

TOOLBOX TALK #29

MENTAL HEALTH IN THE WORKPLACE

Although May is Mental Health Awareness Month, we really should be talking about this all year long. The workplace can be a key location for activities designed to improve well-being among adults. Take time to promote awareness of worker well-being. Some suggestions are:

- Make mental health self-assessment tools available to employees.
- Offer free or subsidized clinical screenings for depression from a qualified mental health professional.
- Distribute materials, including brochures and videos, to employees about the signs and symptoms of poor mental health as well as opportunities for treatment.
- Provide free or subsidized lifestyle coaching, counseling or self-management programs.
- Host seminars or workshops that address depression and stress management techniques, such as mindfulness, breathing exercises and medication, to help employees reduce anxiety and stress.
- Create and maintain dedicated, quiet spaces for relaxation activities.
- Provide managers with training to help them recognize the signs and symptoms of stress and depression in team members and encourage them to seek help from qualified mental health professionals.
- Give employees opportunities to participate in decisions about issues that affect job stress.

