

APS' Mental Health Month Checklist

This checklist is designed to help you assess whether your Mental Health Month events and initiatives follow best practice and are safe.

- 01 Do you have a way for people to report work related factors that are negatively impacting their mental health? ☐
- 02 Do your activities adequately balance focusing on mental ill-health and mental health more broadly? ☐
- 03 Do leaders have the capability and resources to address work related factors if they are brought up? ☐
- 04 Do you have clearly defined intended outcomes of activities and a plan to check they are working as intended? ☐
- 05 Have you considered your context (i.e. high job demands) and the risk of resentment for individual level interventions e.g. yoga or mindfulness sessions? ☐
- 06 Are support options (e.g. EAP, community resources) promoted and accessible for all? ☐
- 07 Have you considered the cumulative impact of events when talking about mental ill-health or potentially distressing stories? ☐
- 08 Is your mental health speaker trauma informed? ☐
- 09 Do you have the resources to monitor for distress during events? ☐
- 10 Do leaders know how to identify vulnerability and refer appropriately? ☐
- 11 Are events that are potentially distressing optional? ☐
- 12 Have you considered implementing job design principles to address barriers? ☐

APS is pleased to provide advice to your organisation to address any elements not checked.

APS is a specialist psychological consultancy providing a broad range of corporate mental health, complex customer strategy, psychosocial risk management and capability development services. Our approach focuses on the prevention of psychological harm but also seeks to improve performance and productivity, along with psychological wellbeing outcomes.



Reach out to us on LinkedIn

Maximising Mental Health Month Supporting Resources and Research

Mindframe provides evidence-based guidelines to support **safe conversations** about mental health. It is particularly useful for ensuring that storytelling during Mental Health Month is supportive and does not unintentionally cause harm.

➤ <https://mindframe.org.au/>

This large-scale study of shows **that individual-level wellbeing programs** often have limited effect, highlighting why interventions should also focus on organisational and systemic approaches.

➤ Williamson, S., Nielsen, K., & Nielsen, M. B. (2023). Do individual-level wellbeing interventions work? Evidence from a study of 46,336 UK employees. *Industrial Relations Journal*, 54(1), 34–56. <https://doi.org/10.1111/irj.12383>

A systematic review of **workplace resilience** training found mixed evidence, reminding us to be cautious about individual focused interventions.

➤ Robertson, I. T., Cooper, C. L., Sarkar, M., & Curran, T. (2015). Resilience training in the workplace from 2003 to 2014: A systematic review. *Journal of Occupational and Organizational Psychology*, 88(3), 533–562. <https://doi.org/10.1111/joop.12120>

While **digital mental health interventions** may be helpful in workplace settings, the evidence base is still limited and inconsistent. It highlights the need for further high-quality research before relying on these tools

➤ Cameron, G., Mulvenna, M., Ennis, E., O'Neill, S., Bond, R. R., Cameron, D., & Bunting, A. (2025). Effectiveness of digital mental health interventions in the workplace: Umbrella review of systematic reviews. *JMIR Mental Health*, 12. <https://doi.org/10.2196/67785>

This resource from the Black Dog Institute asks whether **mental health awareness campaigns** actually work, encouraging reflection on how activities can move beyond awareness into meaningful change.

➤ Harvey, S. B. (2022, September). Do mental health awareness campaigns work? Black Dog Institute, UNSW Sydney. <https://www.blackdoginstitute.org.au>

Parker's review on **job and work design** highlights how the way jobs are structured has direct effects on health and development, making job design a critical focus for Mental Health Month conversations.

➤ Parker SK. Beyond motivation: job and work design for development, health, ambidexterity, and more. *Annu Rev Psychol*. 2014;65:661-91. <https://doi.org/10.1146/annurev-psych-010213-115208>

This study shows that **supportive leadership** and a positive psychosocial safety climate protect mental health at work, underscoring the role leaders can play in creating lasting improvements during and beyond Mental Health Month.

➤ Loh, M. Y., Dollard, M. F., McLinton, S. S., & Tuckey, M. R. (2021). How psychosocial safety climate (PSC) gets stronger over time: A first look at leadership and climate strength. *Journal of Occupational Health Psychology*, 26(6), 522–536. <https://doi.org/10.1037/ocp0000308>