THE CENTRE FOR
EMOTIONAL
HEALTH

Emotional Health in the Workplace

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Welcome to The Centre for Emotional Health.

Our vision is everyone living an emotionally healthy life.

Since 1997, we have reached over 1.5m people through our work and have trained over 40,000 professionals who work in a variety of settings. Our relationship-centred approach means we work in a collaborative way and in partnership wherever possible.

We work to raise awareness of what emotional health is and why it is important, and continue to influence policy to create a more emotionally healthy society.

Our training with workplaces focuses on developing understanding of what an emotionally healthy workplace is, its many benefits, why it is important and how to achieve it. Its aim is to provide a range of practical tools and strategies, in order to create a culture of care and empathy where organisations and individuals can thrive and flourish.

I hope you find this leaflet interesting and helpful. Do get in touch to find out more about how we might be able to support your organisation.

Rowen Smith
Director of Training

OUR TRAINING

Many trainings in this field focus primarily on recognising mental health problems in the workplace and considering best ways to support colleagues experiencing them. With our emphasis on emotional health, the focus is much more foundational and preventative with the aim of creating an emotionally healthy workplace culture, with relationships at its heart. It is about considering ways to manage the ups and downs of everyday life at work and developing skills and strategies that **will help to avoid and prevent mental ill-health further down the line.** This means cost-savings for workplaces, individuals and society, as well as increasing productivity.

Our training builds on the strong evidence of the **positive effect of a motivated, happy workplace on employees' lives outside of work** – especially family life, and the benefits this brings back into the workplace.[1]

In addition to meeting their needs, the training we provide can also help organisations to achieve their corporate social responsibility commitments.

The Trainings We Offer

Emotional Health in the Workplace - Foundation Day

Emotional Health and Managing Stress (3.5 hrs)

Emotional Health and Managing Difficult Conversations (3.5 hrs)

Emotional Health and Praise (3.5 hrs)

Emotional Health and Managing Change (3.5 hrs)

Emotional Health and Personal Power (3.5 hrs)

Emotional Health and Working Styles (3.5 hrs)

We are keen to develop long term partnerships which offer the option of more bespoke training and support.

Alongside training, we have a dedicated Impact and Research team who can work alongside you to help you define and measure the impact you're looking for.

We also work extensively in the parenting sector, training staff across the UK to deliver our parent groups (including those for parents of teenagers and for new and expectant parents). This is available for workplaces too.

WHAT IS EMOTIONAL HEALTH?

Emotional health is the set of skills and beliefs we have that influence the way we think, feel and behave

Good emotional health enables us to navigate the ups and downs of everyday life at work and to manage the relationships we have with those around us. In a workplace context, this can have a huge positive impact on individuals, performance, team dynamics, absenteeism, staff retention and customer service.

Emotional health is different from mental health

Mental health interventions are generally targeted at those who are at risk of developing a mental health condition, emotional health assets are universal. Mental health interventions tend to focus on a deficit model – what's not there, weaknesses – while emotional health focuses on strengths (that can be developed to avoid mental health problems). Mental health encompasses cognitive and neurological functioning, as well as social and emotional functioning, while emotional health focuses on how we feel. A key element of emotional health is its emphasis on relationships whereas mental health interventions often focus more on the individual.[2]

Emotional health is also different from emotional wellbeing

Wellbeing tends to refer to a person's emotional state at a given moment in time whereas emotional health is less transitory.

