



A HOW TO ON HAVING MENTAL HEALTH CONVERSATIONS — IN YOUR — WORKPLACE

restaurant
association
of new zealand

TALK

ABOUT WELLBEING

Make talking about wellbeing an everyday thing.

Keeping the kōrero alive and open in your workplace positively affects mental wellbeing.

IT IS AS EASY AS ASKING:

- How are you doing?
- You don't seem yourself lately, anything up?
- I noticed you've been quiet this week, you OK?
- What's been happening for you lately?
- I haven't caught up with you and wanted to check in about how you are feeling?
- How's life? How are the family?
- You got time for a coffee and catch up?
- Work's been pretty full on this month, how're you managing?

Asking and talking about wellbeing lets your team know it's OK to talk to you about how they are feeling and seek support when it is needed.

Remember you don't have to have all the answers, listening is one of the most important things you can do. People prosper when treated with respect and care.

Think about what flexibility you have in your team and workplace to support wellbeing.

ASK WHAT IS NEEDED.

THIS RESOURCE WAS CREATED IN CONSULTATION WITH



UNDERSTAND

WHAT IS SUPPORTIVE

Listen non-judgmentally and understand the issue from their perspective.

Acknowledge the person's feelings and don't take them personally.

Let them know you're asking because you're concerned about them.

Their knowledge will help understanding and support problem solving.

ASK QUESTIONS TO EXPLORE WHAT'S GOING ON:

- Have you spoken to anyone else about this?
- What would help you manage the load?
- What else is happening for you at the moment?
- How do you think you might resolve that situation?
- What can we change to make life easier?

WORK TOGETHER

FOR SHARED SUCCESS

Work together to find solutions that work for both you and your team member, keeping the mana of everyone intact.

Focus on strengths and abilities brought to the workplace and what resources you can both bring to tautoko wellbeing and achieve shared goals.

FIND OUT ABOUT OTHER SUPPORTS:

- Employee Assistance Programmes (EAPs)
- Team members
- Family or friends
- Supports outside of the workplace
- Practical supports to reduce stress levels