

Mental Health in the Workplace



Companies play an essential role in the lives of their employees. After all, the workplace is where many of us spend the majority of our time.

Investing in employee mental health can reduce workplace stress, leading to higher engagement, lower rates of attrition, and fewer mental health concerns.

Ways that companies can support mental health in the workplace:

Policies

Use clear language and showcase company values which support mental health.

- Foster a culture in which seeking help is a sign of strength
- Educate around stigmatizing language and eliminate it in the workplace
- Encourage open and honest discussions with employees about mental health issues, including anonymous feedback regarding workplace policies
- Dedicate company resources to support workplace mental health
- Implement leadership training to identify emotional distress and enact strategies to assist employees who may be struggling

Education & Resources

Provide learning opportunities and connect employees to services.

- Screening tools are designed to quickly help determine if a person is experiencing symptoms of a mental health problem. These should not be used as an official diagnosis or taken as medical advice - take the results of the screening tools to a medical provider for further evaluation. Check out the [Mental Health America Screening](#)
- Share the [TWP Mental Health Resource Page](#)
- Offer a [Mental Health First Aid](#) training to employees



Benefits

Make affordable access to mental health a part of your benefits package.

- Does your coverage for mental health differ from medical coverage?
 - The [Mental Health Parity Act](#) states that certain health plans must cover mental health and substance use (MH/SU) services comparably, or in a similar way, to medical and surgical care.
- Offer Employee Assistance Programs (EAPs). Learn more about managing EAPs [here](#).
- What flexibilities do you offer employees? [Read about the benefits of flexible workplaces](#).

Workplace flexibility may include:



Non-traditional work hours



Remote work opportunities



Paid mental health days



Sabbatical opportunities



Compressed work weeks



Unlimited paid vacation time



Leave for caregivers

View these workplace flexibility policy templates

[Flexible work schedule policy](#) (from Fit Small Business)

[Flexible hours company policy template](#) (from Workable)

[Become a TWP member for more resources](#)
and [consultation on mental health in the workplace](#).

The time to promote mental health for all is now.

