

CREATE SAFE SPACES FOR CONVERSATIONS

A Playbook On Workplace Mental Well-Being



Reduce fear and encourage participation in mental well-being initiatives:

STEP 1

**Pick the
right occasion**



- Factors to consider include group size, platform type and setting

STEP 2

**Have top
management
lead the way**



- Identify champions amongst senior management to kickstart conversations and share personal stories

STEP 3

**Provide a
sense of safety**



- Assure employees that conversations will be kept confidential
- Ensure that conversations do not affect staff appraisals
- Do not pressure employees to share beyond what they are comfortable with

“I think with all these leaders stepping up and admitting that they have vulnerabilities and they are not super, they help to create the tone that it is okay for employees to say that they need help.”

– HR DIRECTOR, MANUFACTURING COMPANY

START YOUR JOURNEY

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