

# Let's talk about mental health

## Fostering a culture of care

**BHP**

A culture of care is demonstrated when all employees feel valued. This is something worth striving for, but takes time to create.

It can be seen in tangible ways such as openly establishing an inclusive environment where people know their opinions and experiences are valued and heard, offering support and recognising contributions of colleagues, flexible working to enable balance, health awareness and resilience programs and provision of an EAP service. awareness programs and provision of an EAP service.

A workplace can thrive if a culture of care can be sustained.

### Benefits of culture of care

- The more we all feel appreciated and valued, the more motivated we are to supporting team and organisational success.
- A caring culture improves employee experience, brand reputation, retention of talent and employee productivity.

### How we can all contribute to creating a culture of care

- Leadership is critical in developing this, however we all play a role
- Take time and get to know your team members
- Celebrate and recognise success
- Openly share challenges and lessons learned
- Reach out and offer support to others in need (note that people might not actively ask for help so checking in is important.)
- Hold people accountable, but with care, seek to understand any challenges and support required to resolve.
- Sharing information and asking for feedback makes people feel they belong and valued. Trust is built on transparency and openness.
- Remember it is the small things we do every day that makes a difference.



**Fun fact:**

Did you know that BHP has many Yammer Groups – this is a great way to connect with others with similar interests in the organisation.