

Supporting Leaders of Change to Create & Sustain **MENTALLY HEALTHY WORKPLACES**

The Mentally Healthy Workplaces Maturity Assessment

Assessing your workplace maturity

Your future state vision will always be to embed mentally healthy ways of working into the organisation's fabric. Reflect on the model and table descriptors below to identify your current state of progress or activity.

Then complete the questions at the end to guide your thinking and next steps.

Mentally Healthy Workplaces Maturity Model

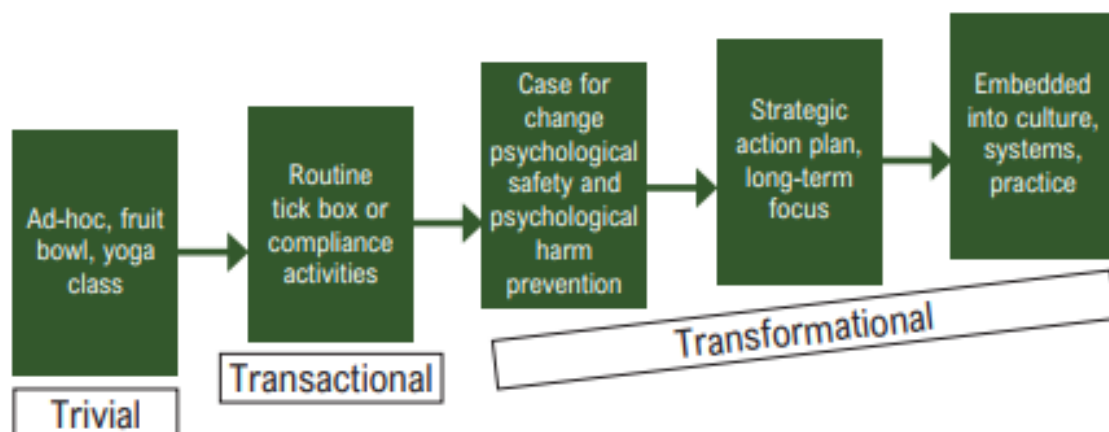


Figure 1: Mentally healthy workplace maturity model

TRANSFORMING NORM

Trivial	Transactional	Transformational
<p>Well-intentioned but episodic</p> <p>Fruit bowl and yoga class type activities</p> <p>One-off</p> <p>No integrated focus on psychological wellbeing and harm prevention</p> <p>A potentially false sense of wellbeing, addressed through ad-hoc initiatives.</p>	<p>Compliance-based mandatory training programs.</p> <p>The focus is on completion rates, not changing behaviours.</p> <p>KPI-based for leaders, who are accountable for completion rates, rather than reviewing and monitoring behaviours that exhibit learnings.</p> <p>May be unsure how to progress in maturity or have leadership or cultural barriers.</p>	<p>Early</p> <p>May have a sector mental health and wellbeing plan they are responding to.</p> <p>May have wellbeing (broader sense) on the agenda.</p> <p>Starting to understand the impact of psychological wellbeing on employee engagement, workplace productivity and business outcomes.</p> <p>Starting to formulate or understand the business case for change beyond the OHS function.</p> <p>May be looking at proactive psychological harm prevention activities due to increased mental injury claims filed/upheld.</p> <p>May consider psychological safety training and deepening understanding of how this aligns with safe and effective leadership.</p>

Trivial	Transactional	Transformational
		<p>Mid</p> <p>Executive buy-in and understanding of the need for a long term focus on this work.</p> <p>Strategic alignment and action plan development with Executive +/- Board support.</p> <p>Clear resourcing across the organisation. Integrated transformation focus. Sits with all leadership, not just HR/OHS</p>
		<p>Advanced</p> <p>Well advanced, subsequent years of embedding new norms aligning to the five elements of a mentally healthy workplace.</p> <p>Active and relentless focus on maintaining the culture.</p> <p>Everyone's role and responsibility to ensure new norms are lived and valued. (Not set and forget)</p>

Which stage of maturity do you believe your organisation is at currently?

Which descriptors from the tables resonate most strongly with your current state?

What barriers do you believe exist that may stop you from progressing in maturity?

Do you have a business case to influence the need for change? *(If not you can download one [here.](#))*

What supports do you have within or external to your organisation that can support you with this work? *(Tip: I can absolutely guarantee you that your workplace will have many individuals passionate about driving this work forward who can act as vital change champions for you. Just ask.)*

What will happen if you do not make any changes to your current state?

Need Help?

I'm only a phone call or an email way.



Tanya is a mentally healthy workplaces expert, workplace change facilitator, certified leadership coach and author, helping leaders, teams, and organisations to thrive in this rapidly changing and high demand world of work.

With a 25-year career leading people, projects and change across the health sector Tanya now supports organisations to develop mentally healthy work practices, strengthen workplace cultures; and develop safe, effective, and high performing leaders and teams.

Her engaging and authentic approach is always remarked upon as she brings life to her content, helping people absorb key information and implement the strategies required to achieve true change.

*In early 2022 Tanya released her first book, **Transforming Norm – Leading the Change to a Mentally Healthy Workplace**. You can find out more and purchase the book from [here.](#)*

Tanya lives in the rolling hills of Gippsland and when not working diligently in her practice or supporting her clients locally, state-wide and nationally, can be found dining out with her husband (the beloved Mr. V), enjoying a drive through the hills or laughing with dear family and friends.