

What works to promote workplace mental wellbeing?

► Why?

Victorian workplaces can thrive by promoting the positive in workplace mental health

► What?

Employers are encouraged to implement organisation-wide strategies to promote employee mental wellbeing

► How?

Proven strategies that help build workplace mental wellbeing have been identified by researchers

Key strategies



Ensure there is a **balance** between developing a positive work environment and focusing on individual resilience



Work on **preventing harm** and **promoting the positive** in workplace mental wellbeing



Use a **blend** of online and face-to-face training for best results

Evidence for interventions

Worldwide studies show that ...



Workplace interventions in the following areas are effective:

- Prevention programs that target bullying, stress, depression and suicide
- System-wide, multi-component organisational approaches to promoting health, safety and wellbeing



Workplace interventions in the following areas look promising:

- Giving employees more control over their working time
- Stress management
- Wellbeing-focused training for managers
- Redesigning jobs to suit individual strengths and preferences

More information for employers

Visit the Collaboration's website leadingwellvic.com.au to view case studies featuring real Victorian workplaces, access resources on positive leadership style, or download a summary of the report on which this data is based.