

Strategies to engage outdoor workers

Challenge	Strategy
Scheduling and time	<ul style="list-style-type: none"> Incorporate mental health into BAU: <ul style="list-style-type: none"> Agenda item in team meetings Toolbox talks Gain commitment from SLT to prioritise mental health Facilitate whole of organisation awareness training in which attendance is compulsory Be flexible and supportive when workers indicate they need to seek professional support such as EAP Mental health-themed BBQs, not just on RU OK day
Participation	<ul style="list-style-type: none"> Identify outdoor mental health champions to drive participation Find out and understand what outdoor workers are interested in Engage outdoor workers to resolve participation challenges and drive mental health initiatives Recognise and reward the efforts of champions and participants Ask senior leaders to endorse and prioritise time for outdoor workers to participate Encourage participation in any way that feels right for outdoor workers Share mental health awareness resources with families Be ok that not everyone will want to participate Share outcomes at the end of each initiative and continuously improve the offering
Stigma/blokey environment	<ul style="list-style-type: none"> Share of lived experiences Encourage senior leaders and managers to speak openly about mental health and promote initiatives Support staff to develop a better understanding of mental health conditions by sharing evidence that challenges the myths and misconceptions of mental health conditions and those who experience them – you can Beyond Blue statistics Highlight the benefits of promoting positive mental health and its impact on improving the mental health and wellbeing of all staff, not only those with a mental health condition
Self-awareness	<ul style="list-style-type: none"> Toolbox talk topics, e.g. ‘Taking care of your mental health’ Sprinkle bite sized information in tea rooms and pay slips, e.g. ‘Did you know? 1 in 5 men are likely to experience anxiety in their lifetime’ The Mind Quiz: beyondblue.org.au/who-does-it-affect/men/mind-quiz Lean in with ‘How to support others’ mental health promotional material: beyondblue.org.au/who-does-it-affect/men/looking-out-for-your-mates Have a community approach
Communication	<ul style="list-style-type: none"> Often Consistently Openly Respectfully Using language and methods that resonate with your outdoor workers

Supporting tools and resources

- National Mental Health Commission: haveyoursay.mentalhealthcommission.gov.au/series-on-industry-initiatives-supporting-mentally-healthy-workplaces
- Everyone Has a Story: everyonehasastory.com.au
- StateCover surveys and assessment tools: wegobeyond.com.au/physical-health-category/best-practice-tools
- Podcasts: psychhealthandsafety.com
- Mental health promotional material: <http://www.beyondblue.org.au/who-does-it-affect/men/looking-out-for-your-mates>
- The Mind Quiz: beyondblue.org.au/who-does-it-affect/men/mind-quiz