



# Mind's Workplace Wellbeing Snapshot

An insight into your employees' workplace wellbeing within weeks



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And we're here to fight for mental health. We offer advice and support to those who need it.

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**We are Mind**

# Every year, 1 in 4 people will experience a mental health problem.

## What do we do?

We're Mind and we're here to fight for mental health. We give advice and support to anyone who needs it. On the high street, our charity shops raise vital funds and give away mental health information. Our local Mind network delivers mental health services to anyone who needs them.

Our workplace wellbeing team provides support for employers. This includes mental health awareness training, e-learning, benchmarking, recommendations and best practice advice.

## Why do we do it?

We all have mental health just as we all have physical health. And considering how much time we spend working, it's not surprising that our jobs can significantly impact our mental wellbeing.

Many of us have now settled into a more hybrid way of working. But, learning new systems and changing working styles can feel difficult. Coping with change can lead to challenges with our mental health and wellbeing.

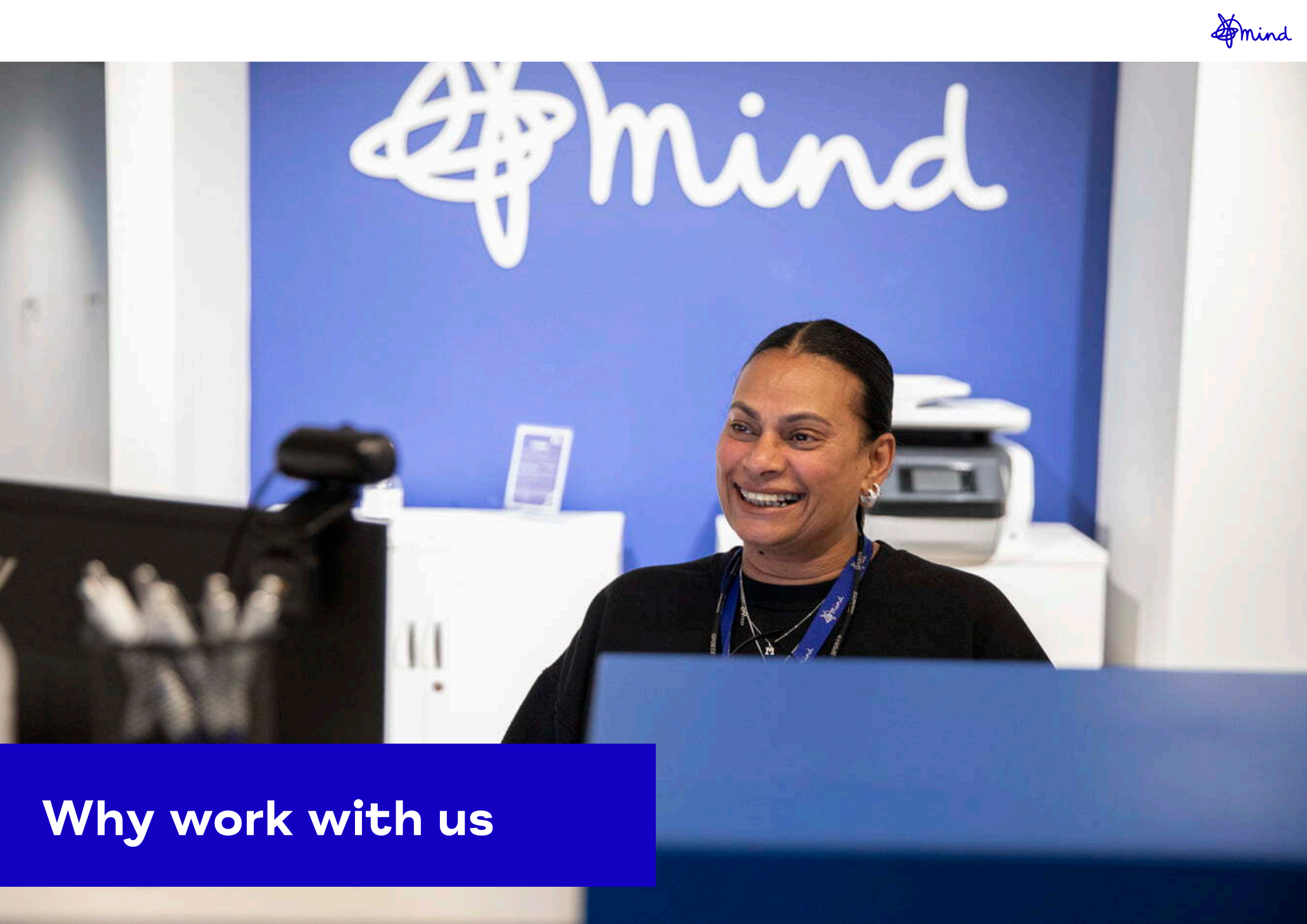
So, it's more important than ever to look after your employees' wellbeing. We can help you understand how to best support your people and create a mentally healthy workplace.

