

Line manager guide: Nurturing employee well-being



Foster an open and psychologically safe environment for communication



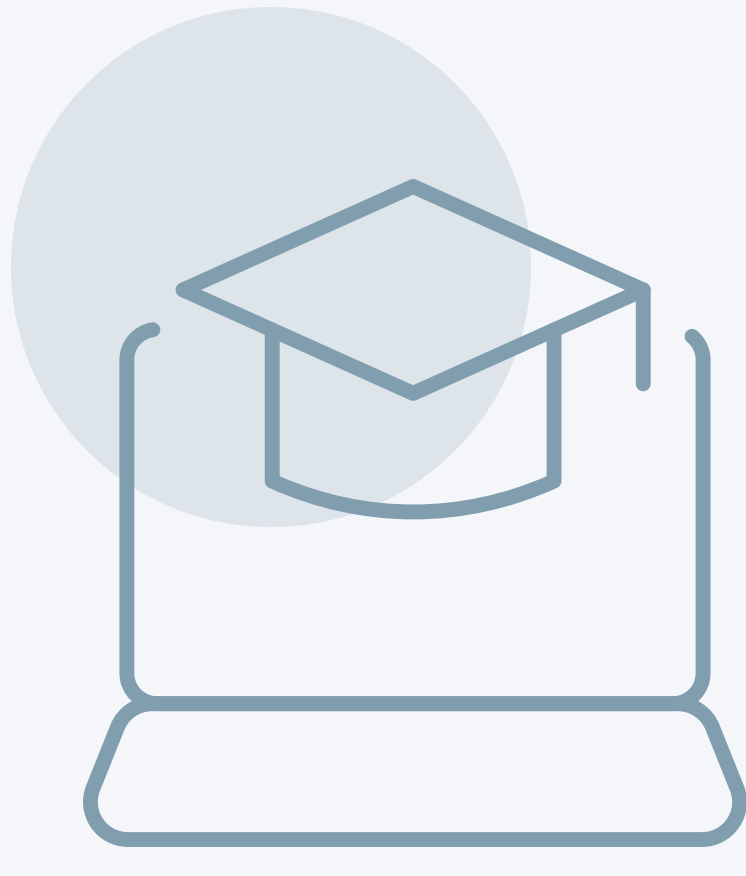
Creating a psychologically safe environment requires consistent effort and genuine care for team members' well-being. Managers should lead by example through open and honest dialogue, actively listening to their team, respecting diverse perspectives and establishing clear expectations for performance and behaviour. Knowing your own behavioural style is important to influence how you approach discussions with your team members. A good rule of thumb to follow is to listen 80% of time and talk for 20%. This open approach will promote trust and a culture where employees feel safe to express their opinions, ask questions and share concerns.

Establish transparent expectations and objectives

Clearly defined expectations and goals enable team members to concentrate on their responsibilities and manage their workloads effectively, reducing the risk of burnout and stress. Communicate expectations and goals clearly, and regularly assess whether employees' deadlines are realistic, their roles are well-defined and they understand their contribution. Frequent one-to-ones will enable managers to keep well connected with their direct reports and help to spot signs of stress or overwhelm.



Identify opportunities for training and growth



Demonstrating your commitment to employee growth and development not only enhances their skills but it also positively impacts employee engagement and satisfaction, which will help the risk to mental wellbeing. By identifying and offering your team members the opportunity for skill development and career advancement, you can boost employees' confidence, job satisfaction and their commitment.

Sign-post mental health support and resources

As a manager, you should familiarise yourself with any resources offered to support employees wellbeing, such as access to Mental Health First Aiders, an employee assistance program (EAP), counselling services, health and fitness support. Regularly sign-post these to your teams to encourage open conversations and destigmatise mental health conversations.



Cultivate a sense of community and belonging



Promote team bonding through activities like team-building exercises, social events or online chat groups. Building positive relationships and a sense of belonging can provide vital support and motivation, making team members more inclined to speak up about issues and help normalise mental health conversations. It can also help identify and proactively address any conflicts within teams to prevent unnecessary stress and escalation. When conflicts do arise, listen to both sides and collaborate to find a mutually beneficial solution.

Promote a balanced work-life harmony

Equip your team with resources such as time-management tools or flexible schedules to help them efficiently manage their time and maintain a healthy work-life balance. Encourage breaks, establish regular working hours and ensure the utilisation of annual leave to enhance overall well-being and minimise work-related stress.



AdviserPlus offers a suite of services that empower managers to facilitate open discussions about mental health and support employees facing challenges. We also offer MHFA England accredited Mental Health First Aid training.

Get in touch to find out more.



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