



Ideas for Employers

Mental Health for Your Employees At Work

Updated April 2024

This document will be updated periodically to reflect tips and ideas from local employers on what is working in their organizations as they work to support employee wellness.

The heart of any organization is its people. When employee wellbeing is low, so is productivity, engagement, retention, and recruitment. We know we have a strong employer community that supports the wellness of its employees. Jefferson County, IN is part of a federally designated Health Professional Shortage Area for Mental Health Providers—thus labeled a ‘mental health desert’. Given its prevalence, it takes all of us working together to move Jefferson County to a ‘mental health haven’.

We have pulled together some ideas of what we are hearing is working in organizations actively investing in supporting their employees’ mental wellbeing.

LEADERSHIP ENGAGEMENT

Culture change is top-down. Encourage leadership to share their commitment to employee wellness at staff meetings or through interactions with team members. Ideally, they also share their experiences or best practices. Creating space for the conversation goes a long way toward reducing the stigma and setting the tone for transparency.

DEEP DIVE BENEFITS SESSIONS

Ensure employee benefits include solid mental health support. Many employees are unaware of the mental health resources offered at their organization or are afraid to use them. Clearly communicate what they are while educating employees on their confidential nature.

INPUT THROUGH SURVEYS

Create stand-alone anonymous surveys or mental health-specific questions within existing employee engagement surveys to measure attitudes and needs. Listen to what your employees need and use their feedback to evolve. Share back some of the themes you are hearing and seek ideas to address them.

FLEXIBLE SCHEDULES

Work-life balance can affect an employee’s mental health. To help employees better balance their work and personal lives, more and more employers are offering workplace flexibility such as flextime and virtual/hybrid options. Also consider paid time off for taking a ‘mental health day’.

ONSITE WELLNESS ROOMS

A wellness room is a quiet room/space in the office where employees may focus on themselves. This space might serve as a fitness hub, a lactation room, or a place to have a chance to get away for a short while. But more importantly, it’s a place to pause and breathe through a difficult moment or to use a ‘company endorsed’ mindfulness app.

PERIODIC CHECK-INS

Intentionally check in with each of your direct reports to show them support. Here are some examples of questions you could ask:

- How do you feel about your workload?
- Do you need help completing your tasks? Or meeting a deadline?
- Do you have any family obligations this week that we need to work around?
- Do you need anything from management to support you?
- How are you doing overall?

Wait for the full answer. Really listen and encourage questions and concerns.

Please share so we can add to the list! What is working for you and your organization?

Email us at: marketing@bethanylegacy.org with your best practice ideas.

