



# Thrive

## Our Global Approach to Mental Wellbeing



### OUR VISION

For mental health

We are a firm where our people:



are working in a way that they feel is sustainable, rewarding and consistent with their values



through training know how best to support others



can easily access support, not only in times of need



are able to thrive



are able to openly discuss mental health without fear of stigma

### This requires a focus on:

#### Culture

A sense of psychological safety and purpose, where the language of mental health is commonplace. A place where leaders role model their commitment and we understand the impact of our work practices.

#### Prevention

Our people can proactively access resources and opportunities to build their knowledge, understanding and skills in respect of their own mental health and that of others.

#### Access to support

Our people are aware of support available to them, including time off. Access to support is timely, effective and free from judgment.

### Our Global Objectives Include:



**Education** – providing resources and global training accessible to everyone, with a focus on those with people responsibilities.



**Champions and role modelling** – a network of people across each region, passionate about driving change, eliminating stigma and sign-posting to support.



**Accountability** – partners and leaders are encouraged to include an objective that focuses on building an inclusive team culture.



**Clients** – collaborating with our clients to share best practice, demonstrate our commitment and support an inclusive culture.



**Stigma** – reducing stigma associated with mental ill-health through effective awareness raising, role-modelling and leadership.



**Conversations** – building the language of mental health into everyday conversations, performance check-ins and career planning.



**Feedback** – to track the impact of our interventions and progress against the strategy, including ensuring feedback is regularly sought from our people.



**Brand** – positioning the firm as a market-leader in respect of its approach to, support for and culture surrounding mental health.