

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

Here are a few things your organisation can do to help support junior team members' mental health...

Help new starters to find their place in your organisation.

Facilitate peer support networks and social groups.

Offer mentoring and buddy schemes.

Teach time and workload management skills.

**Myth:** Organisations can either support wellbeing or increase productivity.

**Reality:** High stress levels negatively impact productivity.

**Investing in wellbeing could lead to healthier and more productive employees.**

### 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!**

Provide ways for trainees to reach out for help and for trainers to be held accountable for providing it.

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