## How can our team support you?



**Poor mental health among employees costs UK employers £53bn-£56bn each year. That's up to £2,400 per employee.**

Mental health and employers - Deloitte, March 2022

A woman with dark hair pulled back, wearing a black top and a blue lanyard, is smiling broadly. She is positioned in front of a blue wall that features the Mind logo, which consists of a stylized white knot-like symbol followed by the word "mind" in a white, lowercase, cursive font. In the background, there is a white cabinet with a printer on top and a black object on the left.

mind

**Why work with us**

# Mental health is everybody's business.

Our research tell us that **57%** of people have experienced poor mental health whilst working at their current employer.

Index Insights 2021/22

## Why is it important?

Every employer depends on having healthy and productive employees. Valued and supported staff are more likely to perform at their best.

If you want to attract and retain committed employees, prioritising the mental health of your staff needs to be core part of your organisation.

## What is the impact?

Poor mental health at work can impact on our concentration, our productivity and our relationships with our colleagues.

The financial impact of poor mental health on UK employers is significant. Poor mental health costs employers £53bn -56bn every year. That's an average of £2,400 per employee and is made up of 3 components; **absenteeism**, **presenteeism** and **staff turnover**.

## The good news

Investing in mental health is good for your people and your business. Improving mental health knowledge, tackling stigma and improving policies, practices and culture will enable your staff to thrive.

**We know that sustained investment in mental health works. Last year 77% of returning Index organisations saw their scores increase, and 36% of returning organisations improved their award level.**

**The return on investment for every £1 spent is £5.30**

Deloitte: Mental health and employers, March 2022

## How can we help you?

There are lots of reasons that organisations come to us for support. Some are looking to upskill and empower their line managers. Some are looking for a speaker to deliver a talk to inspire and motivate. Lots are not sure where to start.

We can work with you to create a plan and guide you on your journey towards better mental health for all.

We have a range of products and services that have been developed by experts at Mind to help employers create supportive and effective workplaces.

- The Workplace Wellbeing Index
- Virtual and face-to-face training
- The Workplace Wellbeing Snapshot
- eLearning
- The Mental health at Work Commitment
- Our information booklets

## Why work with us?

- We are the leading mental health charity in England and Wales, with **over 75 years worth of experience**.
- We are **experts in mental health** and we know what it takes to create a mentally healthy workplace
- In the last five years we have **helped 8 million people** have better mental health at work
- People with **lived experience of mental health** problems drive everything we do
- **We reinvest all our income into our charitable work.** By investing in your organisation, you're also investing in better mental health and wellbeing for others
- Over **9 in 10 clients are satisfied** with Mind's services and would recommend us to other organisations.





## The background to the Snapshot

# Workplace wellbeing is hard to define

Workplace wellbeing is complex, it cannot be described using a singular concept. It looks at the interactions between a wide range of biopsychosocial elements and external factors.

We set about creating a new workplace wellbeing measure by first carrying out a literature review of multiple academic workplace wellbeing frames.

As well as reviewing these frameworks it was also important for us to look at emerging trends and present influences, such as:

- Post-covid changes to the workplace
- The cost-of-living crisis and financial wellbeing

By studying these frameworks and the research behind them we have been able to develop a measure that provides key insights into employee perspectives of workplace wellbeing while guiding organisations towards areas of focus.

It was a priority for us to create a measure that works in a variety of workplace settings. That's why we've developed five assessment areas that are broadly applicable across any sector or work environment.





## What is the Snapshot?

# Meaningful insight into your employees' workplace wellbeing

Supporting the wellbeing of your staff has become more crucial than ever. With the challenges of embedding hybrid working models and the rising cost of living, we need to prioritise workplace wellbeing in this changing environment.

That's why we've created our new Workplace Wellbeing Snapshot.

