

GUIDELINES

FOR LINE MANAGERS AND SUPERVISORS

Protecting mental health in emotionally demanding research

Set clear expectations with the researcher

Preparation & Planning

- Be honest and clear during recruitment — outline emotionally demanding elements (e.g., types of data, methods).
- Create a self-care plan collaboratively between researcher and supervisor.
- Clarify boundaries of working relationships — refer to policies when needed.

During the Research

- Limit time spent on emotionally demanding research tasks.
- Encourage peer support — use buddy systems and signpost to networks.

Reflection & Closure

- Manage endings (e.g., end of contract or PhD) explicitly and healthily.
- Reflect on what went well and what could be improved.

01

Get to know the team around you

- Understand that every worker has a different learning and communication style.
- Organise social activities to get to know people outside of the work environment
- Understand researchers' personal experiences where appropriate and relevant to the research and their boundaries.

02



Offer check ins and debriefs

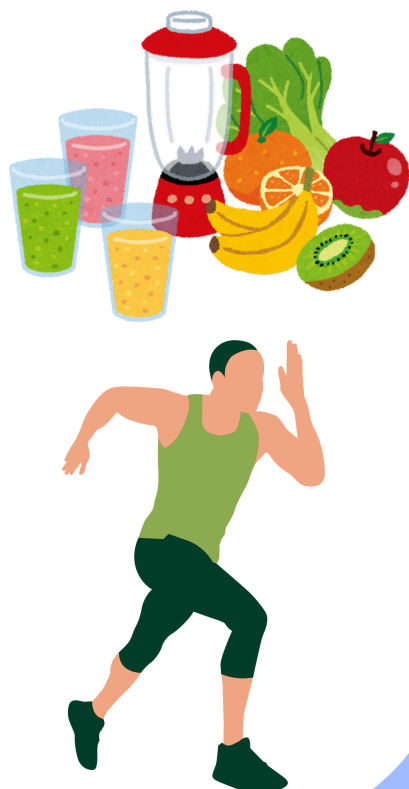
- Offer regular check-ins and debriefs with your team but also as individuals - as some may not like talking in front of big groups.
- Arrange more frequent check-ins and debriefs during busy periods of data collection and analysis.

03

Prioritise your own well-being

- Role model behaviour by establishing and maintaining boundaries between work and yourself
- Embody healthy behaviours like regular exercise, self care, a balanced diet, and reaching out to colleagues, friends and family for support.
- Mind: Visit <https://www.mind.org.uk/information-support/helplines/>

04



Scan for the guidelines.



Scan for some useful networks.

