

Mental Wellness Champion Training



Purpose

Help every employee feel confident to support their own mental wellness, recognize and respond appropriately to colleagues in need, and contribute to a workplace culture that values psychological health.

Training Objectives

Equip participants with essential skills to support and promote mental health safety. This helps them to:

Empower employees to recognize, respond, and refer.

Build the confidence and skills to notice early signs of stress or distress in themselves and others, start supportive conversations, and connect colleagues with appropriate resources while staying within healthy boundaries.

Foster a culture of openness and care.

Reduce stigma around mental health by normalizing everyday conversations, encouraging empathy and compassion, and promoting small, practical actions that make workplaces psychologically safer for all.

Strengthen personal and collective resilience.

Equip employees with strategies to maintain their own well-being, support peers in manageable ways, and contribute to a positive workplace environment where individuals and teams can thrive.

Why Invest in this Training for Your Team?



Boost Productivity & Engagement

Employees who feel mentally well are more present, motivated, and innovative which can translate into measurable gains in output and quality of work.



Support Legal & Ethical Obligations

With rising focus on psychosocial safety standards, organizations are expected to take proactive steps to protect employee well-being. Champion training demonstrates a clear commitment to meeting those standards.



Reduce Costs from Absenteeism & Turnover

Mental health challenges are one of the leading causes of lost workdays and staff attrition. Proactive training effectively helps mitigate these risks.



Strengthen Psychological Safety & Culture

Attract and retain top talent by reinforcing your reputation as a workplace where employees feel safe to speak up and care for each other.

Training Options

1-Hour Session: Awareness & Basics

This session provides a brief but impactful overview of workplace mental health, focusing on awareness, early recognition, and basic support strategies.

Learning Objectives:

- Understand what mental wellness means in the workplace.
- Recognize that everyone can play a role in supporting well-being.
- Learn simple ways to check in with yourself and others.

Half-Day (3-Hour) Session: Practical Skills & Peer Support

This session is designed for employees and leaders seeking practical skills to support mental health concerns and create a more inclusive and open workplace culture.

Learning Objectives:

- Gain confidence in starting supportive conversations.
- Learn how to respond to colleagues in a caring but bounded way.
- Explore ways to contribute to a positive workplace culture.

Full-Day (6-7 Hour) Session: Comprehensive Training

A full-scale training for leaders and employees looking to develop a robust skill set to support mental health and wellness in the workplace.

Learning Objectives:

- Deep understanding of workplace mental wellness.
- Practice handling more complex peer-support situations.
- Learn how every employee can contribute to culture change in practical ways.
- Build personal and team action steps.

Summary Table

Element	1-Hour	3-Hour	6-7 Hour
Focus	Awareness + simple peer check-in	Practical peer support + stigma reduction	Full skill development + culture-building
Activities	One partner role-play	Vignettes + triad role-plays	Complex simulations + team project
Depth	Introduces role & boundaries	Practices core skills & resource referral	Advanced peer support, culture micro-actions, resilience
Output	One personal action	Small individual action plan	Individual + group/team initiatives