

# ADAPT to Build a Workplace that Supports Mental Health and Well-Being

'ADAPT' promotes a supportive workplace by addressing mental health stigma, encouraging help-seeking, and fostering inclusivity through enhanced awareness and strengthened support systems.



## Advance awareness and dialogue on mental health

- Promote open discussions about mental health
- Empower employees to spearhead mental health events and volunteer opportunities
- Highlight mental health support and resources to employees



## Develop strategies to monitor and strengthen employee mental well-being

- Assess employee well-being and implement measures to improve it
- Provide company-wide psychological support and evaluate its effectiveness
- Formalise well-being initiatives in company's policies



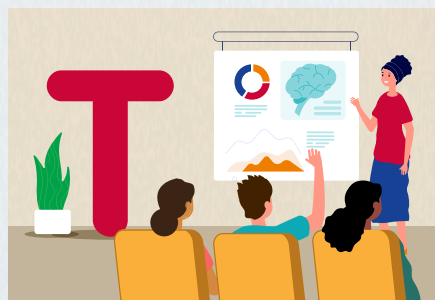
## Appoint a Workplace Mental Well-Being Champion

- Select a champion (including senior management team) to drive wellbeing culture and programmes
- Develop structure to upskill and support the champions



## Partner with employment support agencies (ESAs)

- Collaborate with ESAs to develop return-to-work plans
- Work with ESAs to hire persons with mental health conditions



## Train supervisors and colleagues to support employees with mental health conditions

- Provide mental health literacy and psychological first aid training to all employees
- Provide training for managers and supervisors to identify and support employees needing help
- Set up peer support system

In support of