

Post-trauma support and stressors experienced during recovery are the risk factors most strongly predictive of longer-term mental health status. Evidence shows that **supportive managers foster better mental health** (Greenburg, et al., 2020).

Here's how managers can help:

Give Thanks

- Giving thanks, both written and verbally, which acknowledges the challenging work undertaken, can foster individual resilience.
 - Also include up-to-date information about potential psychological difficulties and supports.

Return-to-Normal Work Interviews

- Feel confident speaking about mental health and conduct return-to-normal work interviews.
 - These interviews allow for a better understanding of staff member's experiences, and identifies secondary stressors to collaboratively design individualized recovery plans.

Actively Monitor

- Actively monitor for anyone exposed to potentially traumatic events, particularly individuals considered to be at higher risk of developing mental health problems.
- An anonymous online self-check tool might encourage honest and meaningful responses while providing automated tailored feedback.

Group Discussions

- Group discussions can help staff to develop a meaningful narrative that reduces risks of harm.
- Schwartz Rounds, is an evidence based model, which offers a structured forum for clinical and non-clinical staff to discuss emotional and social aspects of work.
 - <https://www.theschwartzcenter.org/programs/schwartz-rounds/>