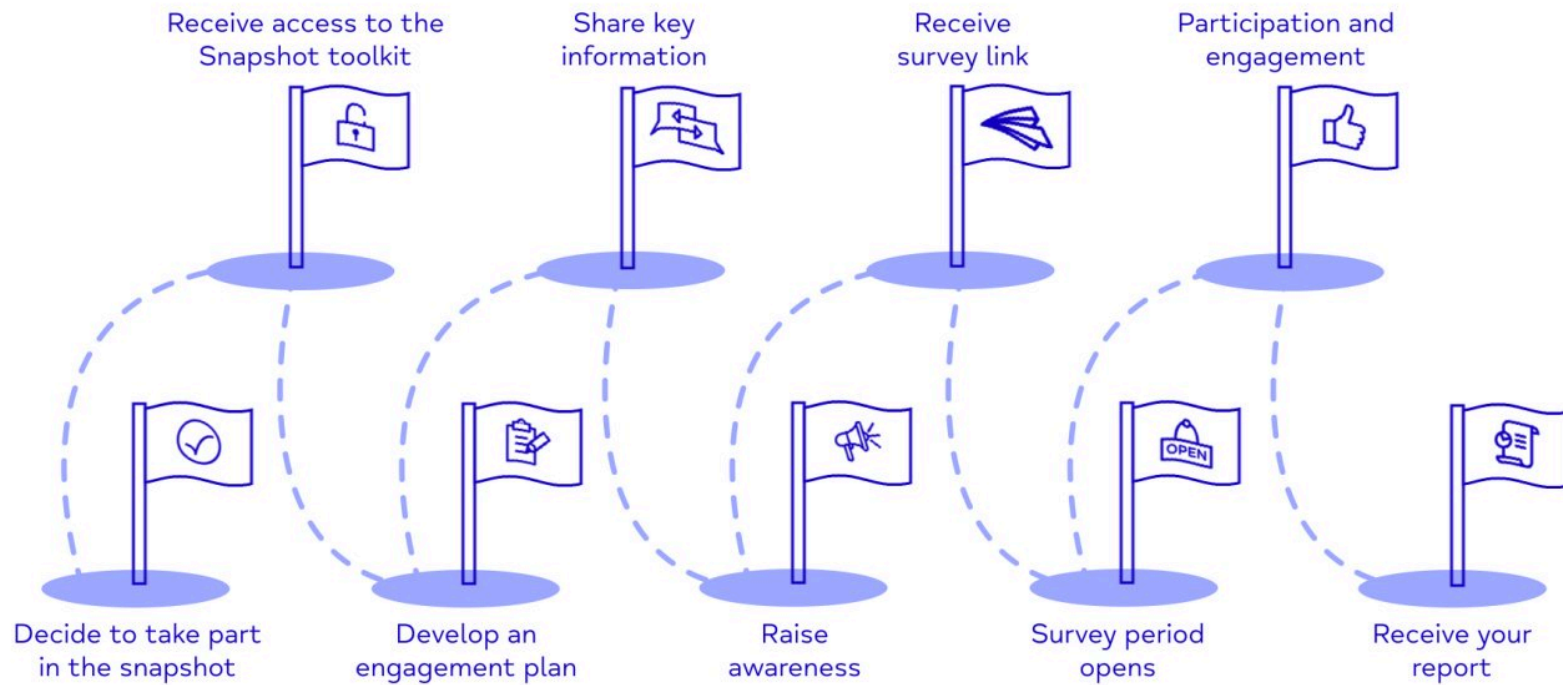


The Snapshot is the perfect tool for organisations that need quick results but have limited resources. It will provide you with an overview of your employees' workplace wellbeing within weeks and allow you to identify areas of focus.

To minimise disruption to business as usual our survey only takes 5 minutes to complete. When your survey period ends, you'll get a report with meaningful insights for you to use.

Like all our products, we've developed the Snapshot with our subject matter experts, so you can trust that you'll get the highest quality tool to support your people.

**Taking part in the Snapshot is evidence of your commitment to positive workplace wellbeing. Send a clear message to your staff.**



## The Snapshot process



**Why choose the  
Snapshot?**

# Have confidence in the investment you're making

**The Snapshot is the perfect tool for organisations with demanding timelines and resources.** It's simple to deliver and will give you results quickly, giving you time to stay up to date with workplace wellbeing in a rapidly changing environment.

**Digital, on-demand service.** Flexible online delivery means that you can take part at a time best for your organisation. We recommend that it will take 6 to 9 weeks to complete the Snapshot process depending on the size of your organisation.

**Assess the needs of a business unit.** The Snapshot can be completed by your whole organisation or by a specific department or office location (subject to minimum number of participants).

**Trust us to help you.** As a leading mental health charity, with expertise in workplace mental health and wellbeing, we know what it takes to support the workplace wellbeing of your people. We've developed a series of guidance modules and supporting documents to help you deliver the Snapshot within your organisation.



# Identify where you are on your journey



Wherever you are in your journey to improving the workplace wellbeing of your people, the Snapshot can help. It will give you an overview of the core areas that contribute to workplace wellbeing and enable you to identify key focus areas.

