



Firm Wellness Index

Use this index to help rate your firm on mental health and wellbeing.

Save paper by printing then laminating. Use with a removable marker so that this index can be re-used.

Awareness

- Does your firm have a mental health and wellbeing strategy in place?
- Is the mental health and wellbeing strategy (and associated support resources) advertised and visible throughout the office?
- Do you understand why the strategy exists and what it can provide you?
- Does the induction program include information on mental health and wellbeing practices and policies, and how to get support?
- Does your firm run regular catch ups or workshops to provide awareness of mental health and wellbeing?
- Do you have a mental health ambassador or someone you can approach to discuss support options?

Prevention

- Does your firm provide regular physical activity programs or support through gym membership, healthy eating, team sports, yoga classes etc?
- Does your firm run regular mental wellbeing sessions? E.g. mindfulness meditations
- Are there designated quiet spaces or times in your workplace?
- Is a healthy work-life balance promoted and acted upon by all levels in your firm? E.g. going home on time, work from home, flexible hours, regular break times
- Does your firm have policies that enshrine a healthy work-life balance?
- Are there clear and safe procedures for providing feedback?
- Do you have a regular one-on-one catch up with your manager?
- Is your workload manageable?

Support

- Do you have access to an Employee Assistance program or similar?
- Is there regular leadership training to manage wellbeing?
- Do you have clear access to external resources and funding if required?
- Is there a culture of psychologically safe wellbeing in your firm?
- Do you feel confident and supported to take a mental health day?

Rating Guide

Gold

Score: 16 - 19

Minimum:

Awareness = 5 ticked

Prevention = 7 ticked

Support = 4 ticked

Silver

Score: 13 - 15

Minimum:

Awareness = 4 ticked

Prevention = 6 ticked

Support = 3 ticked

Bronze

Score: 10 - 12

Minimum:

Awareness = 3 ticked

Prevention = 5 ticked

Support = 2 ticked