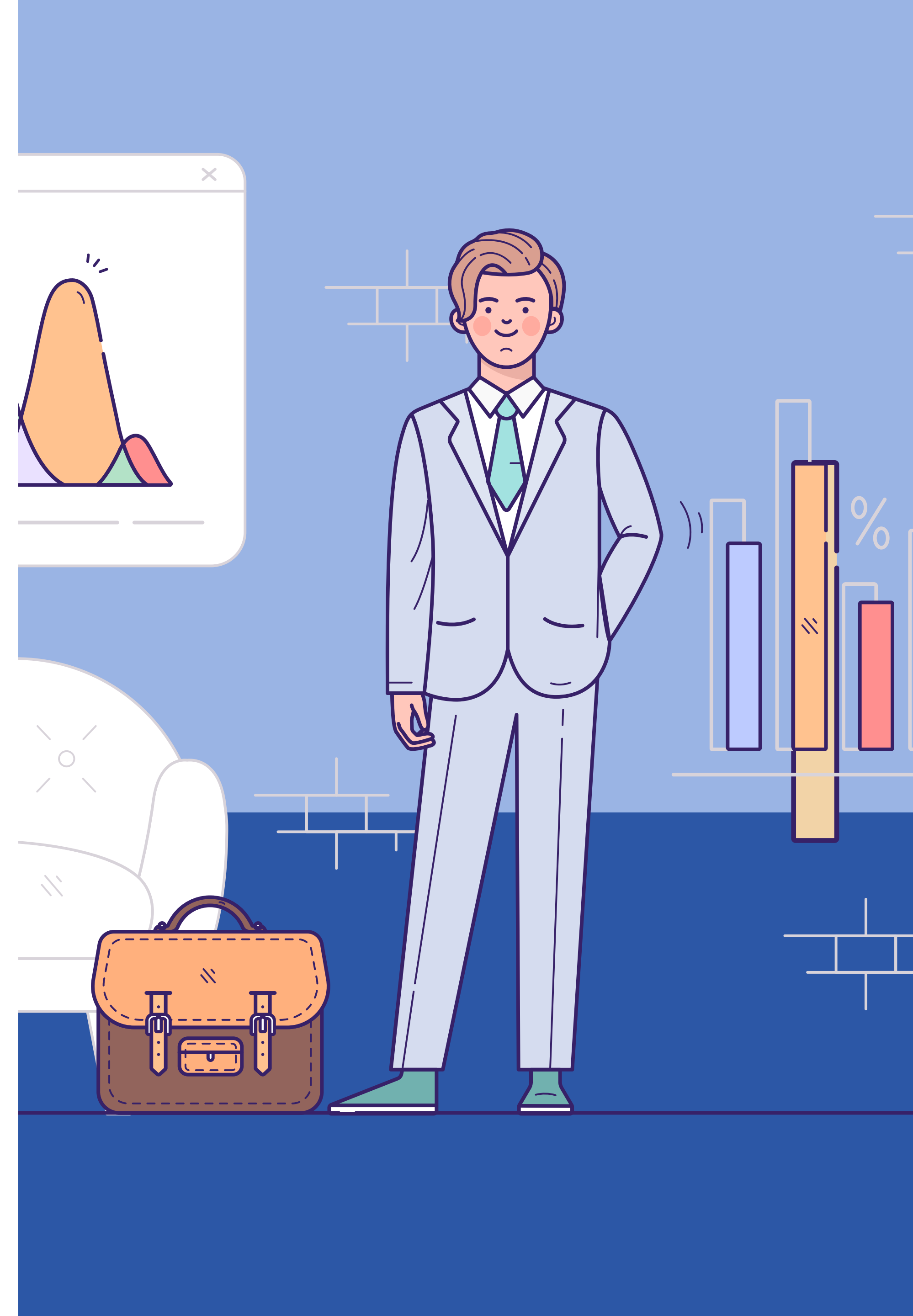


5 Things Managers Can Do NOW to *Boost Mental Health*



Mental Health Matters

Employees' experience at work directly impacts their mental health. That means employers, HR directors, managers, and team leaders can help (or harm) in a big way. Mental health challenges are on the rise, and that doesn't just hurt individuals. It damages productivity, leads to more medical spend, and ultimately hurts your bottom line.

Here are a few things you can do right now to make a measurable difference in your employees' mental health and well-being:



Thank
you!

01

Take the lead on creating a culture of *appreciation*.

Gratitude is the best form of non-toxic positivity. This sounds super easy, but it does require you to be deliberate and sincere. Every single day, take time to express genuine appreciation to at least one employee for something that they've done well. Add this to your daily to-do list until it becomes a habit. You'll see an instant effect on the team member as you express your appreciation, and this can ripple through your entire workplace culture over time.



Tip:

Specific compliments matter more. Instead of an abstract “good job,” get more granular with your gratitude. For example, if an employee did an excellent job on a presentation, point out the design of a specific slide you liked or a particularly punchy turn of phrase. The more specific the praise, the more it will mean.



02

Show employees you respect their work-life balance.

No matter how much your employees like their jobs, their families and lives outside of work usually will be—and generally should be—their higher priority. Let employees know that their home life is a priority to you. Avoid creating a culture that glorifies or demands excessive overtime, which can quickly wear down morale and increase the stress employees experience at home and at work.



Tip:

Encourage employees to utilize their vacation time. SHRM surveys indicate that employees who use their days off may be more productive, experience higher workplace satisfaction, and stay with the organization longer. Less turnover means less cost to your company! It may be necessary to reconsider whether your time off, holiday, and sick-day policies give employees enough flexibility to take care of themselves and their families. But one thing you can do right away is to remind employees about PTO, encourage them to use it, and, most importantly, don't penalize employees who actually take time away from work.



03

Support key lifestyle factors.

Studies on therapeutic lifestyle change and social determinants of health reveal that there are key habits and factors that drastically affect our wellbeing. Three major ones are how we eat, sleep, and move. But how can you affect that in the workplace? More than you might think! Does your workplace culture encourage employees to feel comfortable getting up and taking stretch breaks or short walks throughout the day? If you have snacks in the office, are there healthy options? Do you avoid late hours whenever possible?



Tip:

Turn your next meeting into a “walk and talk.” This is particularly effective if you go outside and get some sunlight, but you can also just take a walk around the hallways while going over the agenda.



04

Build connections and *decrease isolation.*

A connected life is a happy life; social isolation, loneliness and alienation are among the largest risk factors associated with suicide. Even if an individual lacks support from their existing personal relationships, they can find connection in their community, including at work. Psychologist Dr. Dave Schramm argues that productive work structures can even mimic what happens in a healthy family.



Tip:

Create opportunities for interpersonal relationships to flourish. By arranging fun, collaborative employee activities, you can help foster an environment of open communication and respect. This can happen in simple ways that support other healthy lifestyle factors, like scheduling a daily team walk or stretch break and inviting (not requiring!) everyone to join in when the afternoon slump starts to set in.



05

***Remind* employees about available professional support and resources**

Sometimes, there's no replacement for getting help from a mental health professional. Make sure new employees are made aware of Impact Suite resources during onboarding, and remind them often in company meetings and announcements. The more frequently they're reminded, the more likely they'll know where to turn when they find themselves in need.



Tip:

Help employees download the Impact Suite app during onboarding. In the everyday bustle, it can be easy for employees to disregard a new benefit. They might think they are doing just fine and don't need the provided service...until a crisis strikes and they don't know how to access the help they urgently need. By helping your employees download the Impact Suite app during onboarding, you ensure they have assistance that's only a tap away.



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