

*Be StigmaFree*

# A Guide for Leadership

Supporting employee mental health and well-being is a business imperative.

## *Why?*

The cost of unsupported mental health:

1. \$200 billion is lost in earnings each year in the U.S. through health care usage and decreased work productivity.\*
2. Depression is the leading cause of disability costs around the world.\*\*

Unsupported mental health can lead to challenges like:

1. Low performance and lack of concentration.
2. Decreased collaboration and creativity.
3. Low morale and low motivation.
4. Increased drug and alcohol misuse.

## *The good news?*

Fortunately, most mental health conditions improve with proper support. As a leader in your organization, you can create a supportive and healthy workplace for employees.



Learn more  
[nami.org/stigmfree](https://nami.org/stigmfree)

## *Ways to Foster a Healthy Workplace*

### **FACILITATE EVENTS**

Educate staff and start a conversation about mental health.

### **CREATE GUIDELINES**

Develop a fair and equitable code of conduct to include people with mental health conditions.

### **PROMOTE BALANCE**

Model and support work-life balance for employees.

### **CHECK COVERAGE**

Ensure that your health insurance provides comprehensive, affordable and accessible mental health coverage.

### **PROVIDE ADDITIONAL RESOURCES**

Provide resources outside of insurance coverage (e.g. EAPs, employee resource groups, wellness apps, etc.)

### **PROVIDE EDUCATION AND AWARENESS**

Foster a culture where getting help for a mental health concern is as routine as getting help for any other concern

### **BE SUPPORTIVE**

Educate staff and start a conversation about mental health.