

How to improve workplace wellbeing.



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 fifth guide, Stephen Whitten, founder of [M]enable, explains what you can do to improve workplace wellbeing.

This topic raises an interesting and debatable question: whose responsibility is it to ensure the wellbeing of employees?

Ultimately, individuals are responsible for their own wellbeing. However, employers also have a distinct obligation to safeguard the physical wellbeing of their employees, which includes creating a psychologically safe environment.

So, what does that mean? Firstly, a psychologically safe environment is one where individuals feel they can bring their true, authentic selves to the workplace. When people feel good about themselves, they perform well!

Employers are generally aware of their responsibilities regarding physical health and safety. They implement measures to protect employees from hazards like trips and slips and ensure handrails are installed on stairs. But, mental wellbeing is more about fostering a supportive environment and culture.

From our experience, businesses that are great examples of this do the following:

- Senior leaders commit to communicating their intentions and expectations for team wellbeing
- Managers meet regularly to support each other and discuss challenges and issues — and create strategies to support their teams (collectively)
- Clear and strong communications are ongoing to ensure everyone understands the commitment to mental wealth
- Wellbeing features in 1:1 discussions and reviews
- The use of wellbeing tools is frequently discussed, especially in team updates and meetings
- Open conversations are encouraged to establish boundaries around topics such as banter, debates, and conflicts. In a mentally wealthy environment, fun is promoted, along with respect for each person's ability to be themselves
- Everyone is committed to the well-being of the entire team in pursuit of the business vision and purpose, and together they celebrate the results

It is important to remember that fostering this kind of environment requires intent and commitment, and may challenge some long standing and ingrained habits and attitudes. It is imperative that employees do not allow these challenges to obstruct the pursuit of mental wealth and a progressive workplace focused on wellbeing.



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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