

The importance of open conversations in bridging finance

Blog

20.05.24



The importance of
open conversations
in bridging finance



Written by
Lianne Mason,
HR and People Manager

BRIDGING&COMMERCIAL

The specialist finance sector has long been perceived as a rather buttoned-up and inflexible environment, where a stiff upper lip and an unwavering ability to power through immense workloads are viewed as essential attributes. However, as [Mental Health Awareness Week](#) aims to underscore, the pressures and anxieties of your career can at times feel overwhelming, even for the most stoic professionals.

It is crucial that we dismantle the stigma surrounding these issues and foster a culture of openness, where discussing one's struggles is not seen as a sign of weakness, but rather an act of courage and self-awareness. By embracing vulnerable dialogues, we can collectively acknowledge the strains that come with financial careers and develop support systems that promote well-being alongside professional excellence.

The market has faced numerous challenges lately, the rise in interest rates, the cost of building materials, the overall economic uncertainty and tight completion dates all of which have had a negative impact on the property market leading to redemption delays and lower completion rates. These pressures can take a toll on the mental health of industry professionals.

The benefits of talking it out

When facing difficulties, whether professional or personal, speaking openly about our concerns can be incredibly beneficial.

Here are a few reasons why:

1. **Reduced burden:** Bottling up emotions and worries can feel overwhelming. Sharing your thoughts and feelings with others can help alleviate this mental burden.
2. **Valuable perspectives:** Those close to us may offer insights or advice that could help us navigate challenging situations more effectively.
3. **Validation:** Expressing our feelings to others can provide a sense of validation, reminding us that our experiences and emotions are valid, understood and often shared.

Cultivating a supportive and open workplace culture

Companies shouldn't just recognise the importance of supporting employees' mental health during Mental Health Awareness Week, but year-round. But what can be done?

Employers should create an environment where employees feel comfortable discussing mental health concerns without fear of judgement or repercussions. Regular check-ins, anonymous surveys, and mental health training help normalise these conversations.

A healthy work-life balance that includes taking breaks can be written into office policies. These should also be led by example. Leaders should model healthy work habits that set the tone from the top.

Where possible, companies can offer access to professionals, whether that's mental health first aiders, access to counselling services, mental health awareness initiatives, or workshops. Through education and awareness, we can actively combat negative perceptions around mental health issues.

Prioritising mental health support creates a psychologically safer workplace, boosts morale and loyalty, and increases productivity overall.

For more information on mental health, take a look at our [Mental Health Awareness Week 2024: Small changes for big impact infographic](#)

This article was first shown in the press, [Bridging and Commercial](#)

Capital is at risk. Property values can go down as well as up. Borrowers may default and investments may not perform as expected. Interest and income are not guaranteed. Returns may vary. You should not invest more than you can afford to lose. TAB is not authorised by the Financial Conduct Authority. Investments are not regulated and you will have no access to the Financial Services Compensation Scheme (FSCS) or the Financial Ombudsman Service (FOS). Past performance and forecasts are not reliable indicators of future results and should not be relied on. Forecasts are based on TAB's own internal calculations and opinions and may change. Investments are illiquid. Once invested, you are committed for the full term. Tax treatment depends on individual circumstances and may change.

You are advised to obtain appropriate tax or investment advice where necessary. Understand more about the key risks [here](#).

TAB is a trading name of TAB London Limited. Registered in England and Wales with registration number: 11225821 and whose registered office is at 101 New Cavendish Street, London W1W 6XH.