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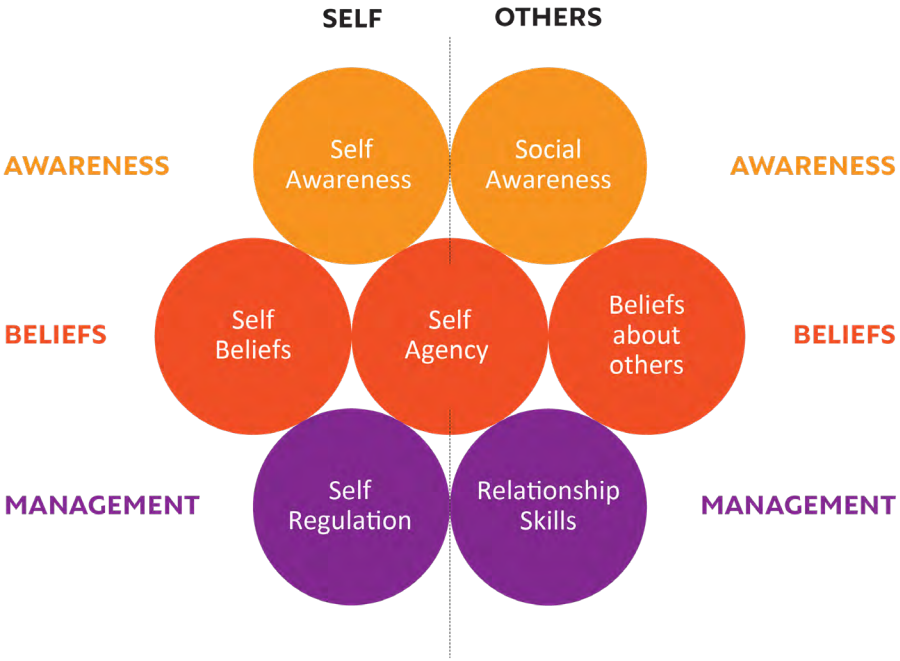
OUR EVIDENCE-BASED MODEL: THE SEVEN ASSETS OF EMOTIONAL HEALTH

There are seven assets of emotional health, and while each is important within its own right, it's how they work together that forms our emotional health. Having good emotional health supports us with how we feel, think, behave and interact with those around us. These skills and beliefs impact our quality of life as well as providing us with protective factors if we're experiencing physical or mental health problems.



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"The Emotional Health Assets diagram was useful, as was relating it to workplace scenarios. I also liked the action learning set - walking through the issues."

SOME OF THE ORGANISATIONS WE HAVE TRAINED

Google, NHS, Fossil, BBC Children in Need, Working Families, Barnardo's, Innserve, Peabody Housing Trust, Frontline, Nottinghamshire Police, Teach First.

We have trained hundreds of other organisations including numerous city and county councils, faith-based organisations, professional sports clubs, and many universities and schools.

"I liked the focus on the emotional health of our business to allow its leaders and overall workforce to execute and optimise productivity and profitability through improved emotional health."

"Engaging and insightful training. I feel like it related to both my personal and work life."

"So helpful for all my relationships and to explore best ways to handle different scenarios, all framed in the emotional health model."

"I valued the mix of delivery and the regular and varied work breaks. I feel this made the day very accessible and particularly helpful to those who are neuro diverse. The training style was collaborative and encouraged easy participation."

CONTACT US

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for more information

You can also connect with us on social media:

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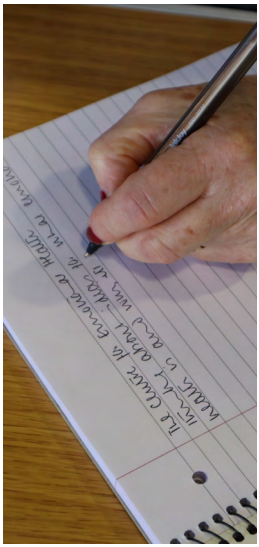
REFERENCES

1. Nowack, A., Barker, B., & Hogg, S. (2025). How Can Emotionally Healthy Workplaces Support Emotionally Healthy Families? University of Cambridge Faculty of Education, PEDAL (Play in Education Development And Learning), The Centre for Emotional Health.

2. Dawson, A. (2024). Strong Foundations: Why Everyone Needs Good Emotional Health – and how to achieve it. Demos.



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