

How can you foster mental wealth in the workplace?



In today's fast-paced automotive industry, where teams are often smaller and resources are limited, prioritising your wellbeing can be a challenge. Our [M]enable Moments guides are designed to assist you in navigating various aspects of mental wealth.

In our second guide, Stephen Whitten, founder of [M]enable, explains what strategies you can put in place to foster mental wealth in the workplace.

In my previous guide, I explained what it meant to be mentally wealthy. But in a busy, modern automotive business, how can we achieve that, and what are some strategies that can be adopted to enhance the mental wellbeing of our staff?

Like any business, profitability is a key priority that heavily relies on staff performance. However, we can't overlook the wellbeing of our employees; this is equally important. After all, how they feel affects how they perform, which ultimately drives revenue.

The great news is that performance and mental wealth go hand in hand. Our philosophy at [M]enable is simple: 'People perform best when they feel good about themselves.' It's important for employees to know that support is available to them if they aren't in a good place or need help.

As a business, you can develop a mental wealth strategy by focusing on these five critical success factors:

- 1. Management commitment** — Is the whole management team committed to the wellbeing of their colleagues and visibly prioritising people over profit? In our work across the sector, businesses that do this are seeing a marked reduction in stress, absence and turnover, as well as notable increases in performance.
- 2. Communication** — How well does the whole business communicate? Is there cohesiveness among managers and departments? Do all employees feel they are rowing in the same direction and part of the same team? Clear, constant, and consistent communication is key to achieving this, but it starts at the top.
- 3. Training** — Has the business invested in training, not just related to mental health and wellbeing, but also in the competencies and communication tools that managers, in particular, need? Is more available if required?
- 4. Recruitment** — As part of the process to engage and attract new staff, are there clear messages regarding the wellbeing provision and ethos of the business? Is this emphasised in inductions and onboarding? How are you using your approach to team wellbeing as a 'badge of honour' to attract new people?
- 5. Purpose** — Increasingly, evidence around mental health challenges points to a lack of purpose in people's lives. As a business, it's critical that your purpose is clear (and it's not to make the shareholders richer — that's a goal, not the purpose!). People buy into things they can believe in, that fit with their values, and align with their expectations.

So, test your business on the five critical success factors above — and begin your strategy.



About Stephen

Stephen Whitton was an Automotive Trainer, Speaker, Consultant, and Coach, known for his ability to captivate an audience on stage.

Despite his outward success, for many years he faced mental health challenges stemming from unresolved childhood trauma.

In 2020, he confronted these challenges head-on with the guidance and support of his inner circle.

This journey inspired the creation of [M]enable, an initiative focused on equipping leaders and businesses with tools to prioritise mental wellbeing in the workplace.

[M]enable fosters open discussions to promote a more empathetic, supportive, and resilient industry culture.

If you'd like to learn more or want help to embed mental wealth thinking into your business, please contact us via www.menable.org

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