

# Creating Mentally Fit Workplaces

SELF CARE & SOCIAL SUPPORT

PROFESSIONAL CARE

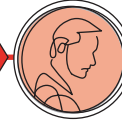


HEALTHY

REACTING

INJURED

ILL



## Organisational Culture

### What good looks like

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### What not so good looks like

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### What good sounds like

Our team will jump in and support us if one of our clients gets nasty



I feel genuinely respected for who I am

We have such a diverse and valued team here

I'm so sick of being yelled at and disrespected



I already feel so isolated and now I'm being excluded again

I'm scared they will go off their heads

### What not so good sounds like

## Tips to Improve

- Develop, and enforce, a zero-tolerance policy for discriminatory and disrespectful behaviour. Include a client code of ethics if relevant.
- Identify and manage psychosocial hazards to reduce harm from exposure to aggression and violence.
- Ensure leaders are trained in conflict resolution, psychological safety, cultural competence, and respectful communication

### Want to know more?

Contact us to discuss how your organisation can create a **mentally fit workplace**

