

# 08 Fact sheet

## Talking about wellbeing

Meaningful conversations about mental health and wellbeing don't have to be hard conversations. Being able to talk about our mental health, including our thoughts and feelings, is a sign of connection and a good attitude towards health at work.

### It can be as simple as...

Ask a starter question and listen to how people are feeling and what is impacting (positively or negatively) on their actions and relationships at work:

- How are you? What's up?
- How are you going with work / home / family / friends?
- How do you feel about this?
- What have you been up to recently?
- What happened over the weekend?
- How did you solve that issue?
- What would help? Can I help?
- How are you finding that job?
- Are there any things that could make it better, easier, less stressful?



### Or, for managers, it can be as simple as 1,2,3

**1. Talk** – Make talking about mental wellbeing an everyday thing. Keeping the kōrero alive and open in your workplace positively affects mental wellbeing.

**2. Understand** – Find out how you can support your team to find balance, build resilience and boost mental health and wellbeing. Let them know you're asking because you want to support the team to flourish. Use the Five Ways to Wellbeing to guide the discussion. Listen non-judgmentally, acknowledge the teams' thoughts and suggestions and don't take it personally. See [Tool: Goal setting templates](#)

**3. Work together** – As a team, identify things you can do together to build connections, friendships and have fun. Focusing on the strengths and abilities team members bring to the workplace and what resources everyone can bring to tautoko (support) wellbeing. See [Tools](#) for a range of resources to help you to work together.

### Remember to take care of yourself too

Raising awareness and opening up conversations about mental health and wellbeing can bring up difficult things for some people. You might find that people start confiding in you and sharing their own experiences of their mental health ups and downs. Use [Fact sheet: Getting help and advice](#) to make referrals for those who reach out for help.

### For more information:

[Open Minds](#) for more tools and information to equip managers to talk about mental health with their people.