4 STEPS TO MANAGING MENTAL HEALTH AT YOUR ORGANIZATION

1 CREATE A SUPPORTIVE FOUNDATION

An organization that is dedicated to preserving employee mental health and fostering a stigma-free environment is one that will succeed in its efforts to support employee mental health. Make sure that any mental health initiatives are aligned with core values, goals and ethics.

2 FOCUS ON REDUCING STIGMA

An organization that focuses its mental health initiatives and efforts on normalizing mental health discussions will see improvements in employee mental health. Consistently communicate to employees that getting help is a sign of strength, not weakness, and you're there to support them.

3 MAKE IT POSSIBLE FOR EMPLOYEES TO GET HELP

An organization that goes beyond just talking about helping employees and facilitates ways for employees to get help will be equipped to address mental health issues effectively when they arise. Consider standardizing a procedure for managers to follow when mental health situations present themselves.

4 PROMOTE YOUR SUPPORT

An organization that promotes its support for employees' mental health will see a change in its workforce. Employees who know employers are there to support them will be more likely to be transparent when they experience mental health struggles, which will help them get back on their feet as quickly as possible.

Murray

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