



Activities

Ask Twice

Try asking “How are you?” more than once when you find yourself with space with a colleague. ‘I’m fine’ will probably be the first response. But you might suspect differently. Ask again – it shows you are interested to hear more. Actively listen, repeat back your understanding of their story and acknowledge their struggle. It could mean the world to them that day. Try calling a colleague if working from home. That really is a safe space and some people find it easier to offload on the phone.

Try meditation

Now it's not for everyone... but would some people want to give it a go? Find yourself a quiet place, or ask your colleagues if they fancy trying it out for 20 mins. There are plenty of apps, such as Calm and Headspace, that offer meditation guidance and can talk people through relaxation techniques... ready to calmly take on that morning inbox!





Broaden the topics

According to Mind, 50% of people of a BAME background don't speak about mental health as they don't want to place a burden on others. When dealing with workplace wellbeing, your approach needs to incorporate all cultures and backgrounds. Conversations around mental health needs with racial and cultural dimensions need to be held in a productive and safe way.

Visit <http://www.conversationcafe.org/> for ideas on holding group sessions using techniques to make sure everyone is heard – useful for any large conversations.

