

The Tools to Talk

**A step by step guide to
mental health support for
you and your team.**





A clearer understanding of mental health

What is mental health? How do stress, burnout, and poor wellbeing impact performance, safety, and morale? Remember:

- Mental health affects everyone, not just during a crisis.
- Stress becomes harmful when it's constant or unmanaged.
- Burnout is a signal, not a weakness. Notice it early.
- Good mental health supports safety, focus, and teamwork.

The ability to spot the signs early

Recognising the signs of struggle – both in yourself and others – allows for early intervention, which can make all the difference.

- Look for changes in behaviour, mood, energy, or reliability.
- Trust your gut. If something feels off, it probably is.
- Withdrawal, irritability, or frequent mistakes are red flags.
- Early support can prevent bigger issues down the line.

Top tips for everyday wellbeing

Practical ways to protect your mental health on and off the job:

Reset your body – stretch out and opt for gentle movement to help slow your breathing if you are feeling overwhelmed. Take a steady walk to release tension and reset your mind.

Stay hydrated – keep water close; dehydration affects focus and mood.

Fuel properly – make sure to break for a proper meal where possible.

Take mindful minutes outside – fresh air reduces stress and sharpens focus.

Check in with yourself – notice when stress, irritability, or low mood creep in. It's a sign to slow down, breathe, or talk to someone.

Guard your sleep – don't underestimate how much your mind and body needs rest to function.

Be mindful of screen time – give your brain and eyes breaks from screens. Take regular short breaks.

Protect one non-negotiable – this might be a family dinner, a call with a mate, or finishing on time.

Stay connected – talk with colleagues or check in with someone you trust.

Don't be too hard on yourself – tough days happen; it doesn't mean you're failing. Remember you are not alone.





Confidence to have the conversation

Implement simple, stigma-free ways to talk about mental health.

- Don't wait for the 'perfect moment', just start small.
- Use The Tools To Talk prompt card to start a conversation with your team.
- Remember to 'ask twice'. Check in twice, as people often say "I'm fine" by habit.
- Use 'ALSS': acknowledge, listen, signpost, support.
- You don't need to be an expert. Just be present and supportive.

Build a supportive culture

Here are some ideas to create a workplace environment where mental health is not hidden and people feel safe to ask for help.

- Share your own story, giving others permission to do the same.
- Lead by example: take breaks, check in, and show care.
- Make mental health part of regular team conversations.
- Recognise that a supportive culture starts at the top.



Powering up wellbeing

Long hours, high pressure, and safety-critical work are defining features of our industry. All too often, mental health takes a backseat until someone hits breaking point. With stigma still surrounding mental health issues, many of us don't speak up until it's too late.

That's what **The Tools to Talk** is all about – providing you with the right information and guidance on mental health so you can help yourself and those around you with confidence and compassion.



How and where to signpost

Know where to find industry-specific support and resources for you and your team.

- Your go-to support options: local GP, Electrical Industries Charity.
- Make information accessible: circulate The Tools to Talk e-newsletter with your team and put the leaflets and contact numbers on notice boards.
- Remind your team: “it’s ok not to be ok and ok to ask”.
- The Electrical Industries Charity offers a variety of courses to equip you and your team with the skills you need to create a supportive workplace. Visit electricalcharity.org/training.
- The Electrical Industries Charity also offers a marketing toolkit with downloadable and printable materials to make sure that everyone who needs help knows where to find it. Visit electricalcharity.org/marketing-pack.

**If you need support or advice,
reach out to the Electrical
Industries Charity**

support@electricalcharity.org

0800 652 1618

9am-5pm, Mon-Fri



**Complete the
online form**