



Tips and links shared through the chat during the Make A Difference US webinar on 25th Oct 2022

“How to Create a Company Culture That's Mentally Healthy”

00:29:21 Article Matt's referencing: <https://www.wsj.com/articles/toxic-workplaces-are-bad-for-mental-and-physical-health-surgeon-general-says-11666230714?mod=e2tw>

00:39:20 Beautiful Voyager website: <https://bevoya.com/>

00:41:06 ERGs: we are developing a model whereby ERGs are an integral part of the overall EAP structure. We've seen this has been helpful in raising the awareness of ERGs at org. strategy level.

00:41:23 Meredith's book: Get out of my head: <https://bevoya.com/get-out-of-my-head-book>

00:51:31 Do you think the ISO45003 can help with creating such a whole organisation?

00:53:00 The stats Matt quoted came from Gallup's State of the Workplace survey

00:53:26 This might be an interesting read for you on "Combating the cost of presenteeism"
<https://bit.ly/3f7zk12>

00:54:39 The recent guidelines from World Health Organization are also really helpful on the "whole organisation" approach. I'll share a recent article that simplifies it in a moment.

00:55:54 Here are some helpful ISO45003 info links:

- <https://www.iso.org/standard/64283.html> & <https://www.mentalhealthatwork.org.uk/resource/iso-45003-managing-psychological-health-in-the-workplace-2/>
- <https://www.45003.org/>
- In this 3 part series, we talk about the whole-organization approach to safety with regard to the ISO 45003 standards! <https://bit.ly/3zdHnQw>

00:57:41 This is a link to an article simplifying the WHO's recent guidelines too:
<https://makeadifference.media/mental/the-whos-new-guidelines-on-mental-health-what-you-need-to-know/>

00:58:08 Re. Whole org. perspective . . . We've seen the creation of MH Wellbeing 'Champions' have a consistently positive impact on proactive mental wellbeing best practice. A MH Wellbeing Champion is trained in and supported via the nine guidelines recommended in the

(UK's)Stevenson Farmer 'Thriving at Work' review; they are distinct from MH First Aiders, in that they are the org.'s leadership team conscience and voice, ensuring the org. commits to, delivers on and is regularly assessed against declared wellbeing processes, initiatives and objectives.

01:03:52 The Be Verdant Podcast interviewed people in different countries all over the world how psychological safety is defined and seen there. Might also be interesting for you to see it from different cultural perspectives: https://be_verdant.libsyn.com/

01:12:14 The Path Forward Initiative:

- <https://workplacementalhealth.org/employer-resources/the-path-forward-initiative>
- <https://www.nationalalliancehealth.org/initiatives/initiatives-national/workplace-mental-health/path-forward-new> is this what you're referring to Craig?