

Resources for supporting small business owner's mental health and wellbeing

Everyone's mental health needs to be protected. Experts often explain it by talking of a continuum, where positive mental health is at one end, feeling good and functioning well, through to severe symptoms at the other. Ultimately we all want to stay 'in the green'. You get to see clients at different stages. This tool aims to give you a guide when you are talking to your clients (or to support your self-reflection as a small business owner). Conversation is the first step toward action and this is often the support that business owners need. The links below connect you to free mental health resources that are built for small businesses.

Signs



- Physically and socially active
- Fully of energy
- Few sleep difficulties
- Common fluctuations in mood
- Calm
- Good concentration
- Achieves deadlines
- Consistent performance
- Solutions focused
- Meeting regulatory expenses and promptly paying employee wages and service providers



- Irritable
- Procrastinating
- Difficulty sleeping
- Withdrawn
- Increased alcohol use
- Low energy
- Angry
- Anxious
- Forgetful
- Difficulty concentrating
- Not meeting deadlines
- Lower than usual work standards
- Negative and not solutions focused
- Slow paying regulatory expenses, employee wages and service providers



- Angry outbursts/aggressive
- Extreme anxiety/panic attacks
- Depressed
- Suicidal thoughts
- Trouble falling or staying asleep
- Sleeping too much or too little
- Physical illness
- Constant fatigue
- Socially withdrawn
- Excessive use of alcohol or drugs
- Difficulty performing duties at work
- Inability to concentrate on tasks
- Absent from work
- Not paying regulatory expenses, employee wages and service providers

If you are concerned that someone is in immediate danger or at risk of harm, call triple zero (000).

If you are concerned someone is in urgent need of support, there are many organisations ready to assist:

 Lifeline Call: 13 11 14

 Beyond Blue Call: 1300 224 636

 Suicide Call Back Service Call: 1300 659 467

 MensLine Australia Call: 1300 78 99 78

Resources for Business Advisors



Counting on U

Let's start a different conversation

Two-day accredited training course

Counting on U is an online Australian workplace mental health, and relationship-building program, it aims to provide training to business advisors to better support the mental health and financial needs of small business owners.

Available to business advisors, such as accountants, bookkeepers, financial planners, coaches, and lawyers, Counting on U is a formal 2 day online course (spread over time). Participants will receive CPD points (if offered by their professional body) and an accreditation certificate after completing the interactive online workshops and self e-learning.

<https://blogs.deakin.edu.au/counting-on-u/information-for-business-advisors/>

Mental wellbeing Support yourself and small businesses

Beyond Blue: Self-directed online learning

Mental wellbeing: support yourself and small businesses is a free, four-part learning course designed to improve mental health and wellbeing literacy, and educate advisers about how to have an empathetic conversation with small business owners they know.

The course takes less than 60 minutes to complete and covers four key areas:

- An introduction to mental health and how to recognise when someone needs support
- How advisers can look after their own wellbeing in the workplace and at home
- How to have a conversation with a small business owner you are worried about
- How advisers can proactively support small business owners.

<https://www.headsup.org.au/training-and-resources/educational-and-training/beyondblue-resources/small-business-advisers>

Supporting small business guide

Beyond Blue: Interactive guide

This guide is designed for people who have contact with small business owners and are concerned about their mental health and wellbeing.

Perhaps it's a work contact, family member or friend who doesn't quite seem themselves and may have shared with you that their business is causing them worry. If you are finding their behaviour very concerning, there is guidance on page 3 for immediate steps you can help them take.

If you don't have immediate concerns, but can see some worrying signs, we can step you through how to speak with the person and help them take action to improve their situation. There is also a section with planning tools for small business owners to prepare a personal and workplace wellbeing plan.

<https://www.headsup.org.au/healthy-workplaces/for-small-businesses/supporting-small-businesses>

Resources for Small Business Owners



Free mental health coaching

NewAccess for small business owners is a free and confidential mental health coaching program, developed by Beyond Blue to give small business owners the support they need. Over six sessions, coaches with a small business background will work with you to overcome difficult issues, providing you with practical skills to manage stress and get you back to feeling like yourself. No doctor's referral is needed. Available via phone or video call 8 am-8 pm AEST.

<https://www.beyondblue.org.au/get-support/newaccess/newaccess-for-small-business-owners>

Ahead for Business

Digital mental health tools

Ahead for Business has been developed by Everymind to support small business owners to take action on their mental health and wellbeing through personalised resources and tools tailored to their specific needs. It provides targeted and tailored support in various industries (tourism, entertainment, and family daycare) and geographic location.

<https://aheadforbusiness.org.au/>



Digital business tools

My Business Health is an online portal designed to help small business owners with the challenges of running a small business. With so much information available online it can be hard to know where to turn for business support. My Business Health is designed to help you navigate the system, to help you to face challenges, and identify opportunities to grow your business.

<https://www.asbfeo.gov.au/my-business-health/home>

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