



Activities

Each week, we will include ideas for activities to help enhance conversations around mental health. Some of you will be well into your journey, some of you will be looking to improve.

More information and ideas can be found on the national [Mind website](#) for both employees and employers.

Think about your 1:1 format

This will vary hugely for all of you. Some are target driven, some just like a chat and a check in. Which ever the aim of your 1:1s – add 5 mins at the beginning. 10, if you have the luxury of time. Introduce this campaign (hopefully you will have circulated the pack already) and ask how they feel about it. Ask them to be honest. Some might think it's a load of rubbish. That's OK. Just ask them to have an open mind and to have a go at what's to come. Remember – while you might have an 'open door' policy, don't assume people will come to you when they need to. It might take this 5 minutes to give them permission to take that step.

Mental Health Wall

Designate a space for people to write, *anonymously*, something they want to share about mental health. It could be a summary of their recent mental health, how the pandemic might have impacted the way they feel at work, any experiences they have had with friends or family. It could be post-it on the wall; it could be a digital forum / thread on your intranet. Just somewhere, as public as you



want it to be, to begin normalising openness. No replies – no judgement – just awareness. They need to know they will not be rebuked for their thoughts and try not to take any work related notes personally.

Raffle a great prize

This campaign is to encourage people to look out for their colleagues and friends. While most do, it doesn't hurt to really help them to learn about mental health and create a culture of it at work. This will mean new habits and a reminder of why they are doing it. Help to promote it and remind your employees and colleagues that you are taking part in this campaign with balloons, posters, email signatures and even a raffle! Having a great prize on hand (or even the promise of a cake!) will hopefully engage people a bit more, plus, it might even help York Mind raise some much needed funds during the pandemic.

(If you'd like some support to run a staff raffle, contact us on fundraising@yorkmind.org.uk)

