

Mental Health SWOT

A strategic review of your organisation's approach to mental health

A SWOT is a familiar planning tool. Applied to mental health, it helps leadership teams take stock honestly and agree priorities. Pair it with the Organisational Mental Health Wheel for a fuller picture.

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.

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The analysis

QUESTIONS TO PROMPT YOU

Strengths	What do we already do well? What would our people say we get right? What are we proud of?
Weaknesses	What do we avoid or put off? Where do people fall through the gaps? What would our people say we get wrong?
Opportunities	What is changing that we could use, such as new leadership, a restructure, a wellbeing budget or Champions? Which strengths could we build on?
Threats	What pressures are coming, such as growth, cuts, change or high workloads? Which weaknesses leave us exposed, for example to absence, turnover, claims or reputation?

	OUR ANSWERS
Strengths	
Weaknesses	
Opportunities	
Threats	

Turn it into a plan

EXERCISE

Next steps

1. Which strength can we use to address our most important weakness?

2. Which threat needs action in the next three months?

3. Three priorities, each with an owner and a date:
