



## Measure and improve your organisations ability to support mental health.

The Mental Health Index (MHI™) is one survey in a suite of HSE Global tools that help you better understand your workplace culture around health and safety.

Mental wellbeing is a cornerstone not just of a healthy individual, but also a healthy organisation. When people are well, they can optimise your business for better results.

Mental Health Literacy is a term that describes the level of awareness and responsiveness there is to people who are experiencing mental health problems. Mental Health Literacy can be broken into 4 key drivers:

1. **Improved Recognition** – improving the understanding of common mental health issues and how they might present
2. **Reducing Stigma** – removing fear and misunderstanding helps build better acceptance of people who experience mental health issues
3. **Help Seeking Behaviour** – early help seeking improves mental health outcomes
4. **Mental Health Promotion** – helping people to obtain and maintain optimum mental health.

The MHI™ measures how well your organisation performs against 4 key drivers of mental health literacy and positivity as well as your ability to identify and appropriately support people in maintaining their mental fitness or addressing mental health issues. Doing this will improve business outcomes, not just personal outcomes for the individual and their family.

The MHI™ investigates 4 drivers through asking questions about 7 Dimensions of an organisation:

1. **Organisational Culture:** what are the accepted behaviours and attitudes around mental health?
2. **Leadership Behaviour:** What do people see leaders doing around mental health?
3. **Organisational Support:** How well does the organisation identify and respond to mental health needs?
4. **Organisational Communication:** How well does the organisation promote mental health?
5. **Personal Pressure:** how well does the organisation identify and manage overall stressors?
6. **Workplace Demand:** How well does the organisation manage the amount of work people take on?
7. **Mental Health Enablers:** How well does the organisation drive a culture that promotes positive mental health, not just a culture that supports people with mental health problems?

These organisational dimensions then help you focus your efforts in order to lift mental health literacy effectively and confidently in your workplace.

**Call today to learn more about how we can help your business.**

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