

# SUPPORTING STAFF WELLBEING

In our guide on [How To Support The Mental Health Of Your Employees & Team Members](#) we highlighted the importance of Wellness Action Plans ([a template for which can be found here](#)).

However, a Wellness Action Plan isn't the only tool you can use as a business manager to support your team if and when they are experiencing problems. Below we have created a short list of tips to help you support staff wellbeing within your business.

- **Adapt Your Managerial Style**

There is not a 'one size fits all' approach to supporting your team's wellbeing. As such, being able to adapt your managerial style to best suit your employees' needs is imperative. Tailor your approach to each task and team member. It is also recommended that you discuss with your staff what their requirements are and what support they need rather than simply assuming you know what they need.

- **Get Feedback**

Regularly asking for feedback about the support you provide will help to foster an atmosphere of trust within your workplace.

- **Make It Everyday**

The wellbeing of your staff should not be something that is considered only at regular intervals, but rather should be a part of your everyday working life. Make it a part of your catch-ups / 1-1s and regularly check in on an ad-hoc basis to see how your team is feeling.

- **Encourage**

Encouraging your team in everything they do is important, including their relationships with the rest of the team. Encourage them to have positive relationships with those they work with and if necessary, provide mediation where the relationships aren't positive.

- **Be Available**

Making sure that your team knows you are available for work-related conversations as well as more general wellbeing conversations will help to improve employee trust and morale. Be supportive, approachable and responsive.

- **Allow For Growth**

Ensure that you are providing your team with meaningful work as well as opportunities for growth within your business. Supporting them with their workloads, encouraging them to hold a positive work / life balance is also important to ensuring they feel that your business is the place that they can develop.

Remember, the way you act and behave as a manager is key to the mental wellbeing of the employees and team members within your business. Make sure that you are open to feedback (and sometimes criticism) on how you are as a manager.

How you are perceived and how you communicate is a key factor in being an effective manager - one that manages a healthy, happy and productive team.

## USEFUL LINKS

- Rethink Mental Illness: <https://www.rethink.org/>
- How To Support The Mental Health Of Your Employees & Team Members: <https://thebetterbusiness.network/wp-content/uploads/2021/11/How-To-Support-The-Mental-Health-Of-Your-Employees-Team-Members.pdf>
- WAP Template: <https://thebetterbusiness.network/wp-content/uploads/2021/11/Wellness-Action-Plan-Template.pdf>

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