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# Information about the **Mental Wellbeing by Design** process

Everyone who goes to work should go home safe and healthy, both physically and mentally. Ensuring this is more than a legal obligation – it's the right thing to do.

## **What:**

The **Mental Wellbeing by Design** process will enable us to identify and understand risks in the workplace that could impact on your mental health, and also aspects of work that protect your mental health. The process also helps identify ways to mitigate the harmful factors, and to encourage the positive factors.

## **Why:**

We want to understand the impact of work on our people. Just as we identify the risks to your physical safety at work, we also need to identify the risks to your mental health. We also want to understand what aspects of your work protect your mental wellbeing.

## **How:**

Workshops will be held with work groups, as they are the experts in their work. Your facilitator will lead the workshops using a method that helps us understand the factors at work that impact mental health. The facilitator will ask the group to think about their work and to rate how different factors impact them. They then discuss their ratings and the reasons behind them. It's as much about the conversation as it is about the ratings. The facilitator wants to hear how the group's work currently

affects them, as well as their thoughts on how things might be improved. No leaders will be at these sessions. All information about participants' comments is confidential and is not attributable to individuals.

## **What happens after:**

A draft report will be prepared with a combination of all the ratings and ideas for improvement. The report will be sent to group participants, the rest of the team, and their manager. The report is shared so everyone can understand the process and the action plan. The group will then come back together to discuss the ideas captured. They will explore ways to eliminate or minimise the harmful factors they prioritised, as well as how to maintain the protective factors. The group will create an action plan, and review dates will be set to track progress. The aim is to ensure our work and workplace enables us to thrive!

## **Background on the process:**

The **Mental Wellbeing by Design** process was created by a consultancy specialising in wellbeing at work, Leading Safety, for a not-for-profit, the Business Leaders' Health and Safety Forum. This project has been supported by ACC and the Mental Health Foundation.



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