

Mental Health Awareness Week

12th-18th October 2026

Belonging Matters

Small actions. Stronger connections.

Four ways leaders can support:

Build everyday moments of connection

Belonging grows in small, ordinary interactions.

Take time to brainstorm how to include moments of connection throughout Mental Health Awareness Week.

Make space for shared kai, walking meetings, proper check-ins and time to korero with someone you don't usually. Belonging is a two-way street - **reach out, and invite others in.**

Set the tone – connection starts with conversation

Set the tone from the top: share your own story, join in the everyday moments, and talk openly about why connection matters.

Try one of these prompts to start meetings/ toolbox talks:

- “When have you experienced a strong sense of belonging, at work or elsewhere?”
- “What is one strength you have noticed in a colleague recently?”
- “What’s a simple action that makes someone feel seen or valued?”

Make sure no one is left on the outside

Loneliness is rising in Aotearoa. A busy work environment is not the same as a connected one - people can be surrounded by others all day and still feel lonely, disconnected or on the outside.

Look past who is simply present: include remote and shift workers, new starters and quieter voices.

Belonging means knowing support is there

It's not enough to step up for just one week. Employee Wellbeing should be top of mind, all year round. **Remember, free and confidential EAP is available to all employees.**

Our new resource, “EAP Airtime”, is well worth a read to check you are doing everything you can to promote EAP and keep support visible.

When we create opportunities for people to belong, our communities and wellbeing grow stronger.
Ko au ko koe, ko koe ko au - I am you, and you are me.