

# 20 Questions

## for People Managers

Starting the conversation about mental health and asking the right questions can be challenging. The below questions are examples of what you can ask an employee to help facilitate a dialogue around mental health and wellness. These can help you to develop rapport, build connection, and engage in meaningful conversations with others. reference the list of questions below for ways to start the conversation. There is no particular order to follow - showing you care is a great way to start.



### Questions to use when checking in

- You seem to be quiet in team meetings lately. I'd like to discuss this change because you're a valued member of our team and we appreciate your thoughts and input.
- You mentioned you recently had a life change. How do you think this change has been impacting you?
- I know it's been stressful around here. How are you feeling?

### Questions to use when identifying a need or problem

- If you feel comfortable, are you able to describe what's going on?
- Are you able to tell me if something changed in the workplace to bring this on?
- If this is a personal challenge and you feel comfortable sharing some details I am here to listen.
- Why do you feel that way? If you feel comfortable to share honestly I'd appreciate hearing more about your perspective.
- Can you help me understand what it's like?
- How has living with this condition been impacting your life at work and home?



### Questions to use when co-creating a solution

- Are you interested in getting some support?
- Are you aware of what support is available to you?
- Is there anything you need from me to help you access support?
- What can I do to help you feel supported? Is there anything that has worked for you in the past in dealing with this?
- Do you have any concerns I can address about accessing support or finding solutions to this challenge?
- Do you think you may need any adjustments or assistance to help you to do the job? If so, please give suggestions so we can discuss suitable changes with you.



### Questions to use when monitoring progress

- How do you think we can follow-up on this?
- Is there a timeline that you'd prefer on how often we will check-in on how you're doing?
- Is there anything you'd like me to ask you each time we follow-up on this?
- Is there anything you think would be helpful for us to track on your progress?
- Is there anything I can say or do to encourage you?

