

# MENTAL HEALTH AT WORK



Your mental health is not just about you—it also empowers you to support those around you. Together, we can foster a workplace where everyone thrives, even through challenges.

## Breaking the Stigma

- Stay educated on mental health trends
- Understand that mental illness is not a character defect
- Choose to empower people rather than shame them for their mental illness
- Avoid language that portrays people as weak or "less than"
- Normalize mental health treatment

## How to Check-In with Co-Workers & Employees

- Create a positive environment
- Talk about wellbeing
- Practice empathy and compassion
- Eliminate stereotypes about who "can and cannot" suffer from mental health issues

## Do's and Don'ts for Addressing Mental Health at Work

### Do's

- Emphasize that you are concerned
- Express you do not need to know what's going on but rather your goal is to ensure they receive proper support
- Remember that many problems get worse without assistance
- Emphasize that conversations with an EAP or other referral sources are confidential
- Explain that an EAP is voluntary and exists to help the employee

### Don'ts

- Try to diagnose the problem or "play counselor"
- Ignore the issue altogether
- Be judgmental or stigmatize mental health



## Need Help?

**TOLL-FREE: 1-800-624-2593**

**Just call or [log on](#) to get started**

\*\*Your company name is your username and password

**800.624.2593   info@nationaleap.com   www.nationaleap.com**