

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

Here are a few things you can do as a manager to help support junior team members' mental health ...

Be willing to talk about mental health issues.

Read the Jonathan's Voice [Guide for Senior Leaders](#).

Actively include trainees working remotely on client calls and meetings.

Learn the skills to be an effective manager and trainer.

Take responsibility for the wellbeing of your team:

Offer a daily opportunity to check-in and ask questions.

Monitor their workload, particularly if they receive work from more than one person.

Consider whether billing targets are helpful.

Encourage honest conversations to establish what works best for you and trainee / team.

Facilitate exam preparation:

Encourage students to take exams at their own pace.

Allow for exam preparation during working hours and reduce the daily workload accordingly.

Provide more study leave.

Everyone benefits from a student's success!

Ensure that your team know who they can turn to and that they can ask anything - there are no silly questions.