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INDICATORS OF A THRIVING WORKPLACE

INSIGHTS INTO THE RETAIL INDUSTRY

Dr Nerida Joss

Insights and Impact Manager

SuperFriend



Indicators of a Thriving Workplace Survey

The aim of the survey is to measure and track the **current state** of mental health and wellbeing in Australian workplaces against the **desired state** of optimal mental health and wellbeing in a workplace

38 desired state indicators

12



LEADERSHIP

The existence of supportive and committed leadership in the organisation that endorses and prioritises initiatives that support a mentally healthy workplace.

9



POLICIES AND PRACTICES

The existence and use of robust policies, strategies and processes that address mental health within an organisational framework. There are clear processes driving policy development and implementation in the workplace.

11



CAPABILITY AND CULTURE

The application of knowledge and skills within an organisation to support positive mental health and wellbeing, and to influence the culture through changing practices and improving the environment.

6

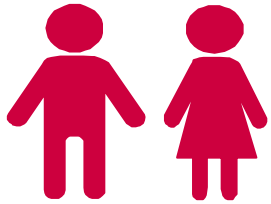


CONNECTEDNESS

A work environment that is characterised by strong interpersonal and social support, trust and fairness, and inclusiveness.

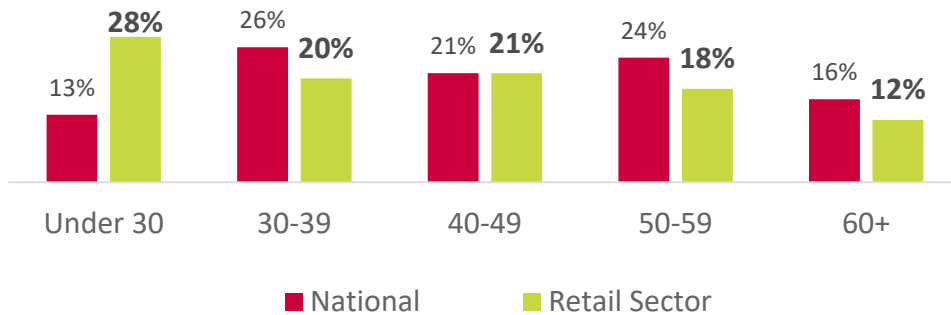
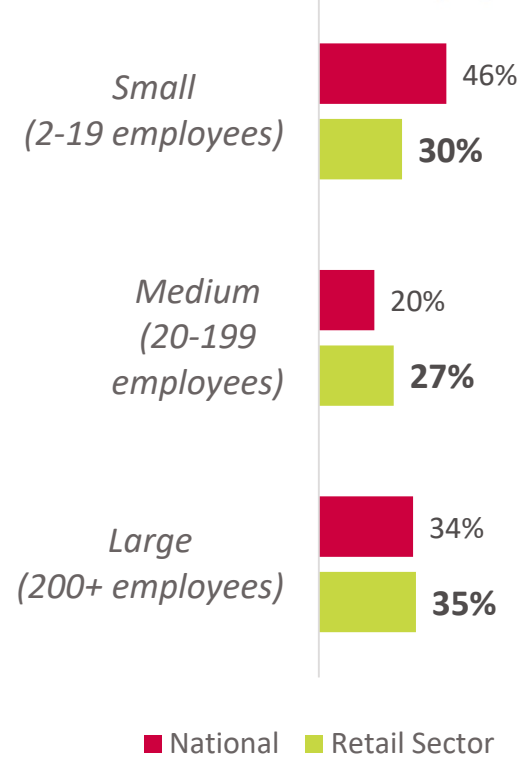
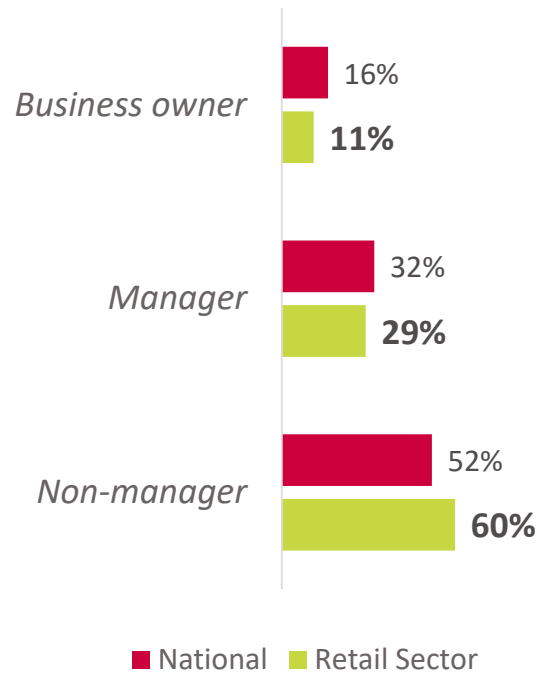
Retail sample

