





Management Practices that Promote Workplace Mental Health









HOW CAN MUTUAL HELP AND COOPERATION AMONG COLLEAGUES BE ENCOURAGED?

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Social support from colleagues refers to team spirit, the degree of cohesion in a group, and the extent to which colleagues collaborate with and help one another in performing tasks.

Strong social support among colleagues can be a major factor in protecting workers' health. It makes people feel cared about as individuals and helps them develop a sense of belonging to their workplace. Strong social support among colleagues is generally conducive to the integration of new employees and promotes staff retention.

Courses of action	Concrete practices	Objectives or ideas for other practices
 <p>1. Prioritize respect</p>	<ul style="list-style-type: none"> <input type="checkbox"/> I set an example of respectful behaviour for the team <input type="checkbox"/> I observe interactions between team members <input type="checkbox"/> I do not tolerate disrespect and I intervene quickly <input type="checkbox"/> I invite employees to voice their discomfort or dissatisfaction concerning a lack of respect <input type="checkbox"/> I ensure that interpersonal differences are respected and valued <input type="checkbox"/> I make sure no one in the team is experiencing social exclusion <input type="checkbox"/> I seek information about available tools and training that help promote civility and respect 	
 <p>2. Facilitate work-related discussion</p>	<ul style="list-style-type: none"> <input type="checkbox"/> I schedule team meetings reserved exclusively for work-related discussions <input type="checkbox"/> I ask employees in advance what topics they would like to discuss at the meetings <input type="checkbox"/> I appoint a discussion leader <input type="checkbox"/> I make sure everyone is free to express themselves <input type="checkbox"/> I initiate discussions about the work climate or atmosphere within the team <input type="checkbox"/> I sometimes let team members work things out on their own 	

Courses of action	Concrete practices	Objectives or ideas for other practices
 <p>3. Introduce skills co-development</p>	<ul style="list-style-type: none"> <input type="checkbox"/> I enrol team members in the same training course when the context allows <input type="checkbox"/> I organize training sessions exclusively for my team when the context allows <input type="checkbox"/> I have case studies prepared that can be worked on in teams <input type="checkbox"/> I pair employees based on their skills or experience 	
 <p>4. Integrate new employees</p>	<ul style="list-style-type: none"> <input type="checkbox"/> I prepare for the arrival of new employees on the team <input type="checkbox"/> I take the time to welcome new employees upon their arrival <input type="checkbox"/> I introduce new employees to each team member <input type="checkbox"/> I show new employees around the workplace <input type="checkbox"/> I pair them with more experienced colleagues to help them learn and become integrated <input type="checkbox"/> I organize a social event to welcome new team members 	
 <p>5. Maintain a friendly environment</p>	<ul style="list-style-type: none"> <input type="checkbox"/> I allow time for relaxation and humour at work in appropriate places and at appropriate times <input type="checkbox"/> I remain open to certain forms of humour that are useful for dealing with hardship <input type="checkbox"/> I set up a room for taking breaks and eating, away from clientele, when the context allows <input type="checkbox"/> I organize voluntary social activities 	
 <p>6. Encourage caring attitudes</p>	<ul style="list-style-type: none"> <input type="checkbox"/> I show concern for the well-being of each member of my team <input type="checkbox"/> I express approval when I observe colleagues helping each other <input type="checkbox"/> I encourage employees to show empathy for one another <input type="checkbox"/> I provide employee training on how to recognize signs of distress in a colleague <input type="checkbox"/> I set up a "sentinel" program 	

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