

Organisational Mental Health Wheel

Score your organisation across eight areas, find the gaps and choose where to act

Most organisations know they should be doing more on mental health. Fewer know where the gaps actually are. This worksheet gives a quick, honest picture. It works best completed separately by several people, such as HR, a senior leader and a line manager, and then compared.

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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Step 1: score each area

How well does your organisation do each of these today?

0 = not at all, 10 = consistently, across the whole organisation

	0	1	2	3	4	5	6	7	8	9	10
Leadership: senior leaders talk about mental health and act on it	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐
Policy: there is a clear, current approach that people know about	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐
Managers: line managers are trained and confident to have the conversation	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐
Work design: workloads, deadlines and hours are realistic	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐
Culture: people can say they are struggling without it counting against them	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐
Support: help is easy to find and use, such as an EAP or occupational health	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐
Adjustments: reasonable adjustments are made promptly and fairly	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐
Measurement: you track what is happening, such as absence, turnover and surveys, and act on it	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐

Step 2: understand the scores

AREA	WHY I SCORED IT THIS WAY	3 MONTHS	1 YEAR
Leadership			
Policy			
Managers			
Work design			
Culture			
Support			
Adjustments			
Measurement			

Step 3: choose where to act

EXERCISE

Priorities

1. Where are our biggest gaps?

2. Which one area, if improved, would make the most difference?

3. Three actions we will take, with an owner for each:
