

Mental Health and Well-Being in the Workplace

The Pillars of Well-Being at Work

- ☐ I schedule breaks and recovery time throughout my day.
- ☐ Je veille à mon hygiène de vie (sommeil, alimentation, activité physique).
- ☐ I take care of my lifestyle habits (sleep, nutrition, physical activity).
- ☐ Exchanges within my team are based on respect and kindness.
- ☐ I contribute to an environment free from mockery, humiliation, or exclusion.
- ☐ I express my disagreements without aggression and listen to others attentively.
- ☐ I value collective successes, not just individual ones.
- ☐ I understand the purpose of my work and my contribution to the shared mission.
- ☐ I receive constructive feedback, whether positive or for improvement.
- ☐ I feel recognized for my efforts, not only for my results.
- ☐ My company values cooperation, mutual support, and continuous improvement.

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Concrete Areas for Action

- ☐ I plan my priorities and avoid constant multitasking.
- ☐ I identify my own signs of burnout (fatigue, irritability, loss of motivation).
- ☐ I do not hesitate to talk about my difficulties with a colleague or manager.
- ☐ I regularly practice simple relaxation or breathing techniques.
- ☐ I communicate with transparency and empathy, without judgment.
- ☐ I promote a culture of respectful feedback.
- ☐ I make sure that my comments online or in meetings are constructive.
- ☐ I encourage others to speak up and exercise their right to express themselves.
- ☐ I ensure diversity and equity in my professional environment.
- ☐ I reject all forms of harassment or discrimination.
- ☐ I support colleagues in difficulty and offer my help when needed.
- ☐ I take action to create a space where everyone feels legitimate and safe.