

Initiating a Conversation about Mental Health Concerns



Trust leads to open and honest conversations in the workplace.

More openness about mental health in the workplace matters because mental health impacts overall health, well-being and workplace performance, productivity, engagement, retention, and more.

Connecting with care can start with a conversation



Before you initiate the conversation, find a good time and place to talk that minimizes distractions and respects a person's privacy.

Consider the "DOs" and "DON'Ts"

DO:	DON'T:
Lead with empathy and compassion	Jump in with solutions
Actively listen	Talk about specific diagnoses
Reflect on what you've heard	Minimize or invalidate a person's experience
Thank them for sharing and trusting you	Pressure a person into sharing
Ask how you can help	
Share that support is available	
Remind the person they are not alone	

Follow up after providing resources to see if additional support is needed and how you can continue to support them.

If you are concerned with a person's risk of self-harm, take it seriously.

Reach out immediately to the designated person within your organization for guidance, or call 988, the Suicide Crisis Lifeline. **Do not leave a person in crisis alone, but immediately get help, most often HR to assist in appropriately addressing the situation.**

Connecting with Resources

Your organization likely offers a variety of resources and support to provide the assistance you need to connect with care. You may also connect with NAMI in the community for support, education, and more.

Learn more about your options:

- Employee Assistance Program
- Healthcare Benefit Plan
- Digital Health Solutions
- NAMI in the Community (nami.org/local)