

Conversations on Mental Health as a Leader

Mental health is a workplace concern, not just a personal issue. Managers are not therapists but should provide support and check-ins.



Create psychological safety.

Employees need to feel safe to discuss challenges without fear of judgement. Avoid creating a culture where vulnerability is seen as a weakness.

Listen more, talk less (80/20 rule).

Reflect back what you hear to ensure employees feel understood.



Watch for changes in behaviour, such as withdrawal, irritability, or lack of confidence.

If something seems 'off' more than three times, check in.



Create a dedicated 10-15 minute space in one-to-one meetings for mental health check-ins.

Offer support rather than rushing to solutions.

Ask, "What do you need from me?"



Maintain healthy boundaries.

Encourage professional help when needed and speak about company resources like Employee Assistance Programmes (EAPs).



Lead by example.

Normalise mental health discussions by sharing your own experiences when appropriate. Show employees that mental well-being matters at all levels.

