



How to talk to your manager about your mental health

Although there's a growing openness about mental health, there is still a significant stigma which may be making it difficult for you to open up to your manager, even if you know they can support you.

So to help ease the anxiety around the conversation, our mental health practitioners have shared four tips on how to effectively share mental health challenges with your manager at work.

1 Approach with clarity and solutions

Preparation is key. Before the meeting, write down the points you want to discuss. This list should include specific stressors and how they impact your wellbeing and productivity at work. Having a clear outline will help you stay focused and convey your message effectively.

2 Schedule a private meeting

Timing and setting are really important. Arrange a private meeting with your manager during a relatively calm period. A quiet, uninterrupted environment will help to foster an open and honest dialogue. This ensures both you and your manager can focus on the conversation without distractions.

3 Articulate your concerns

When the meeting begins, express your concerns clearly. Focus on specific stressors and their effects on your work and health. For example, you might say, "I've been feeling overwhelmed by the constant tight deadlines, which is affecting my sleep and overall productivity." Being specific can help your manager to understand the gravity of the situation.

4 Identify solutions collaboratively

After outlining your concerns, shift to discussing potential solutions. Collaborate with your manager to identify adjustments that could help manage your stress. This might include flexible working hours, workload adjustments, or regular check-ins. For instance, "I think having a more flexible schedule could help me manage my workload more effectively."