How can we promote mental health in the workplace?

- **Good mental health can also be nurtured at work.**
- **Practicing kindness makes everyone feel welcome, respected, and supported, regardless of their background or challenges.**

Certain characteristics or psychosocial factors in the workplace promote good mental health (protective factors), while others can undermine it (risk factors).

Example factors	Factors that promote good mental health	Factors that undermine mental health
Workload (quantity, requirements)	Balanced workload, adequate time for tasks	Heavy or excessive workload
Recognition	Lots of recognition, appreciation, respect	Little recognition, harsh criticism
Support from employers or colleagues	Strong support, availability, attentiveness	Little or no support, lack of tools to accomplish tasks
Decision-making autonomy	High autonomy, involvement in decision-making	Little autonomy, little room for manoeuvre
Organisational justice	Fairness in decisions and relationships	Injustices, inequality

Kindness in the workplace has many positive impacts! It:

- Creates a pleasant and positive work environment
- Improves communication and collaboration
- Strengthens our sense of belonging and commitment
- Reduces stress
- Reduces resistance or fear of change
- Promotes both company performance and the well-being of all staff members

Actions must be implemented in the workplace to prevent and reduce factors that undermine mental health and to increase those that promote it.

To learn more about how to practice kindness in the workplace, please check out our other tools available online.

CNESST. Facteurs de risques psychosociaux liés au travail. https://www.cnesst.gouv.qc.ca/fr/prevention-securite/sante-psychologique/facteurs-risques-psychosociaux-lies-au-travail
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Curry, O. S., San Miguel, C., & Tunç, M. N. (2024). Kindness and happiness at work. Discover Psychology, 4(1), 167.

Kindness predicts happiness at work!

Being kind also means taking care of your mental health and that of others.

PRACTICE KINDNESS

It's good for mental health

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