

MENTAL  
HEALTH  
at WORK



MENTAL HEALTH AND THE WORKPLACE  
WHERE DO YOU START ?

[www.mhaw.uk.com](http://www.mhaw.uk.com)

## GETTING GOOD AT NOTICING CHANGES

### Questions to ask yourself



What specific changes have you seen? e.g. behaviour, attitude, performance, engagement mood.



What do you know about the person's life circumstances?



When did this start? How long has it been going on for?



What do you know about the person's physical health?



How constant is it? E.g. persistent throughout the day or just in the morning etc.



Have you ever noticed this change in the person before?



How severe is the change e.g. overnight/ rapid, over a period of time?



How specifically is this change impacting on performance?



What's the context? i.e. What else is going on within the workplace?



What has changed since the last appraisal/ performance review?

At Mental Health at Work we believe that managing mental health in the workplace starts with a conversation. But it is not always easy to take the first step.

Our training will help everyone in the workplace have open conversations about mental health.

We start by raising your awareness of mental health issues, challenging myths and improving overall literacy around mental health. This is supported by line manager development, leadership skills, guidance, practical application and organisational support to ensure that consideration of mental health is promoted as an integral part of working life.

To find out more please email:  
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