



The Thrive Standard

A guide for employees

42 STREET

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Introduction

In 2017, the Government commissioned the 'Thriving At Work' report. This report suggests a number of core standards to help better manage mental health in the workplace.

These standards include: a mental health at work plan, promoting communications and open conversations by raising awareness, reducing stigma, and to provide a mechanism for monitoring actions and outcomes.

In 2020, we released our THRIVE report, which is written by young people, with lived experience of mental health conditions.





Mental Health at Work

Mental health includes our emotional, psychological, and social well-being. It affects how we think, feel, and act. It also helps determine how we handle stress, relate to others, and make choices. Mental health is important at every stage of life, from childhood and adolescence through adulthood. With many of us spending 5 out of 7 days a week in the workplace, the everyday stresses and strains of this environment can have a significant impact on our overall mental well-being.

It is important that you have a positive relationship with your employer. Not only do they want you to work well, but they also want you to be healthy – and this includes your mental health.

Ensuring you know your rights, work hard and work with your employer, you can help to ensure that your working environment is an open and collaborative environment where you, your colleagues and your employer can thrive.

Here, we've put together the make-up of what we're calling 'The Thrive standard', a set of requirements for employers to adhere to in order to promote a positive and open forum for the discussion of mental health in the workplace.

The Thrive Standard

Here are the 8 Thrive standards for employees to follow, which will help in managing their own mental health and promoting a positive and proactive approach to mental wellbeing in their place of work.



1 – Know your rights

As an employee, you have certain rights. It's important that you understand your rights in order to have appropriate and constructive conversations with your employer if you don't feel they are.



2 – Mental health training programs

There are lots of free training and resources you can access to help you with your mental health, understanding how your brains work, and learning coping mechanisms that will help you with the stresses and strains of daily life. There are some great links on page 7 of this booklet.



3 – Proactive approach

A proactive approach means being able to deal with and solve issues before they become a much bigger problem. Your mental health is an integral part of everyday life – even on the days when it is good. Take time to check in with yourself or with others, be honest and look for ways of solving problems before they grow or worsen.



4 – Try your best

This is very much about ensuring that you do all you can to do your job to the best of your ability. It's not about burning out, or working too much; but when you are at work, always try your best.



5 – Take time to read your employee handbook

Your employee handbook should outline all the rules and expectations of your employer and gives guidance on working procedures and how to raise any issues or question through the appropriate channels. Reading and understanding this handbook can help to solve lots of everyday issues that arise, helping to prevent unnecessary stress or worry.



6 – Make suggestions

Where you feel processes could be improved, or there are opportunities to improve the culture or environment of your workplace, look for ways to make suggestions, in the appropriate way.



7 – Seek support

If you are feeling overwhelmed or stressed by anything that is happening at your workplace, seek support. Ideally this will be from within the company. But if this isn't an option, or you don't feel comfortable, visit your doctor, or confide in friends or family – sharing your worries will make you feel much better, and your confidants may be able to help you in resolving the issue.



8 – Take time for yourself

It's important that you find time for yourself to do the things you love – reading a book, socialising with friends, exercise, holidays... whatever it is you enjoy and can access, try to find the time in your schedule to do it. It will make you feel happier, calmer and more able to face any stresses or uncertainty in your life.



Resources

Mental health is a complex thing, but there's loads of information, resources and help out there for businesses and individuals to help us understand it, and put plans in place to improve it.



42nd Street is an innovative Greater Manchester young people's mental health charity with 40 years' experience of providing free and confidential services to young people who are experiencing difficulties with their mental health and emotional wellbeing.

www.42ndstreet.org.uk



Sanctus wants to make it easy for employees to talk to professionals about their mental health. Their mission is to create a world where mental health is viewed the same as physical health. One day, we're going to put the world's first mental health gyms on the high street.

www.sanctus.io



Mind provide advice and support to empower anyone experiencing a mental health problem.

We campaign to improve services, raise awareness and promote understanding.

Training

We've listed some of the courses available on our website visit thrivestandard.co.uk/resources to get more information.





The Thrive Report

As a group of young people, we were concerned about mental health in the workplace so we decided to conduct research into the issue to get some real insights.

This culminated in the creation of the Thrive Report.

Our research identified 3 three main themes that young people felt were required in order to creative a positive workplace.

These themes were identified and defined as;

- **Support**
- **Flexibility**
- **Workplace culture.**

In the report, we review each of these themes and, from the responses we gathered and further desk research, we created a set of recommendations that employers should follow in order to ensure they are doing all they can to enable young workers to thrive in their place of work.

The facts and stats the report highlighted are stark and show the real need for those who employ people to recognise their role in their workers mental health and to give them the tools and the confidence to engage with their employer and have open and honest conversations about their mental health in order to reduce any chance of their work life contributing to any negative impact on their mental wellbeing.

You can read the full report, with all the recommendations and details at thethrivestandard.co.uk

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