



Well-Being in the Workplace: Are We Prepared?

To genuinely and effectively support the mental health of your employees, your organization needs a well-developed strategy with a broad set of resources and initiatives. Here's an inventory to evaluate and strengthen your efforts:

1. We're committed from the top.

Our senior leaders are committed to supporting mental health initiatives.

We include mental health and suicide prevention in the company's values or mission statement.

Our leaders set an example by striving for their own work-life balance and openly discussing mental health.

2. We offer clear policies and accessible resources.

In our mental health policy, we've made a clear commitment to the mental well-being of our employees. This policy includes guidelines for addressing mental health and suicide prevention in the workplace.

Through our Employee Assistance Program (EAP), our employees have access to free, confidential resources for dealing with personal or work challenges. These resources include counseling, treatment referrals, and financial or legal support.

Our comprehensive health insurance includes affordable and accessible mental health benefits that cover therapy, counseling, and other services.

3. We provide training and raise awareness.

Through awareness training, our employees learn how to recognize mental health issues, reduce stigma, and support their colleagues.

Through manager training, our leaders are equipped to handle mental health concerns, hold supportive conversations, and foster a healthy and safe workplace.

Our self-care and mindfulness initiatives encourage stress management through tools such as meditation apps, mindfulness sessions, and wellness challenges.

4. We've built a supportive culture.

Our workplace is stigma-free. Employees speak openly about mental health and well-being, and mental health is discussed in regular check-ins. Our leaders model these conversations.

We offer flexible work options that help employees balance life and work and reduce stress.

We make reasonable accommodations and provide tailored support, such as adjusted work environments or schedules, to help our employees thrive.

Through return-to-work programs, we ensure smooth reintegration and ongoing support for employees coming back post-treatment or after suffering a loss.

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5. We provide employee support systems.

Through peer support groups, we create opportunities for employees to connect and share experiences.

We've designated mental health champions who raise awareness and support mental health initiatives.

We've fostered an environment for comfortable conversations. Our employees feel at ease discussing mental health challenges with coworkers, managers, or HR.

6. We are prepared for a crisis.

We have a crisis response plan for mental health emergencies, and everyone in our workforce is familiar with the plan.

Our organization partners with crisis intervention services and mental health organizations to ensure that employees can access professional support when needed.

We've developed a formal process for checking in with employees who have experienced a mental health crisis, and we ensure they receive ongoing support and care.

7. We offer additional tools and resources.

We partner with mental health platforms, such as Lyra Health or Talkspace, to offer evidence-based care.

We give employees access to mental health apps with stress management tools such as Headspace or Calm.

To prevent violence in the workplace, we've implemented OSHA-recommended training on conflict resolution, threat recognition, and de-escalation.

By working these practices into your culture and values system, your company can build an environment where employees feel supported, valued, and empowered to prioritize their mental health.