staying mentally healthy when working from home](#)

Guidance for workers who do office-type work in their home, or an equivalent location, rather than at their business premises.

## Business Leaders' Health and Safety Forum

A range of [resources](#) for CEOs, including:

- COVID-19 vaccination policy support
- Protecting mental wellbeing at work
- CEO's guide to mental health and wellbeing
- Research: Lessons from the pandemic.

## Southern Cross

[Southern Cross Healthy Futures Report 2020](#)

A comprehensive look at Aotearoa's health and wellbeing.

## Business.govt.nz

[Managing the impact of COVID-19 cases in your business](#)

Advice for organisations on how to plan for COVID-19 affecting their employees, and how to reduce the risk of COVID-19 infections in their workplace.