637
 Retail
 Sector

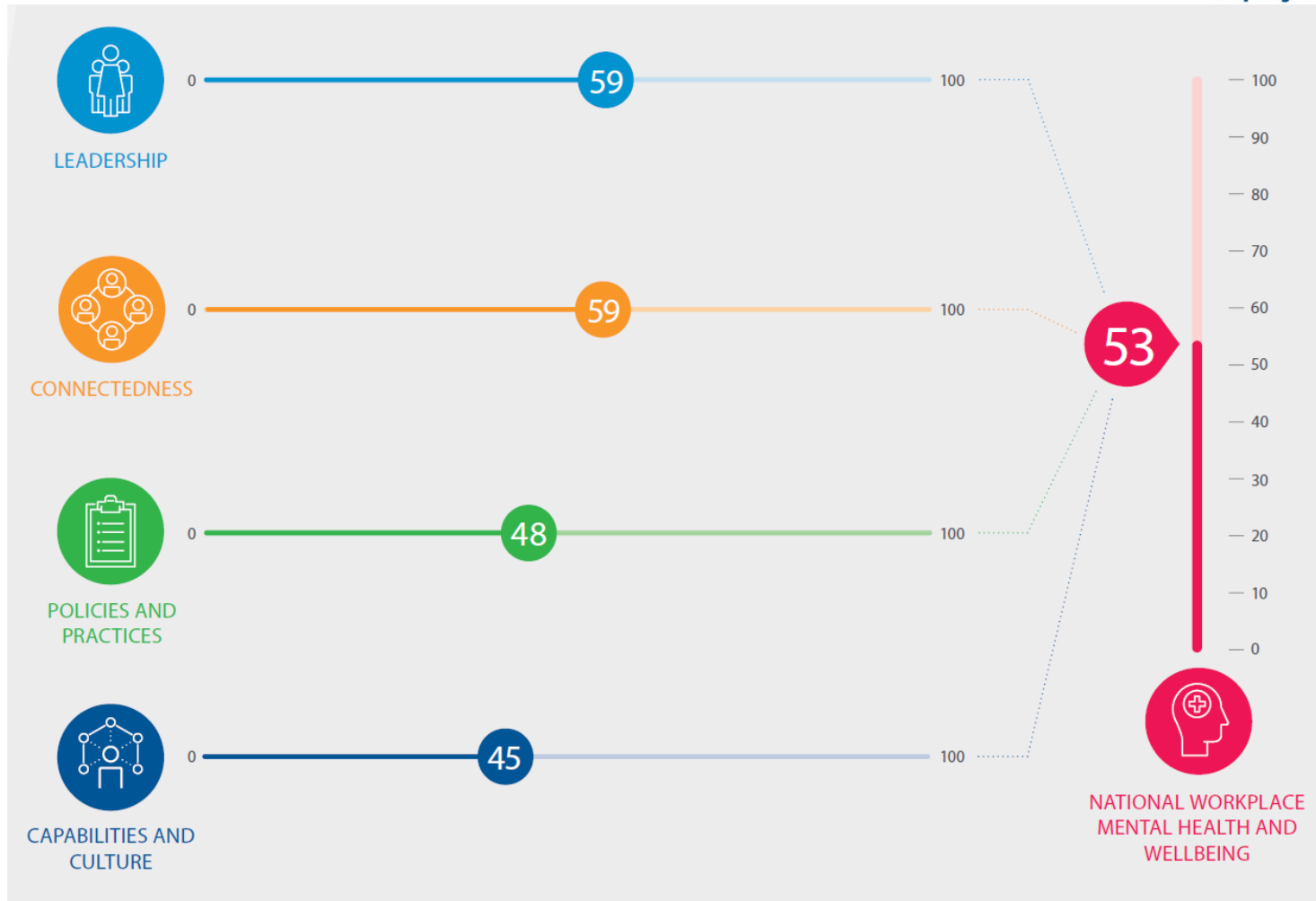


34%
 Male

66%
 Female



Are we there yet?



| STAFF TURNOVER



1 IN 2

Would look for another job if they worked in a workplace with a poor mental health environment.



2 IN 5

Have left a job because of a poor workplace mental health environment.



Experience ongoing levels of stress in their current job.

