



My Whole Self

My Whole Self panel discussion

Bringing our whole self to work is better for mental wellbeing and better for business. By putting diversity and inclusion at the centre of workplace mental health and wellbeing, we can create a workplace culture where people can bring their whole self to work.

Employees at all levels should feel able to be open about their own needs at work. We're inviting senior leaders to share a little bit more about themselves and experiences in a discussion panel. This can help employees at all levels feel open about their own needs, fostering a more supportive, inclusive workplace.



Suitable for: Groups



Time: 30 - 60 minutes



Materials: Online meeting platform

Activity

1. **Identify a theme or a question that the My Whole Self panel discussion will be based on.** When deciding, you may want to consider what key points you would like your panel discussion to cover.

Here are some examples of themes you could choose:

- 'What does it mean to bring your whole self to work?'
- 'How does gender parity impact upon men as well as women?'
- 'What impact does diversity and inclusion have on you?'

2. **Choose the size of your panel.** An ideal panel size consists of a maximum of three participants. Remember that larger groups of panellists make it difficult for every person to voice their opinions without going over the time limit.
3. **Decide which of your senior leaders will be speaking on the My Whole Self panel.** For a rich discussion, include individuals who represent diverse backgrounds (including race, sexuality, and ability) and can offer diverse opinions about the theme.



4. **Choose a moderator for the panel.** This person should have a good understanding of the theme and should be able to guide the conversation. It is not the best idea to have a panellist take on the moderator role.

Make sure the moderator understands that their role is:

- To introduce the panellists
- To ask the panellists several questions
- To create a smooth transition in between questions
- To moderate any potential disputes among panellists
- To keep track of the length of responses from each panellist, making sure that the length of the panel discussion doesn't exceed the time limit

5. **Choose an online platform on which to host the panel discussion.** Circulate the link to the meeting to all panellists and attendees ahead of the discussion. We recommend ensuring that a Mental Health First Aider or member of your HR team is available for the panel to offer support to any of the panellists or attendees if necessary. If you do not have a Mental Health First Aider or HR team at your organisation, appoint someone to take on this role for the virtual event. We advise circulating their details to panellists and attendees before the event takes place.

6. **Write out several questions that you want to ask your panellists.** You'll have the moderator ask these questions to get the discussion started. Be sure to ask open-ended questions, such as 'who', 'what', 'when', 'where', 'why', and 'how', rather than questions that simply require a yes or no answer.

Here are some ideas to get you started:

- How would you describe work you, and home you? Are they different?
- Have you ever felt like you had to leave something at the door while at work? Did hiding your whole self have an impact on your mental health?
- At what stage did you feel empowered to bring your whole self to work? How did this benefit you in your role?
- What can we do to help people feel like they are bringing their whole self to work?



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- Why is a diverse and inclusive workplace important for you and for business?
7. **Allow time at the end of the discussion for the panellists to take questions from the audience.** Give your audience the opportunity to ask questions anonymously if they wish. We use the online tool [Slido](#) to host Q&A sessions.