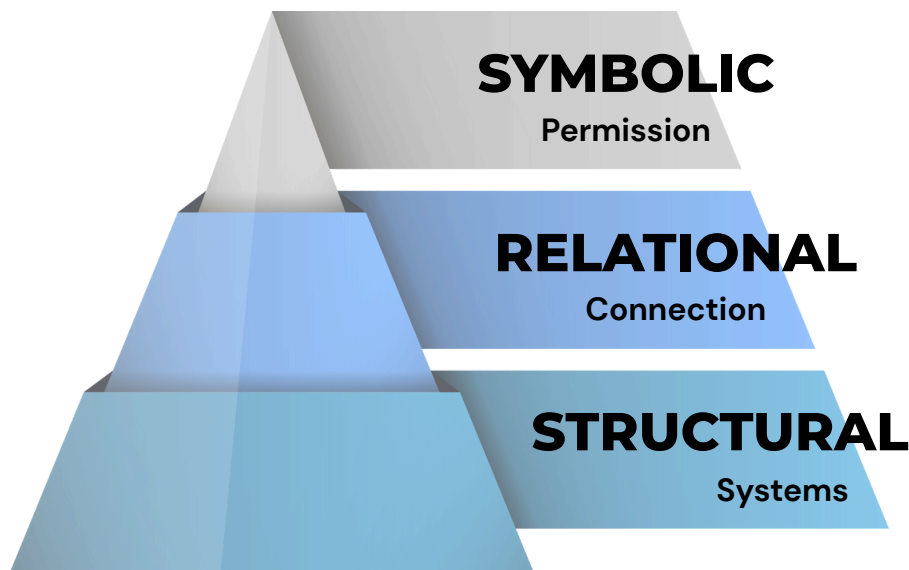




PRCP & WACP Joint Congress 2025

# THE STIGMA DISRUPTION CHECKLIST

A Leadership Framework for  
Normalising Mental Health in the  
Workplace



## IMPLEMENTATION CHECKLIST: ACTIONS FOR MONDAY MORNING

### SYMBOLIC LEADERSHIP (Set the Tone)

- ✓ **Champion Publicly:** Senior leaders must visibly and vocally commit to mental health as a core business priority, not just an HR initiative.
- ✓ **Model Behavior:** Strategically and appropriately share personal or leadership experiences with mental health to normalize conversation.
- ✓ **Integrate Values:** Weave psychological safety and mental wellbeing into the official mission, vision, and values of the organization.

### RELATIONAL LEADERSHIP (Build the Trust)

- ✓ **Train Managers:** Equip all people leaders with the skills for compassionate conversation, psychological safety, and mental health literacy.
- ✓ **Normalize Check-ins:** Make discussions about workload, stress, and wellbeing a standard, non-judgmental part of regular one-on-one meetings.
- ✓ **Empower Flexibility:** Actively support and offer flexible work arrangements that accommodate employee mental health needs without penalty.

### STRUCTURAL LEADERSHIP (Embed the Change)

- ✓ **Measure What Matters:** Integrate psychological safety metrics and mental health KPIs into board-level dashboards and leadership performance reviews.
- ✓ **Adopt Standards:** Formally adopt and implement the ISO 45003 global standard for managing psychosocial risk in the workplace.
- ✓ **Create Feedback Loops:** Establish safe, anonymous channels for employees to report on the psychological safety of their environment and ensure that data is used to drive improvement.