

Mental Health

National Resources

The workplace can be a key place for initiatives designed to improve mental well-being and create support systems to help people reduce and manage stress.

Mental Health disorders, including depression, anxiety, stress, and other psychological disorders, affect nearly a quarter of all adults according to the U.S. Centers for Disease Control and Prevention. Employees afflicted with poor mental health and high levels of stress often experience reduced focus, low productivity, reduced cognitive abilities, and poor physical wellbeing.

The workplace can be a key place for initiatives designed to improve mental well-being and create support systems to help people reduce and manage stress. By addressing mental health issues in the workplace, employers can greatly reduce health care costs and improve company productivity and morale. Below is a guide of resources your workplace can use to help improve employee mental health.

Community Resources:

Utilizing community resources can be a great starting place for your mental health program. All of the following organizations provide great resources and education that are free to the community.

1. American Foundation for Suicide Prevention (AFSP):

Provides mental health trainings, like SafeTalk, and a variety of community resources for everyone.

afsp.org/

2. National Alliance on Mental Illness (NAMI):

Provides a variety of free community resources as well as a support group for those experiencing a mental health crisis, recovering, or supporting a loved one.

nami.org/Home

3. MentalHealth.gov: This is an online resource that provides free education on mental health. Some of the topics they include are the basics, what to look for, talk about mental health, and how to get help.

www.mentalhealth.gov/

4. National Institute on Mental Health:

This resource provides a variety of educational resources and includes guides on how to get help. They also have a whole section on how to get involved and what individual and businesses can do to support mental health.

www.nimh.nih.gov/health

5. CDC - Mental Health in the Workplace:

This resource serves as an education base of the problem workplaces are currently facing and then shares ideas on how workplaces can be part of the solution. They also share ideas for strategies that you can try.

www.cdc.gov/workplacehealth-promotion/tools-resources/workplace-health/mental-health/index.html

6. Center for Workplace Mental Health:

Helps employers create a more supportive workplace environment for their employees and advance mental health policies at their organizations.

workplacementalhealth.org/

7. My 3 App: This app is a resource where people can list their three emergency contacts and can also write out their reasons to live.

This app is meant to help those prepare before a mental health crisis occurs.

my3app.org/



Challenges:

Use Moreton & Company's ready-to-go Marketing and tracking tools to engage your employees in a challenge to build healthy habits. You can even use incentives to boost participation. Our challenges can be customized to work best for your employees. Below are just a few of the pre-built options.

- **Lights Out:** Encourages employees to focus on mental and physical health by improving their sleep schedule.
- **Attitude of Gratitude:** Challenges employees to focus on the positive and keep a gratitude list for a month.
- **Meditation:** Teaches employees various methods for meditating and includes prompts for each week.
- **Think Positive:** Encourages employees to practice daily affirmations.
- **Random Acts of Kindness:** Provides employees with easy ideas to serve those around them and boost morale.

Strategies:

Most of these strategies can be implemented at no or low cost. These are ideas that can help get you started providing mental health resources for your employees:

- Encourage the use of your Employee Assistance Program (EAP) program. If you do not have an EAP program, talk with your company leadership about adding one.
- Marketing campaigns can be a great tool to remind employees about your EAP, community resources, or other basic education about mental health.
- Provide training on problem solving, effective communication, and conflict resolution to support the mental health of employees.
- Host a Wellness webinar or onsite presentation with a community resource related to mental health.
- Remind employees of company policies regarding breaks during the workday. Encourage adjusting policies to allow for more frequent and restful breaks.

- Encourage social support among employees, such as an organized support group that meets regularly.
- Conduct employee surveys and ask about work stressors such as conflicts with co-workers, job demands, the level of support provided by supervisors, and burnout. This will give you a baseline for implementing further training or workplace changes.
- Recognize and celebrate employees' successes. This contributes to morale and decreases stress levels. Try implementing regular employee recognition into meetings and newsletters.
- Ensure that managers and teams meet regularly to facilitate communication. Train managers to check in on employees' wellbeing and regularly seek ways to help employees manage stress.
- Incorporate onsite chair massages to support stress management. Many local massage therapists will work with businesses to offer 5–15-minute chair massages.
- Give out stress balls. Stress balls help to release tension and relieve stress. They can also boost blood circulation which aids with carpal-tunnel syndrome and arthritis.
- Consider adding a third-party wellness vendor that supports mental health in the workplace. These vendors can provide counseling to your employees, help bring awareness to how employees are feeling, or give company recommended strategies on how to improve your mental health.

All of these strategies can be adapted to best fit your company and employee needs. The Moreton & Company Population Health Team is happy to discuss these items in further detail and to help support you in creating a mental health strategy that best supports you. If you have any questions, please reach out to wellness@moreton.com.



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