



Voice Support for Employees' Mental Health Needs



STIGMA

- 63% of employees diagnosed with a mental health condition have not told their employer.*
- More than half of all employees say they would not disclose a mental health condition diagnosis.*

These statistics underscore the pervasive stigma associated with mental health.

EMPLOYER ACTIONS:

- ✓ Regularly voice support for mental health.
- ✓ Initiate mental health conversations across all levels of the organizations.
- ✓ Model acceptance by leadership and encourage employee engagement with mental health care benefits and support programs.



Create a Mental Health Action Plan



76%

- 76% of employees say they've struggled with an issue that impacts their mental health.*
- No person is immune from mental health challenges that can arise in life and at work.

EMPLOYER ACTIONS:

- **SURVEY** - Create a Mental Health Action Plan with input from employees.
- **SHARE** - Integrate the plan with the organization's overall health, safety, and well-being plan.
- **ITERATE** - The plan should continuously assess the needs of employees and make improvements as needed.



Provide Mental Health Education and Training for Staff

TRAINING SHOULD HELP EMPLOYEES TO:

- **ADDRESS** - Develop a common language for sensitive topics.
- **IDENTIFY** - Teach employees how to recognize the signs and symptoms of mental health distress.
- **RESPOND** - Connect people to available resources including comprehensive mental health benefits.



Offer Solutions Across the Continuum of Risk

ASSESS

Look for ways to address needs across the continuum of mental health conditions – from employees who are at low risk (no symptoms) to high risk (require treatment and rehabilitation).

EXPAND

Programs that address individual-level employee needs are necessary, but insufficient: employers can also consider organization-level interventions.

ADVANCE

Create policies to build a supportive environment that normalizes mental health self-care and treatment in the workplace. Set a positive tone with regular communication cadence, visible role modeling, and consistent leadership engagement.



Measure Effectiveness as You Grow Your Programs

RESEARCH

ASK vendors to share their theory of behavior change

REQUEST outcomes data to show that their programs "work"

CHOOSE

- ✓ **SELECT** programs that can demonstrate effective results that improve the signs and symptoms of depression, anxiety, or stress.
- ✓ **CHOOSE** programs that report aggregated data on ongoing results.

INNOVATE

Digital apps for mental health, like meditation apps, can be a promising way to reach many employees at an affordable cost.

