

Are You Ready to Be a Mental Health Champion?

A reflection for anyone considering the role, before training begins

Mental Health Champions, sometimes called allies or first aiders, help colleagues feel able to talk, notice when someone may be struggling and point them towards the right support. It is a valuable role, and a demanding one.

This reflection helps prospective Champions think about why they want the role and what they bring to it, and helps organisations choose and support the right people. HR teams can use it as part of a selection or briefing process.

IF SOMEONE NEEDS HELP NOW

If there is an immediate risk to life, call **999**. Samaritans are available free, 24 hours a day, on **116 123**. In England, NHS 111 (option 2) connects to an urgent mental health service.

01

Why this role?

EXERCISE

Motivation and expectations

1. Why am I interested in mental health, and in this role?

2. What would I like to do with the role?

3. What do I expect of myself, and of the organisation, in it?

02

Confidence and skills

How confident do I feel about this role right now?

1 = not at all, 10 = very

1 2 3 4 5 6 7 8 9 10

My overall confidence in the role

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SKILLS AND EXPERIENCE I BRING	AREAS I WOULD LIKE TO DEVELOP

Your views and your limits

EXERCISE

Reflect

1. What words and images come to mind when I hear "mental health"? Where have those ideas come from?

2. Why do I think stigma about mental health still exists at work?

3. What are my fears about the role?

4. Where will my limits be? What would I pass on, and to whom?

5. How will I look after my own wellbeing while supporting others?

THE ROLE, AND ITS LIMITS

A Champion listens, notices and signposts. They are not a counsellor or a clinician, they do not diagnose, and they should never be left to manage a crisis alone. A good programme makes that clear, and gives Champions support of their own.