- The Snapshot is ideal for organisations that are starting their journey to improve workplace wellbeing.
- It's also a great tool for monitoring and evaluating the effect of your current strategy and supporting initiatives.
- Understanding where you are will allow you to determine the steps you need to take in order to best meet the needs of your



# Take part from anywhere

A 5-minute, mobile friendly survey with a simple question structure makes it easy for staff to complete the survey from a range of devices. Our Snapshot survey looks at the 5 key areas contributing to workplace wellbeing.

**Workplace culture and practices.** This assessment area looks at organisational culture, including values, goals and beliefs, as well as policies and practices that may affect workplace wellbeing.

**Work-life interface.** The intersection between work and personal life, including areas such as family, leisure and health is assessed here.

**Quality of working life.** This assessment area describes experiences relating to quality of working life, including job characteristics and work satisfaction.

**The work environment.** This assessment area looks at the perspectives your staff have on their work environment. This includes the psychosocial work environment as well as settings and processes that can affect the physical and psychological safety and wellbeing of staff.

**Workplace wellbeing resources.** This area assesses the available workplace wellbeing resources within the organisation, including services, opportunities and tools that provide support or promote healthy lifestyle practices.

# Receive key recommendations to help you translate insights into action

Rooted in best practice, our recommendations support you to develop in your lowest scoring area.

**Quick access to meaningful insights.** Receive your report within 1 week of your survey closing and use your results to make evidence-based decisions.

**Receive honest reflections from your staff through our independent, anonymous survey.** Trust in our brand encourages staff to take part. Staff responses go straight to us at Mind, encouraging people to share honest views and ensuring your results accurately reflect how your staff feel.





# Pricing

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Participating in the Snapshot will cost **£2,000 + VAT** per report.



The Snapshot can be taken by your whole organisation at once (one report) or by separate business units or functions within your organisation at different times to suit each team (multiple reports).

For example, your organisation may comprise of two business units that wish to take the Snapshot at different times. For this you would require two Snapshot portal logins, two survey PINs and therefore two reports.

This would also apply for an organisation with multiple international locations. Each location would require its own report.

A blurred office environment with people working at desks. In the foreground, a woman with long dark hair and glasses is looking towards the left. The background shows other employees and office furniture like desks and chairs.

## Frequently asked questions

# Frequently asked questions

## Question

## Answer

Once I've signed my organisation up to take part in the Snapshot, what's next?

Once you've purchased the Snapshot you'll be sent a link to access the Snapshot portal. This will give you access to a series of guidance modules and supporting resources for you to use throughout the process. We encourage you to work through the modules as you facilitate the Snapshot in your organisation.

Do we have to launch the Snapshot as soon as we've signed up?

It's important to launch the Snapshot at a time that is best for your organisation. Consider any upcoming busy periods, holiday periods and any other surveys that are scheduled across the organisation. When purchasing the Snapshot you'll select a survey period start date, this can be amended at a later date by contacting one of our Account Managers. You can launch the Snapshot when you are ready to however, we recommend you launch within 2 months of purchasing the product.

How many people in my organisation can have access to the Snapshot portal?

We will provide your designated Snapshot lead with admin access to the Snapshot portal. The lead user will then be able to grant access to additional users to support the delivery of the Snapshot. We recommend no more than 3 individuals have access to an organisation's Snapshot portal.

| Question  | Answer   |
|---|--|
| I can't access the Snapshot portal when I'm in my office. | Some IT teams have set up stringent controls on their wi-fi network, please speak to your IT support to assess whether there are any firewalls restricting access to the Snapshot portal when you are in your office. If this does not seem to be the issue, please email <a href="mailto:Snapshot@mind.org.uk">Snapshot@mind.org.uk</a> and a member of our team will be able to help.  |
| What is the PIN used for?                                 | The PIN should be entered at the start of the survey. Your PIN is unique to you and helps us identify responses from your organisation. If you decide to take part in the Snapshot again in the future, we will give you a different PIN allowing us to easily differentiate your most recent data from any previous responses. If a specific business unit/department decides to take part in the Snapshot another unique PIN will be issued. |
| When exactly will my survey period end?                   | Your survey period will end at 17:00 on the final day of your survey period. From this time your PIN will no longer give you access to the Snapshot survey.  |
| I've got a question, who can I speak to?                  | We have several resources on the Snapshot portal which can be found in the supporting resources section. Each module has a reminder of the resources to support you as you deliver the Snapshot and FAQ documents too.   |

# Find out about our Workplace Wellbeing products



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