

Building a Mentally Healthy Workplace Culture

Duration: 5 Days

Language: en

Course Code: IND5 - 175

Objective

By the end of this course, participants will be able to:

- Understand common mental health issues and signs of distress.
- Approach and support a colleague in need with empathy and care.
- Apply the core principles of Mental Health First Aid.
- Recognize when and how to refer someone to professional help.
- Promote a mentally healthy and inclusive work environment.

Audience

This course is suitable for:

- HR professionals.
- Team leaders and managers.
- Health & safety officers.
- Frontline staff and supervisors.
- Anyone interested in supporting mental health at work.

Training Methodology

The course combines instructor-led discussions, interactive case scenarios, short videos, downloadable tools, and group role-plays. Participants engage in guided conversations and practice how to respond in real-life situations using evidence-based MHFA techniques.

Summary

Building a Mentally Healthy Workplace Culture is an essential training program that equips employees and team leaders with the knowledge and confidence to support colleagues experiencing mental health challenges. This course promotes a supportive and stigma-free work environment by teaching practical tools to recognize early signs of distress and how to respond effectively.

In today's fast-paced and high-pressure workspaces, mental well-being is just as important as physical safety. This course empowers participants to act as the “first responders” in mental health situations, helping to build a culture of empathy and resilience at work.

Course Content & Outline

Section 1: Understanding Mental Health in the Workplace

- Mental health vs. mental illness.
- Stigma and its impact at work.
- The importance of early intervention.
- Common mental health disorders (anxiety, depression, burnout).

Section 2: Principles of Mental Health First Aid

- The role of a Mental Health First Aider.
- The ALGEE action plan (Approach, Listen, Give support…).
- Active listening and non-judgmental communication.
- Respecting confidentiality and boundaries.

Section 3: Spotting the Signs and Having the Conversation

- Behavioral and emotional warning signs.
- How to approach someone privately and respectfully.
- Using open-ended and supportive language.
- Managing your own emotions during the process.

Section 4: Crisis Situations and Emergency Support

- Identifying signs of severe mental distress or suicidal thoughts.
- Responding to panic attacks, emotional breakdowns.
- When to call for emergency help.
- Ensuring workplace safety during crises.

Section 5: Resources, Referral and Recovery

- How and when to encourage professional support.
- Available mental health services and EAPs.

- Supporting recovery and workplace reintegration.
- Promoting long-term resilience.

Section 6: Building a Mentally Healthy Workplace

- Policies for psychological safety.
- Promoting work-life balance and peer support.
- Mental wellness campaigns and check-ins.
- Reducing workplace triggers and burnout.

Certificate Description

Upon successful completion of this training course, delegates will be awarded a Holistique Training Certificate of Completion. For those who attend and complete the online training course, a Holistique Training e-Certificate will be provided.

Holistique Training Certificates are accredited by The CPD Certification Service (CPD), and are certified under ISO 9001 and ISO 29993 standards.

CPD credits for this course are granted by our Certificates and will be reflected on the Holistique Training Certificate of Completion. In accordance with the standards of The CPD Certification Service, one CPD credit is awarded per hour of course attendance. A maximum of 50 CPD credits can be claimed for any single course we currently offer.

Categories

Health, Safety & Environment HSE, Healthcare & Pharmaceutical, Human Resources Management (HRM), Management & Leadership

Tags

Mental Health, mental health first aid

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