Promoting brain health in the workplace – practical tips by Gofore

Let's start with the essentials
Ensure the following:

- Clearly defined goals aligned with organisational success
- A structured way to track goal achievement
- Open and effective feedback practices
- Team-driven practices (e.g., shared work methods and breaks)
- Opportunities for professional development
- Training in self-awareness and self-leadership
- Skilled team leaders who prioritise professional growth
- Comprehensive occupational health services and benefits (e.g., psychological support and neuro-psychiatric assessments)

Everyday work makes the difference
Make sure you provide:

- Opportunities for employees to influence their tasks
- Flexible working hours and locations
- Employment practices that take life situations and individual needs into account
- Work environments that support recovery and adapt to personal work styles
- Effective tools to support daily workflows

Key elements to support brain health:

- Psychological safety to be one's authentic self
- A sense of belonging: feeling valued and integral to the community
- Normalising conversations about mental health
- Leaders setting the example
- A culture of respectful dialogue
- Organisational culture that enables meaningful encounters
- Employee involvement in organisational decision-making