

Tips to support mental wellbeing in the workplace

How to support the mental wellbeing of your employees – beneficial tips from occupational health psychologist Sari Nuikki

1. Pay attention to psychosocial stress factors

Be aware of the potential psychosocial stress factors of your employees, such as excessive workload and difficult customer situations. Think about what you can do to reduce harmful stress.

2. Promote an open discussion culture

Create a work environment where employees feel safe to talk about their mental health challenges. Encourage open dialogue and be ready to support where necessary.

3. Remember early mediation

Actively talk to your employees on a regular basis, including one-to-one. Listen and support a balance between workload and recovery. Be sensitive to any signs of deteriorating mental wellbeing and offer support before problems get worse.

4. Make use of colleagues and your employer's support services

Discuss with supervisor colleagues and your employer or seek support from an occupational health psychologist for challenging situations. Remember, you do not have to solve the mental blocks of your team members alone, so be aware of the occupational health services available and guide your team members to them if necessary. Early intervention and support can prevent mental health problems from becoming more serious.



How to support the mental wellbeing of your co-workers – beneficial tips from occupational health psychologist Sari Nuikki

1. Take an interest in your colleagues

Pay attention to the well-being of your colleagues and any changes in it. Genuine interest in each other can help to start an open discussion.

2. Ask openly what's on your mind and share your concerns

Ask your colleagues how they are doing. Show a genuine interest in their well-being and be prepared to listen. If you are concerned about a colleague, be open about your observations and concerns.

3. Encourage openness

If you notice signs of mental wellbeing challenges in your colleague, encourage them to talk openly to their supervisor. Be supportive and help them seek help if needed.

4. Recognize your own boundaries

If the situation seems serious, refer a colleague to talk to their supervisor or tell your concerns to the supervisor yourself. Encourage your colleague to seek help from occupational health.

