SMAC-25: Conversation Starter Kit

The *Stop. Make a Change* programme is being run throughout the month of October 2025. Mental health affects everyone, regardless of age, background, or professional role. Yet it can often be an uncomfortable subject to broach at work. When we create opportunities for open dialogue, it can both help support individual wellbeing and also foster trust, productivity, and a sense of belonging among employees.

To help get the best out of the discussions we would suggest:

- Put Tools Down & Turn Phones Off
- Gather Colleagues and Find a Quiet Place
- Open Conversation Starter Pack
- Commence Conversation – We suggest 1 hour minimum
- Record Key Comments
- Agree set of Actions
- Implement Changes.

#StopMakeAChange

Stop. Make a Change.

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SMAC-25 GENERAL CONVERSATION STARTER

What has been energising or draining for you this week?

SMAC-25 GENERAL CONVERSATION STARTER

Are there any work-related stressors that you find challenging at the moment?

SMAC-25 GENERAL CONVERSATION STARTER

How do you unwind after a long day at work?

SMAC-25 GENERAL CONVERSATION STARTER

Is there a small change we could make at work that would improve your wellbeing?

SMAC-25 GENERAL CONVERSATION STARTER

Have you learned anything new about maintaining your mental health recently?

SMAC-25 CONVERSATION STARTERS FOR TEAM MEETINGS

Let's do a quick check-in: on a scale of 1-10, how are you feeling mentally today?

SMAC-25 CONVERSATION STARTERS FOR TEAM MEETINGS

Has anyone tried a new wellbeing activity or hobby lately?

SMAC-25 CONVERSATION STARTERS FOR TEAM MEETINGS

Is there a mental health resource you've found helpful that you'd recommend to others?

SMAC-25 CONVERSATION STARTERS FOR TEAM MEETINGS

What's the one thing that has helped your wellbeing this week?

SMAC-25 CONVERSATION STARTERS FOR TEAM MEETINGS

What's something you're looking forward to outside of work?

SMAC-25 CONVERSATION STARTERS FOR 1-2-1 SETTINGS

Are you getting enough rest and downtime?

SMAC-25 CONVERSATION STARTERS FOR 1-2-1 SETTINGS

Is there anything you'd like to talk about that might be impacting your wellbeing?

SMAC-25 CONVERSATION STARTERS FOR 1-2-1 SETTINGS

How comfortable do you feel talking about mental health at work?

SMAC-25 CONVERSATION STARTERS FOR 1-2-1 SETTINGS

Do you feel comfortable taking breaks or time off when you need it?

SMAC-25 CONVERSATION STARTERS FOR 1-2-1 SETTINGS

What's one thing that would make your day-to-day work life easier?

SMAC-25 CONVERSATION STARTERS FOR 1-2-1 SETTINGS

Do you know what support we have available and how to access it if needed?

SMAC-25 CONVERSATION STARTERS FOR MANAGERS & LEADERS

What signs should I look for to know if someone on our team might be struggling?

SMAC-25 CONVERSATION STARTERS FOR MANAGERS & LEADERS

How can we encourage employees to use available mental health resources?

SMAC-25 CONVERSATION STARTERS FOR MANAGERS & LEADERS

Is there a team activity or discussion we could try to reduce stigma around mental health?

SMAC-25 CONVERSATION STARTERS FOR MANAGERS & LEADERS

How should we handle conversations about mental health to ensure everyone feels safe?

SMAC-25 CONVERSATION STARTERS FOR MANAGERS & LEADERS

As a leader, how can I create a more open culture around mental health?

SMAC-25 CONVERSATION STARTERS FOR MANAGERS & LEADERS

What types of training or resources would help you feel more confident discussing mental health topics?