

Core standard six

Routinely monitor employee mental health and wellbeing

Team mental health audits

It's important that line managers and coaches regularly take stock of the mental health of their teams to find out what helps people to stay well, the types of pressures they're under and how to alleviate them. You could carry out a regular mental health audit which allows people to share what is working well, what their challenges are, and then work together to identify solutions. See [page 51](#) for guidance on the types of questions to include in a team mental health audit. This includes suggestions on how to run the process with your people.

HR and performance data

Internal data can be an important source of information on wellbeing – think performance data, absenteeism data on, staff turnover and exit interviews.

How often people take sickness absence, and the reasons they give for it, can give you useful insights about the mental health of your workforce. However, this data needs to be treated with caution and you shouldn't make any assumptions. Be particularly careful if you're still in the process of building a more positive and open culture around mental health. Just because people don't give mental health problems as the reason for their absence doesn't mean they don't exist. Perhaps people don't feel comfortable sharing problems because they're afraid of the reaction they might get.

Core standard six: employer tool

How to take stock of wellbeing at a team level: mental health audits

You could ask your team:

- what they think a mentally healthy team looks like
- what the organisation or team already does well to promote good mental health, and how you can build on this together
- if anything is having a negative impact on the team's mental wellbeing.

You could ask team members to group these issues under the following headings.

- What do we have control over? Include these in your action plan.
- What can we influence? Include these in your action plan.
- What issues are beyond our control or influence?
Acknowledge these now – they could be addressed in the future.

