

10 Care Tips For Mental Health In Your Super Small Business



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Hi, I'm LynMarie, Super Small Business Consultant and Attorney.

Learn how caring for your mental health (and your staff too) can impact your business in a positive way!

In today's world, there is a lot more awareness of how mental health can impact a person's overall well-being.

Mental Health should be an important aspect in your business too. Creating a mentally healthy work space can reduce stress and increase productivity.



What Is Mental Health Awareness?

According to the World Health Organization (WHO), mental health is defined as a "state of well-being in which the individual realizes his or her abilities, can cope with the normal stresses of life, can work productively and fruitfully, and can contribute to his or her community."

In the mid-19th century, William Sweetser was the first person to coin the term "mental hygiene" which is seen as the precursor to contemporary approaches to work on promoting positive health.



Mental Health Matters!

**Make Mental Health Wellbeing
A Focus In Your Super Small
Business**

Make Time For Mental Health Checks

As a business owner, you're busy, your staff are busy, there are customers to attend to, and work to be completed. Make sure your staff are getting their work breaks, staying hydrated, and are motivated.

Observe your staff in their day-to-day work. Watch their body language and voice tones, this gives you a lot of information about their well-being. Ideally, you want your staff to be happy and productive in their jobs and to work together as a team.

Check on your staff, ask how they are doing, and offer further assistance. Be approachable in your manner, your staff should be able to come to you with questions or if they need to discuss something. Consider meeting with all staff on a weekly or bi-weekly basis to update them on any events and invite feedback from them. Provide local resources to staff about seeking professional help.

**“What mental health needs is more sunlight,
more candor, and more unashamed
conversation.”**

(Glenn Close, Actress)



Ten Care Tips For Better Mental Health At Work

- 1. Be Proactive** - Check on your staff to review how things are going and if they need anything. Follow through with any assistance required in a timely manner. Make yourself available to staff and use a friendly approach.
- 2. Know The Signs** - Be aware of unusual staff behaviors or lower levels of productivity. Are your staff constantly tired, overworked, or losing interest? Are they communicating effectively, or just not engaging with others? Negative attitudes affect everyone!
- 3. Take The Initial Approach** - As the business leader, have one-on-one visits with individual staff. Some staff may not feel comfortable discussing matters in front of others and may be relieved they can talk to you without an audience.
- 4. Offer Solutions Where Possible** - You can't solve everyone's problems, but you can make subtle changes for improving mental health at work. Allow staff time off for medical appointments, share workloads evenly, and ensure systems are working.
- 5. Support Your Staff** - Let your staff know you are available to them, and everyone is part of an important team. Sometimes it's a case of an employee having a rough day and they may need to vent for a few minutes.

6. **Handle The Unexpected** - Life happens sometimes, be prepared to step in and help if a member of staff has to leave to deal with an emergency, or has a health issue themselves. Stay in contact to know how they are doing, and to show you care.
7. **Find The Root Cause** - Some issues may need a little investigation to find out what the real problem, or root cause, is. Identify the root cause and address it, you can retrain staff on areas that need improvement or implement a better communications system.
8. **Take Your Breaks** - Make the break room or equivalent a pleasant, relaxing area. Ask staff for suggestions to make it more personable to them. Check that staff are getting opportunities for their allotted break times!
9. **Be A Compassionate Boss** - If you see that staff are experiencing challenges, offer to help. Some solutions are relatively easy, such as changing a staff schedule, rearranging a product display, or offering alternative options to get a task accomplished.
10. **Have Some Fun At Work!** - Participate in dress up days for work, order lunch-in for staff occasionally, or provide fun quizzes for prizes. Do things to break up the work day, or as moments of light humor, does wonders for staff morale!

Make every work day a good day!



For Anyone In Crisis:

- Don't face it alone, reach out and talk to someone
- Text or call 988 (Crisis and Suicide Hotline)
- Call 911 in an emergency
- Contact your doctor and/or counselor
- Have local resource information handy to use
- It's okay not to be okay, but get the help you need

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