



Mental Health & Wellbeing Workshops

For the Hospitality Industry



About Us



*Let's make
sure Mental
Health is on the
Menu!*

We strive to improve lives and normalise conversations around mental health for those working in WA's hospitality industry. We contribute to the community by caring for the industry, providing educational training, and building camaraderie amongst hospitality workers.

Although rewarding, working in a service-focused business can be isolating, unsociable, high-pressure and extremely competitive.

Mental health is emerging as a major challenge for hospitality businesses with 80% of workers reporting they are suffering from symptoms including anxiety, depression, stress and addiction.

Industry survey results show that labour shortages, particularly pronounced in Western Australia, are exacerbating mental health concerns (AHA WA 2023). 63% of respondents identify mental health and stress as significant concerns.

Coffee shops, cafes, restaurants, bars, pubs hotels and taverns are an essential part of our communities and play a critical role in maintaining social cohesion and engagement.

These hospitality venues have always been a place where people gathered together to share stories and find solace in difficult times.

These are tough times for an industry that would ordinarily help to boost morale when people need it most.

We know, that a **healthy hospitality Is a healthy community.**

Enhancing Wellbeing in Hospitality

We have partnered with Edith Cowan University (ECU) Centre for Work and Wellbeing to explore the intricacies of mental health and wellbeing in the hospitality industry.

Our preliminary research offers a glimpse into the transformative insights gained from this collaboration, shedding light on the factors that enhance the overall work experience for hospitality professionals. These are presented below:

1. **Coworker Support:** Positive coworker support reduces turnover intentions and buffers stress effects for hospitality workers.
2. **Psychosocial Safety Climate:** Policies prioritising employees' psychological health reduce workplace bullying impacts on hospitality workers.
3. **Workplace Fun:** Playful activities at work decrease turnover, alleviate work/family conflict, and support positive emotions.
4. **Professional Identity and Meaning:** Strong professional identity enhances job satisfaction, career stability, and overall wellbeing in the hospitality sector.
5. **Leadership:** Ethical and empowering leadership styles foster positive attitudes, engagement, and behaviors among hospitality employees.
6. **Fairness:** Perceptions of fairness are crucial for employee outcomes, affecting organisational justice, equity, and citizenship behaviors in hospitality workers.

From camaraderie to leadership, from fun to meaning, these factors converge to create an environment that embraces the mental health and happiness of hospitality workers.

The Healthy Mind Pyramid

Promoting Mental Health & Wellbeing at the Individual Level

Some of our workshops explore the Healthy Mind Menu Pyramid, a framework developed by a registered psychologist.

This model promotes a positive work/life balance specifically tailored for hospitality workers, empowering them to effectively manage their mental health.

The pyramid comprises five key elements: **sleep**, **nutrition**, **connectedness**, **physical activity**, and **downtime**.





Pick a Workshop for Your Team:

What's On Your Plate? Wellbeing Workshop

Duration: 2 hours

Investment: \$1500

Key Concepts: Overview of Healthy Mind Pyramid - 5 key ingredients, Managing Stress, Healthy Habits, Individual wellbeing check-in, Team Wellbeing Check-in.



Workshop Overview

A popular program where we discuss our concept of the Healthy Mind Pyramid: a process for identifying the multiple factors that detract from and improve, wellbeing. The format is highly practical and focuses on staff identifying the best wellbeing strategies for them, and the venue as a whole.

Outcomes: Team Building, Developing individual and team Healthy Mind Menu - a document that includes all the things that keep your team happy and healthy. Can be used as part of your staff induction process.

Format: This workshop is best-facilitated face-to-face at your venue as a relaxed team-building exercise. Up to 20 people.



Pick a Workshop for Your Team:

Mindful Hospitality Workshop

Duration: 2 hours

Investment: \$1500

Key Concepts: Present-Moment Awareness, Stress Reduction, Emotional Regulation, Breathing Techniques, Resilience and Self-Care, Mindful Communication.

Workshop Overview

Join our Mindfulness Workshop designed specifically for the hospitality industry, where we offer practical techniques to enhance presence, reduce stress, and improve overall well-being. Gain valuable mindfulness tools tailored to the unique challenges and demands of the hospitality industry, empowering you to create a more calm and mindful work environment.

Research suggests that emotional labour poses a significant challenge for those working in the hospitality industry, as it involves managing and regulating emotions to meet customer service expectations.

Mindfulness can help by providing tools to enhance emotional regulation, reduce burnout, and promote overall well-being in the face of emotional labor demands.

Outcomes: Present-moment awareness enables you to fully engage in your work. Manage stress and navigate high-pressure situations. Develop skills to recognise and regulate emotions, fostering emotional intelligence and promoting positive interactions with both colleagues and customers.

Format: This workshop is best-facilitated face-to-face at your venue as a relaxed team-building exercise. Up to 20 people.





Register For a Workshop

Email Paisley at coordinator@healthymindmenu.org.au