




# Worksheet

## Policy and processes matrix

	What do we do well?	What could be better or is missing?
 <p><b>Safe</b> Manaakitanga Psychologically healthy environment</p> <ul style="list-style-type: none"><li>• Fatigue and taking breaks</li><li>• Bullying</li><li>• Discrimination and harassment</li><li>• Stress</li><li>• Conflict resolution</li><li>• Expectations around workplace behaviour</li><li>• Culture of trust and openness</li><li>• Diversity and inclusion</li></ul>		
 <p><b>Supportive</b> Awhinatia Fair &amp; empathetic approaches</p> <ul style="list-style-type: none"><li>• Work-life balance</li><li>• Flexible working arrangements</li><li>• Supporting people when they are distressed</li><li>• Employee assistance programmes</li><li>• Return to work plans include mental health problems</li></ul>		
 <p><b>Strong</b> Kia Tautoko Boosting mental wellbeing &amp; resilience</p> <ul style="list-style-type: none"><li>• Wellbeing programmes</li><li>• Professional development</li><li>• Training for leadership and managers</li><li>• Opportunities for your people to identify ways to support their own wellbeing</li><li>• Support mental health and wellbeing initiatives e.g. Mental Health Awareness Week</li></ul>		

**Think about how your workplace affects how you feel, function and connect with others.**

## Discussion Instructions:

In groups of three or four identify what policies or processes are in place that reinforces or supports mental wellbeing.

How:

1. Take a look at the 'Policy and processes to support mental wellbeing matrix'. There are some core areas to consider on the matrix.
2. Discuss if you know of any policy or ways of work that support the elements needed to create a positive environment.
3. Add anything that you think is important that isn't already mentioned.
4. As a group, identify:
  - a. What do we do well?
  - b. What could be improved?
  - c. What is missing or what don't we know about?