

How to CHECK IN WITH COLLEAGUES



Helping people
in horticulture
Perennial

START THE CONVERSATION

Talking about mental health can help you, and those around you, be happier and healthier. This is true both inside and outside of work.



We don't often talk about our mental health so it might seem a little daunting to start a conversation about it, especially with someone you work with, but it's important to remember you don't have to be an expert.

Mental Health First Aid England has put together some ideas on ways you can **'Check in with colleagues'** to help build stronger connections with other people and create a more supportive sense of community with those around you.

DID YOU KNOW?

57% OF UK EMPLOYEES SAY THEY HAVE EXPERIENCED MENTAL HEALTH ISSUES AT WORK, BUT LESS THAN HALF OF THAT GROUP FELT CONFIDENT TO OPEN UP ABOUT IT.



AROUND **10m** PEOPLE WILL EXPERIENCE A MENTAL HEALTH ISSUE EACH YEAR IN THE UK.



83% OF PEOPLE PERENNIAL SURVEYED IN THE HORTICULTURAL INDUSTRY WAS FOUND TO HAVE **POOR OR BELOW AVERAGE WELLBEING***

CHOOSING A SETTING



Make a hot drink or grab a glass of water. It's a great way to ask someone a quick 'how are you' and ask for a private meeting.



Meeting outside the workplace in a neutral space might feel less intimidating.



Give yourself plenty of time so you don't appear to be in a hurry or constantly checking your watch.



You don't want to be disturbed so turn your phone off or onto silent.



TALKING TIPS



Do not offer glib advice such as "pull yourself together" or "cheer up."



Keep your body language open and non-confrontational.



Be empathetic and take them seriously.



Keep the chat positive and supportive, exploring the issues and how you may be able to help.



Take into account cultural differences in communication styles e.g. how much eye contact is appropriate.

USEFUL QUESTIONS TO ASK

“How are you feeling at the moment?”

“How long have you felt like this - is it an ongoing issue?”

“Who do you feel you can go to for support?”

“Are there any work related factors which are contributing to how you are feeling?”

“Is there anything we can do to help?”



HOW TO LISTEN



Listen to their words, tone of voice and body language – all will give clues as to how they are feeling.

Give the person your full focus and listen without interrupting.

Listen non-judgementally. Be genuine – show that you accept the person and their values by what you say and do.

Accept them as they are. Respect the person's feelings, experiences and values although they may be different from yours. Do not judge or criticise because of your own beliefs and attitudes.

Get on their wavelength. Place yourself in the other person's shoes and demonstrate to them that you hear and understand what they are saying and feeling.

WHAT HAPPENS NEXT? →



Keep the conversation going – follow up and ask them how they are doing. Reassure them that your door is always open and really mean it.



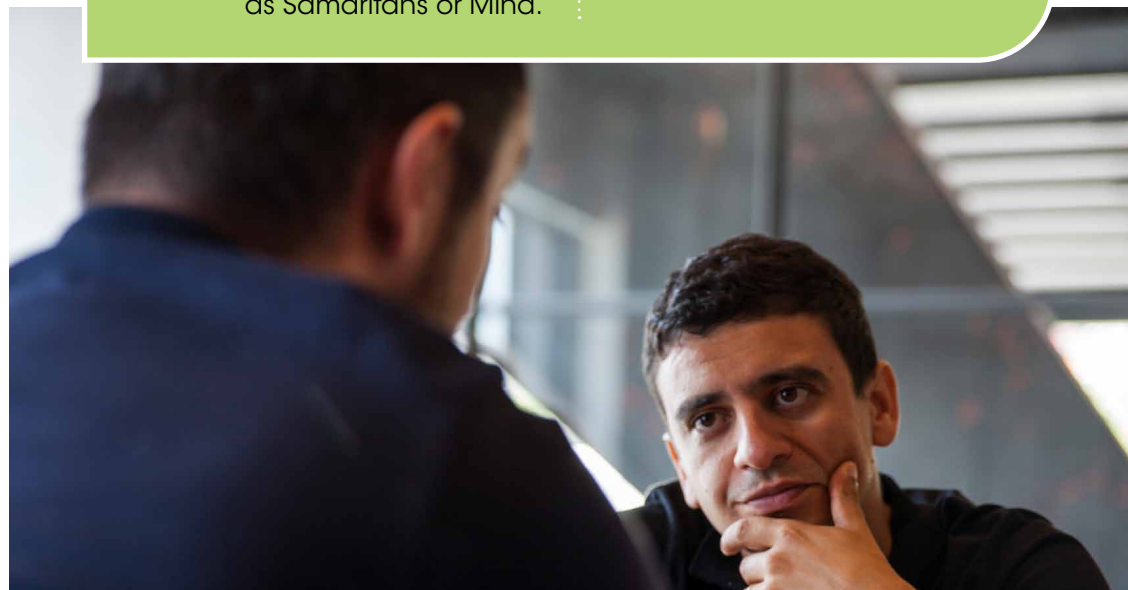
You don't have to be able to solve the problem, sometimes just being listened to is all people need.



If appropriate, signpost to sources of support such as HR, Employee Assistance Programmes or specialist mental health charities such as Samaritans or Mind.



Encourage the person to visit their GP for guidance or look at NHS support online for mental health.



REMEMBER

There's more information about support for **Mental Wellbeing in the Workplace** on our website.


Or get in touch with the team today. You can call 0800 093 8543* or use our online form at perennial.org.uk/contact-form

If you work with plants, trees, flowers or grass then we're your charity.

We're here to help with everyday challenges we know people face when it comes to their money, health and career, as well as providing support for life-changing events such as ill health, homelessness, redundancy or bereavement.

You can turn to us should you and your family need a helping hand throughout your working life and into retirement.



 Head to our website to find out about all the free advice, information and support available.

perennial.org.uk

Or call our helpline team on **0800 093 8543***

*Open Monday, Tuesday, Thursday and Friday
9am - 4.30pm and Wednesday 10am - 4.30pm.
Excludes bank holidays.



Helping people
in horticulture
Perennial