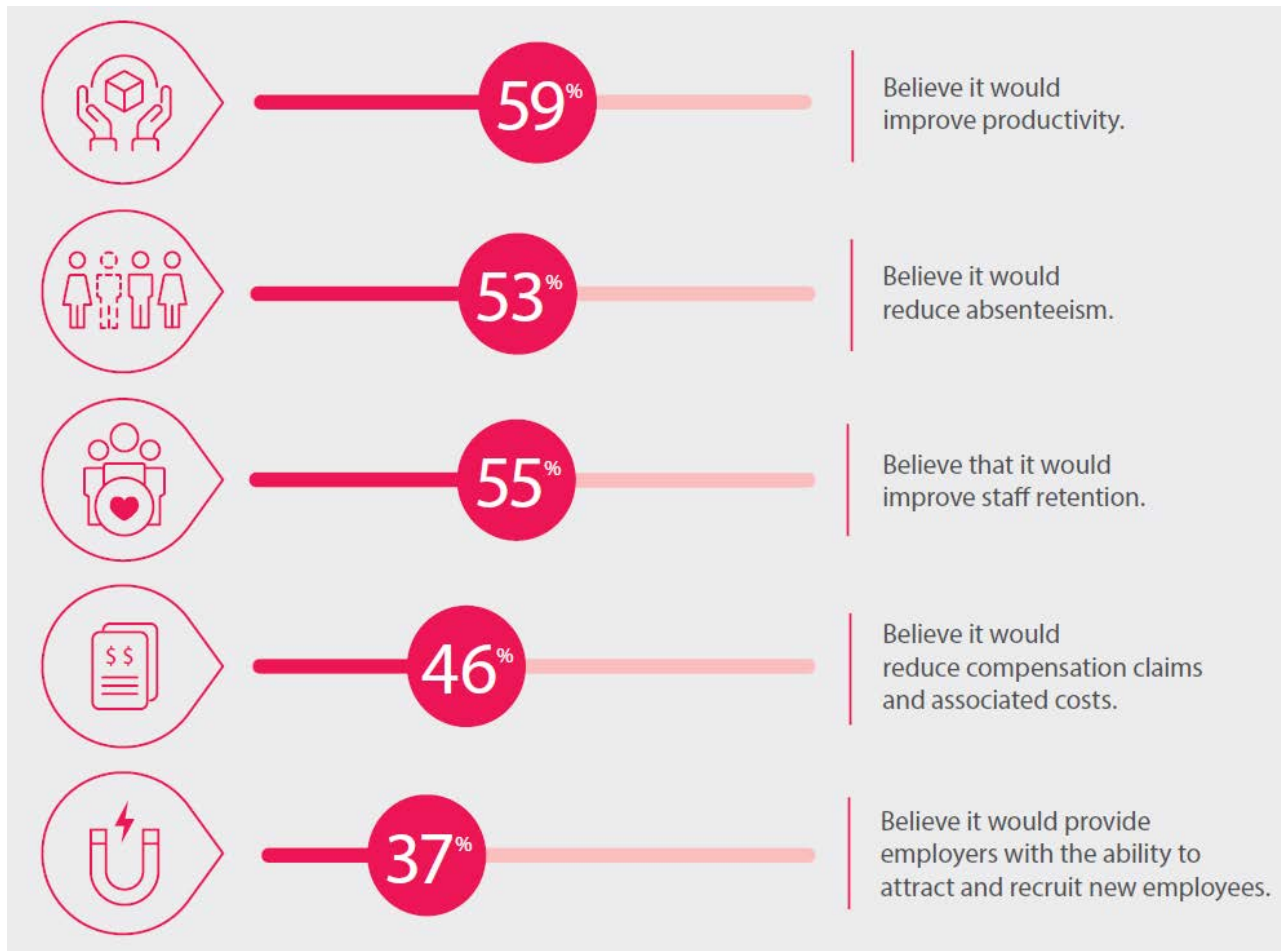


Reported working with someone with mental health issues.

What is preventing employers from taking action?



Benefits of investing in workplace mental health and wellbeing



Retail progress towards the desired state by business size



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Retail progress towards the desired state by work role



What are retail workers saying?

I have recently left a major retail employer because of the effect it was having on my mental health. They had no concern for mental health issues, and in fact, their policies and behaviours exacerbated these issues

Executive staff should encourage employees

Ive worked for previous companies where stress levels were ridiculously high and as a result I think I was technically mentally ill which has left a lasting impact on my life. If the counselling available in my current work environment had been available I think it would have made a difference

Listening is the hardest thing for managers



Download at:

<https://www.superfriend.com.au/indicators-thriving-workplace/>

Super *friend*[®]

E: info@superfriend.com.au **T:** 03 9615 8600 **A:** Level 2, 157 Spring Street, Melbourne VIC 3000



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