



LIFE FIRST THEN WORK

A mentally healthy workplace is built on a foundation of

People – Culture – Environment

It simply doesn't work without all three.

How Life First Then Work Helps

People

Employee Workshop: Awareness, self-check-in, personal responsibility, mindset shifts

Culture

Support Circle: Peer support, safe spaces, real conversations, visible care

Environment

Leadership & Strategy Session: Policy alignment, modelling behaviours, building a sustainable framework

The blend of leadership tone and how safe people feel to speak up



People

How individuals manage their own wellbeing and show up for others

Who's responsible?

Everyone – each employee has a role in managing their own mental health and checking in with peers

Where peer support, team norms, and emotional check-ins live

Psychological safety

Everyday behaviours

Environment

The systems, leadership, policies and workload expectations that either support or hinder wellbeing



Who's responsible?

Leaders, managers, HR and decision-makers

The ideal outcome when everything works together

Healthy workplace ecosystem

Embedded values

Culture

The day-to-day tone, behaviours and interactions that shape how people feel at work



Who's responsible?

Everyone – culture is shaped by what we tolerate, encourage and ignore

Where leadership decisions shape what's normal, tolerated, or rewarded

Disclaimer: This resource is for awareness and guidance purposes only. It is not a substitute for professional medical, psychological or therapeutic advice. Life First Then Work does not provide crisis support, treatment or clinical services. Always seek qualified help when needed.

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