



10 Tips To Remove Individual Stressors

The **individuality** (profile and characteristics) of your employees may make them more susceptible to ill mental health. Whilst you cannot change this, you can be aware of potential risk factors and mitigate the effects where possible.

Potential Stress Risk		Tip to Remove/Reduce Stressor
Amongst males, is there a high percentage of your workforce aged 40-50, which puts them at higher risk of suicide?	1	Ensure employees know where to seek help should they need it, i.e. signpost available services and contact information (internally and externally)
	2	Train line managers on how to have conversations about mental health and use internal support such as Everymind Champions to strengthen this
Do you have many new parents, who have recently been on Maternity/ Paternity/Adoption leave?	3	Ensure individuals are welcomed back to work via a mini-induction, as they will likely be apprehensive about returning
	4	Consider groups like 'the parent diaries' for new parents to share concerns and propose changes in the workplace to support new parents with this transition
Do you have a high percentage of female employees over the age of 45, meaning they are more likely to be experiencing menopause?	5	Run workshops on menopause to raise awareness amongst all workers and managers
	6	Make reasonable adjustments for employees with symptoms and recognise that this will be an ongoing challenge for some
Do you have a high rate of absenteeism due to stress? (work or home related)	7	Provide break-out spaces throughout the workplace so that employees can relax when in stressful situations
	8	Carry out a stress risk assessment for targeting the stressors and supporting via action planning
Do you employ many graduates aged 21-26, where this is their first full-time employment?	9	Create a structured programme to support the transition into the workplace, highlighting the key changes
	10	Offer a mentoring scheme, with a source of senior support to help shape their thinking

For more detail, [click](#) here to see the full Everymind at Work Mental Wellbeing Risk Assessment.