



World Mental Health Day

HOW CULTURE HELPS PEOPLE THRIVE

Some people are brilliant actors. You'd never know what's going on as they hide it well. Especially if their bad day is because of a 'work thing'.

When we're at work we can't be seen not to cope. We have to be able to deal with pressure as that's what it said on the job description when we applied for the role, right?

And if we do say something, what if we're labelled a failure? What happens to that promotion opportunity?

So, those brilliant actors remain in character, assuming the role they think they need to play. Rather than talking to someone at work, they might go home and take it out on the people or things they love instead.

That's pretty rubbish really, isn't it.

I'm guessing you already know it's #WorldMentalHealthDay and the theme is "prioritising mental health in the workplace."

I expect you've read that it's about "championing mental health in the workplace and creating cultures where people have the potential to contribute productively and thrive."

Creating a work environment where people can thrive is something I reckon we all play a part in building.

I get it though. It's not easy to know how to support a workmate who is going through a tough time.

Let's say you do check in with someone. What's the worst that can happen? They don't want to talk to you. OK, if that was the case, I'd respect that.

Or they tell you something and you aren't sure what to say or how to respond. It's not always about having all the answers. Some people just want space to talk.

But in both cases you've asked the question. You've listened. You've made a human connection.

You're also contributing to the creation of a culture people can thrive in.

And maybe when you're having a bad day, someone will stop and ask you if you're alright.

Not sure about you but that's the kind of team I'd want to be a part of. The kind of place I'd want to work.



Sam Baker

Astrantia People Consulting Limited

Helping leaders elevate their people experience to drive business growth