

# Driver MOT guide: Your mental health resource

It's good to talk about mental health. The following guide provides a checklist to help equip and empower fleet managers to engage in the topic of mental health with their drivers, especially as our working environments can often have the biggest impact on our wellbeing.



## Check in

If you notice someone is quieter, or perhaps more irritable than usual, this may be a sign they are struggling. A simple 10-minute call can make a big difference



## Planning

Driving schedules should be carefully planned to help reduce stress and ensure proper breaks can be taken



## Proactivity

Encourage your drivers to be proactive about looking after their mental health and creating a positive work-life balance



## Rest

Emphasise the importance of getting enough rest to your drivers. This will improve performance, prevent additional stress and help aid positive mental health



## Wellbeing

Promote the importance of physical wellbeing and eating well, as this can help to improve self-esteem and cognitive function



## Support

Make sure your employees are aware of the help, tools and support available to them within your organisation, to help create an inclusive, compassionate atmosphere



## Training

Ensure sufficient mental health training is provided for all managers and regular refreshers are offered



## Communicate

Speaking about a 'mental health at work' plan creates an open dialogue around the topic and encourages input from your employees, helping to remove stigma



## Feedback

Provide drivers with opportunities to feedback, so you can continually improve your employee mental health plan. Use this to highlight how changes are being made



## Language

Anyone can struggle with their mental health at any time. Try not to define a person by their behaviour as certain phrases or definitions could be unhelpful or cause offence