

HOW LEADERS ARE

Addressing The Mental Health Crisis



92% of CEO's **and** **95%** of Employees
*overwhelmingly agree they are
better at work when their mental
health is strong*^{1.}

2.

Steps Employers Can Take:

COMMUNICATION

Employees do not always feel safe coming to a supervisor with mental health concerns. Proactively engage in conversations with employees through regular check-ins, and show interest and concern for the whole employee, not just their work performance!

INCLUSIVITY

Inclusive workplace cultures are psychologically safe cultures. Employees who feel safe and have a sense of belonging will thrive and be more resilient. They will, in turn, also be more supportive of their fellow employees. Examine your Diversity, Equity, and Inclusion policies with this in mind, and remember that inclusiveness and mental health go hand-in-hand.

REASONABLE WORKLOADS

Unrealistic or unfamiliar workloads can overwhelm employees and exacerbate any underlying mental health issues. Assessing how employees handle their current workload should be crucial to regular check-ins.

Resources:

1. Headspace Fifth Annual Workforce Attitudes Towards Mental Health Report, 2023, <https://5327495.fs1.hubspotusercontent-na1.net/hubfs/5327495/workforceattitudes-MAY42023.pdf>
2. Forbes, Seven Tried and True Way to Support your Employees Mental Health, 2023, <https://www.forbes.com/sites/nazbeheshti/2023/05/09/7-tried-and-true-ways-to-support-your-employees-mental-health/?sh=3269c9b8e88a>