Mental Wellbeing By Design for Manufacturing

Process

The aim of the **Mental Wellbeing By Design** process is for people doing similar work to identify work-related factors that are protecting or potentially harming their wellbeing.

Using a scale of 1 to 10, rate the extent to which the following factors harm or protect your mental wellbeing.





| Group: | | | |
|--------|--|--|--|
| Date: | | | |





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| HARMING FACTORS | 1 | 2 | 3 | 4 | 5 | 6 7 | 8 | 9 | 10 | PROTECTIVE FACTORS |
|--|--------------|----------------|-----|-----|--------------|----------------|----------------|------------|------------|---|
| TASK | | | | | | | | | | |
| Too much work | \bigcirc (| \mathcal{C} | | | \bigcirc (|) (| | | \bigcirc | Right amount of work |
| Repetitive or boring work | \bigcirc (| \mathcal{C} | | | |) (| | | \bigcirc | Varied and challenging work |
| Work pace is too fast | (| $\overline{)}$ |) (| | 0 (|) (|) | | \bigcirc | Work pace is good |
| Unrealistic timeframes or targets | \bigcirc (| $\overline{)}$ |) (| | 0 (|) (|) | | \bigcirc | Realistic timeframes and targets |
| Poor tools for the work | \bigcirc (| $\overline{)}$ |) (| | \bigcirc (|) (|) | | \bigcirc | Good tools for the work |
| Not enough people to do the work well | \bigcirc (| $\overline{)}$ |) (| | 0 (|) (|) | | \bigcirc | Enough people to do the work well |
| Unclear work tasks | \bigcirc (| $\overline{)}$ |) (| | 0 (|) (|) | \bigcirc | \bigcirc | Clear work tasks |
| Little involvement in decisions about the work | \bigcirc (| $\overline{)}$ |) (| | 0 (|) (|) | \bigcirc | \bigcirc | Lots of involvement in decisions about the work |
| Poor working conditions | \bigcirc (| \bigcirc (|) (| | 0 (|) (|) | | \bigcirc | Good working conditions |
| | | | | INC | DIVIC | UAL | | | | |
| Little or no meaning or purpose in work | \bigcirc (| $\overline{)}$ |) (| | 0 (|) (| | | \bigcirc | Fulfilling work |
| Underuse of skills | \bigcirc (| $\overline{)}$ |) (| | 0 (|) (| | | \bigcirc | Good use of skills |
| Few opportunities to learn new skills | \bigcirc (| $\overline{)}$ |) (| | 0 (|) (| | | \bigcirc | Many opportunities to learn new skills |
| Few opportunities to be promoted | \bigcirc (| $\overline{)}$ |) (| | 0 (|) (| | | \bigcirc | Many opportunities to be promoted |
| Inflexible work schedules | \bigcirc (| $\overline{)}$ |) (| | 0 (|) (| | | \bigcirc | Flexible work schedules |
| Poor rest breaks | \bigcirc (| $\overline{)}$ |) (| | 0 (|) (| | | \bigcirc | Good rest breaks |
| | | | | 9 | SOCI | A L | | | | |
| Threatening or bullying work relations | \bigcirc (| $\overline{)}$ |) (| | 0 (|) (| | | \bigcirc | Non-threatening and respectful work relations |
| Unsocial working hours | O (| $\overline{)}$ |) (| | 0 (|) (|) | | \bigcirc | Social working hours |
| Unsupportive boss | \bigcirc (| $\overline{)}$ |) (| | 0 (|) (|) | | \bigcirc | Supportive boss |
| Unsupportive workmates | \bigcirc (| $\overline{)}$ |) (| | 0 (|) (|) | \bigcirc | \bigcirc | Supportive workmates |
| Unclear communication | O (| $\overline{)}$ |) (| | 0 (|) (|) | | \bigcirc | Clear communication |
| Lack of appreciation or recognition | \bigcirc (| $\overline{)}$ |) (| | 0 (|) (|) | | \bigcirc | Meaningful appreciation and recognition |
| ORGANISATIONAL | | | | | | | | | | |
| Get into trouble for speaking up and challenging | 0 (| $\overline{)}$ |) (| | 0 (|) (|) | | \bigcirc | Encouraged and safe to speak up and challenge |
| Discrimination or undervaluing of diversity | \bigcirc (| $\overline{)}$ |) (| | 0 (|) (| | | \bigcirc | Inclusion and valuing of diversity |
| Too much or too little checking of work | \bigcirc (| \bigcirc |) (| | 0 (|) (| | | \bigcirc | Appropriate checking of work |
| Poor match between pay / benefits and effort | \bigcirc (| $\overline{)}$ |) (| | 0 (| $\overline{)}$ |) | | \bigcirc | Good match between pay / benefits and effort |
| Unfair or inconsistent treatment | | $\overline{)}$ |) (| | 0 (|) |) | | | Fair and consistent treatment |
| Lack of job security | \bigcirc (| $\overline{)}$ |) (| | 0 (| $\overline{)}$ | $\overline{)}$ | | | Job security |
| | | | _ | | | | | | | |

Mental Wellbeing By Design for Manufacturing

Actions

Review your ratings for each section and identify the following:

- a. The key 1 or 2 harming factors and note down what you think could be done to eliminate or minimise these risks.
- **b.** The key 1 or 2 protective factors and note down what you think could be done to maintain or strengthen this protection.

| | HARMING MENIAL HEALIH | PROTECTING MENTAL HEALTH | |
|----------------|-----------------------------------|-------------------------------------|--|
| TASK | Significant harmful risks: | Significant protective factors: | |
| | Actions to eliminate or minimise: | Actions to maintain the protection: | |
| INDIVIDUAL | Significant harmful risks: | Significant protective factors: | |
| | Actions to eliminate or minimise: | Actions to maintain the protection: | |
| SOCIAL | Significant harmful risks: | Significant protective factors: | |
| | Actions to eliminate or minimise: | Actions to maintain the protection: | |
| ORGANISATIONAL | Significant harmful risks: | Significant protective factors: | |
| | Actions to eliminate or minimise: | Actions to maintain the protection: | |

PROTECTING MENTAL HEALTH

HARMING MENTAL HEALTH





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