

Mental wellness exercises for dealers.



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 ninth guide, Stephen Whitten, founder of [M]enable, discusses exercises that dealers can implement to enhance their mental wellness at work.

Let's start with two points that I bet are on the tip of your tongue!

First, how do we find or make time for mental wellness exercises in a busy dealership environment?

And second, doesn't everyone have a different definition of mental wellness?

Because a dealership is such a bustling place, it's crucial to prioritise wellness for yourself and your team.

We're not suggesting that everyone has to start doing star jumps, yoga, or group meditation (though, by all means, don't shy away from these — they're all great for mental wellness).

Yes, everyone's definition of mental wellness will vary, and what works for some might not work for others. For instance, some people enjoy intense exercise, while others prefer to read or listen to music.

We're not trying to state the obvious or teach you how to suck eggs, but here are a few suggestions for promoting mental wellness in your business. Before you dive in, we'd like to share a simple mantra:

Positive employee outcomes = positive customer outcomes = positive business outcomes.

- **Schedule time for reflection:** Create a moment during the business week for everyone to pause, reflect, and relax. Many businesses, for example, designate a 'Wellbeing Wednesday' where staff take 30-60 minutes to reflect, breathe, and check in with each other. It may seem contrived at first and may even elicit some initial scoffs, but persevere — it's worth it.
- **Share mental wellness resources:** Offer something that everyone can engage with, like a podcast or book of the week. You could also invite local experts to give talks on wellbeing practices (or even offer that yoga session!).
- **Encourage breaks and outdoor time:** Make sure your team knows it's okay — and encouraged — to take breaks and spend some time outside.
- **Start meetings with a check-in:** Begin with the question, "What's got your attention right now?" It may feel a bit forced at first, and you might get some sceptical or amused responses, but stick with it. Over time, people will share personal and professional challenges, fostering understanding and empathy among the team.
- **Encourage physical activity:** Exercise is vital, but everyone has their own preferences and capabilities. Be understanding yet encouraging, and most importantly, allow time in the day for people to get moving.
- **Promote journaling:** Journaling is a powerful tool for managing stress and overwhelm. Writing down thoughts can help identify patterns (related to sleep, diet, etc.) and bring to light negative thinking that might be affecting mental wellness. It's an incredibly beneficial activity.

For more information or help in your business, please get in touch at action@menable.org

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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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