

## MENTALLY HEALTHY WORK ENVIRONMENT AND ITS CHARACTERISTICS

### What is mentally healthy work environment?

Mentally healthy work environment is a place where the demands are realistic, and balance the needs of employees and the employer. It is a place of positive work culture based on respect and trust, that encourages open discussion about mental health issues of team members.



### Qualities of mentally healthy work environment:



- Work culture that promotes open discussion on mental health issues
- Culture of team spirit
- Strong social networks
- Clear and realistic expectations, adequate to employees' skills and abilities
- Lack of unrealistic deadlines and heavy workloads
- Good communication, both horizontal and vertical
- Knowledge and awareness of mental health risks
- Friendly atmosphere and good work settings
- Lack of discrimination and bullying, especially towards people with mental health issues