

THE MINDFUL BUSINESS CHARTER URGES US TO BE BRAVE IN SEEKING TO REDUCE WORKPLACE STRESS

- ▶ What is the Mindful Business Charter?
- ▶ Seeking to reduce avoidable workplace stress by changing working practices
- ▶ Be respectful, smart and open

What's it about?

In our Autumn 2017 edition of Construction Comments, we published an article about Mates in Mind, a construction industry initiative backed by the Health in Construction Leadership Group and the British Safety Council, offering construction firms a framework for approaching mental health issues by supporting staff through training, resource and knowledge building.

As part of AG's ongoing commitment to such initiatives, the firm is one of the first to have signed up to the Mindful Business Charter ("the Charter").

The Charter began as a collaborative project between AG, Barclays Bank and another law firm based on a shared recognition of the stressful effects of the legal and financial services industries and the need for ensuring the wellbeing of partners and employees. The project sought to focus on tackling the root cause of unnecessary stress that comes from poor working practices and a lack of planning and people management.

The Charter provides a set of best practice behavioural principles to address and reduce avoidable workplace stress. These principles are focused around openness and respect; making use of smart meetings, for example by allowing people to join meetings by phone unless they need to be there; using targeted emails with a clear subject matter; respecting rest periods; and mindful delegation.

Why does it matter?

The mental health and wellbeing of its employees should be of key importance to all businesses. Although unfortunately most jobs create a degree of stress, the Charter aims to remove unnecessary workplace stress by identifying and promoting better working practices.

What now?

AG encourages others to draw from the Charter's principles in order to promote a culture where employees can speak openly about any concerns they have with regard to their wellbeing and to tackle stressful working practices head on.

To read the Charter click [here](#).

Who to contact

JOE WILKINSON

Partner

0113 209 2332

07775 586366



10-25809658-1

addleshawgoddard.com

Aberdeen, Doha, Dubai, Edinburgh, Glasgow, Hong Kong, Leeds, London, Manchester, Muscat, Singapore and Tokyo*

*a formal alliance with Hashidate Law Office

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