

Work and your

MENTAL HEALTH

A GUIDE FOR EMPLOYEES

Mental health affects how you think and feel on a daily basis. Practice healthy habits to improve your well-being.*

Improve Your Well-being



Connect

Feeling close to and valued by other people is vital to your health



Be Active

Physical activity helps lower rates of depression and anxiety



Pause

Being aware of the present moment allows for more enjoyment and awareness of life priorities



Learn

Continued learning enhances self-esteem and encourages social interaction



Give

Regular acts of kindness are associated with increased well-being

Managing a mental health condition at work can be challenging. Practice healthy habits to improve your well-being.

Ask Your Employer

- What are our **policies** on mental health?
- What kind of mental health **insurance** do we have? Do we have access to **Employee Assistance Programs (EAP)**?
- If I need a **leave of absence**, what disability and return to work options are available?
- What other workplace **resources** are available to me?
- What supports are available to me if I have a **family member** with a mental health condition **who needs my care**?

*Source: <http://neweconomics.org/2011/07/five-ways-well-new-applications-new-ways-thinking/>

If you are deciding whether to share your condition with your employer, go to www.NAMI.org/StigmaFree for suggestions and additional considerations.

Supporting a Colleague

A GUIDE FOR EMPLOYEES

One of the biggest challenges for people experiencing mental health challenges is overcoming stigma. Your words and actions can make a difference for people in need of support.

Help a Colleague

1 Pay attention to any significant changes in someone's behavior and recognize possible warning signs

- Ask yourself: Does my colleague exhibit any warning signs, such as being distant, withdrawn, overly tired or down?



2 After noticing these behaviors, talk with them to see how they are

- Find a quiet place to talk with them
- Be non-intrusive and compassionate
- Ask them: "How are you?" and "What can I do to help?"
- Listen carefully to their response



3 Encourage them to connect with resources

- Refer them to any resources available through your organization, or to NAMI, to learn more about mental health
- Follow up with them to see how it went



Stigma Leads to Silence

Why Don't People Speak Up When They See Others in Distress?

- Concerned about invading privacy
- Believe it's not "their place" to say anything
- Unsure what to say or how to help

Why Don't People Speak Up When They Need Support?

- Embarrassment due to public and internalized stigma
- A perception that reaching out for help is not "business-like"
- Lack of understanding about mental health
- Worry about a potential negative impact on work status

Don't let stigma stop you or those you care about from getting needed support.

AVOID!

- *Trying to diagnose them or suggesting treatment options*
- *Suggesting the problem will resolve itself on its own*
- *Assuming they aren't trying hard enough to be happy or feel better*