

## Fostering Psychological Safety:

### Navigating mental health conversations, confronting stigma, mental health basics


Available in ENG, JP, VN, YUE, ZHS

Much has been discussed about the topic of psychological safety - the belief that one is able to speak up transparently or make mistakes without getting unnecessarily penalised or shamed. In the workplace, this sense of mutual trust allows employees to bring their fullest selves to their jobs. It keeps employees engaged, motivated, and resilient, forging better teamwork and greater innovation through higher quality communication, which has never been more relevant today.

**How to use:** Copy the text below and attach the image as shown. Edit the text in red and delete the yellow highlighted text. Send over chat (e.g. Teams, Slack, etc.) to your whole organisation. You may also include this in your company-wide newsletter.

**Suggested send date:** 7 October 2024


ENG

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<p>🗨️ Talking about mental health at work can feel daunting, but it's a crucial step toward fostering psychological safety - where everyone feels free to speak openly or make mistakes without fear of judgement.</p> <p>To make these conversations a natural part of your workday, begin with these practical tips from our wellbeing benefit, Intellect. Normalising these discussions can build a more supportive workplace culture.</p> <p>Looking to improve how you handle these conversations at work? An Intellect coach can help build confidence in addressing sensitive topics, develop active listening skills, and foster empathy.</p> <p>If you haven't already, visit <a href="#">Intellect Web</a> (please hyperlink here) on your desktop. Sign up with your work email address and use the code [CODE]/continue with SSO (delete the non-applicable one) to create an account or log in to start booking a session.</p>	<p>Select either the PNG version or GIF version. Once this has opened up in a new tab on your browser, <b>right click the image</b> then select "<b>Save image as</b>" to save the image.</p> <p><a href="#">PNG version</a> <a href="#">GIF version</a></p> 

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JP

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<p>🗨️職場でメンタルヘルスについて話すことに抵抗を感じる方もいるでしょう。ですが、誰もが批判を恐れずに率直に発言したり、失敗しても恐れずに報告できるような心理的安全性を育むための重要なステップです。</p> <p>このような会話を職場で自然に行えるようになるには、私たちウェルビーイングの福利厚生サービス「Intellect」が提供する実践的なヒントから始めましょう。メンタルヘルスに関する会話が当たり前になることで、より協力的な企業文化を築くことができます。</p> <p>職場での会話の扱い方を改善しませんか？Intellectのコーチは、このようなセンシティブな話題に自信を持って対応する力や、積極的な傾聴スキル、そして共感する力を育むお手伝いをします。</p> <p>まだの方は、デスクトップの <a href="#">Intellect Web</a> (please hyperlink here) にアクセスし、勤務先のEメールアドレスでサインアップし、コード[CODE]/ continue with SSO (delete the non-applicable one) を使用してアカウントを作成、またはログインしてください。</p>	<p>Select either the PNG version or GIF version. Once this has opened up in a new tab on your browser, <b>right click the image</b> then select "<b>Save image as</b>" to save the image.</p> <p><a href="#">PNG version</a> <a href="#">GIF version</a></p>  <p>The infographic is titled "メンタルヘルスについて話すためのヒント" (Tips for talking about mental health) and is branded with "intellect". It features three main sections: 1. "問題を理解する" (Understand the problem) with a yellow background, an icon of a person with a gear, and text encouraging detailed questions and follow-up. 2. "生産的に応える" (Respond productively) with an orange background, an icon of a person with arms raised, and text about expressing gratitude and showing support. 3. "アドバイスではなく、サポートする" (Support rather than give advice) with a blue background, an icon of two people, and text about providing support instead of just advice. The URL "app.intellect.co" is at the bottom.</p>

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VN

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<p>🗨️ Trò chuyện về sức khoẻ tâm thần nơi làm việc có thể khiến bạn cảm thấy e ngại, nhưng nó là một bước quan trọng để hướng tới việc thúc đẩy sự an toàn về mặt tâm lý - nơi mà tất cả mọi người đều cảm thấy thoải mái để nói chuyện cởi mở hoặc không lo sợ bị phán xét khi mắc lỗi.</p> <p>Để khiến cho các cuộc trò chuyện này là một phần tự nhiên ở nơi làm việc của bạn, hãy bắt đầu bằng một vài gợi ý thực tế từ Intellect - phúc lợi sức khoẻ của chúng ta. Bình thường hoá những cuộc thảo luận này có thể xây dựng một văn hoá công sở có tính hỗ trợ hơn.</p> <p>Bạn đang muốn cải thiện cách xử lý những cuộc hội thoại này ở nơi làm việc? Một nhà khai vấn của Intellect có thể giúp bạn xây dựng sự tự tin trong việc giải quyết những chủ đề nhạy cảm, phát triển các kỹ năng lắng nghe chủ động và nuôi dưỡng lòng thấu cảm.</p> <p>Nếu bạn chưa làm điều đó, hãy truy cập <a href="#">Intellect Web</a> (please hyperlink here) trên máy tính để bàn của bạn. Đăng ký bằng email công việc của bạn và sử dụng code [CODE]/ tiếp tục với SSO (delete the non-applicable one) để tạo một tài khoản hoặc đăng nhập để bắt đầu đặt lịch một phiên khai vấn.</p>	<p>Select either the PNG version or GIF version. Once this has opened up in a new tab on your browser, <b>right click the image</b> then select "<b>Save image as</b>" to save the image.</p> <p><a href="#">PNG version</a> <a href="#">GIF version</a></p> 

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YUE

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<p>🗨️ 在工作中談論心理健康可能令人感到畏懼，但這是促進心理安全的重要一步——讓每個人都能自由地公開發言或犯錯，而不必擔心被評判。</p> <p>要讓這些對話成為日常工作的一部分，可以從我們的福利項目 Intellect 提供的這些實用建議開始。使這類討論常態化可以營造更有支持性的職場文化。</p> <p>想提升你在工作中處理這類對話的能力嗎？Intellect 的教練可以幫助你建立應對敏感話題的自信，發展積極傾聽技巧，並培養同理心。</p> <p>如果您還沒有在電腦桌面上訪問過 <a href="#">Intellect Web</a> (please hyperlink here) . 使用您的工作電子郵件地址註冊，並使用代碼 [CODE] 或繼續使用 SSO (delete the non-applicable one) 來註冊帳戶或登入以開始預約會談。</p>	<p>Select either the PNG version or GIF version. Once this has opened up in a new tab on your browser, <b>right click the image</b> then select "<b>Save image as</b>" to save the image.</p> <p><a href="#">PNG version</a> <a href="#">GIF version</a></p> 

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ZHS

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