

Leadership Best Practices

Talking about mental health in the workplace.



Mental health is a crucial part of overall health. Creating an environment where team members feel safe discussing how they feel can lead to a more positive workplace. Here is some practical guidance on how to approach conversations about mental health in a way that promotes openness and support.

**Be supportive and compassionate.**

Approach conversations with empathy. Acknowledge that mental health challenges are just as important as physical health issues.

**Respect privacy.**

Keep discussions confidential. Be clear that anything shared will remain private unless the team member wishes otherwise.

**Lead by example.**

Show that you prioritize your own mental health by taking breaks, managing stress and using available resources like First Stop Health's mental health care benefit. It sets the tone for your team.

**Don't assume one size fits all.**

Each person's mental health journey is different. Don't assume what worked for someone else will work for them. Unless you're a trained mental health professional, avoid diagnosing or suggesting treatments. Direct team members to First Stop Health instead.