

What's for starters?: supporting junior team members' mental health

Here are a few things you can do on a personal level to help support junior team members' mental health ...

Be supportive and encourage others.

Be willing to talk about mental health issues.

Offer to go for a coffee or a walk with a junior colleague, to provide an opportunity for informal chat.

Check in regularly to ask if junior colleagues are OK.

Share and model that:

It's OK to not be OK.

Taking time for your mental wellbeing is not selfish or shameful.

Participate in peer support networks and social groups.

Help new starters to find their place in your organisation.

Participate in mentoring and buddy schemes.

Be open – consider sharing failures as well as successes.