

A stylized graphic of a human brain, rendered in white against a light blue background. The brain is shown from a three-quarter perspective, highlighting the cerebral cortex and internal structures like the ventricles.

Mental Health in the Workplace

Dylan, Lily, John, Katherine and Peyton

What is included in your toolkit?

- *Infographic*
- *Survey*
- *Handout*
- *PDF*
- *Website*

WHY DOES IT MATTER?

- Productivity in the workplace
- Employee retention rates
- Physical wellbeing
- Behavioral consequences of stress
- Psychological Effects

TOPICS TO COVER



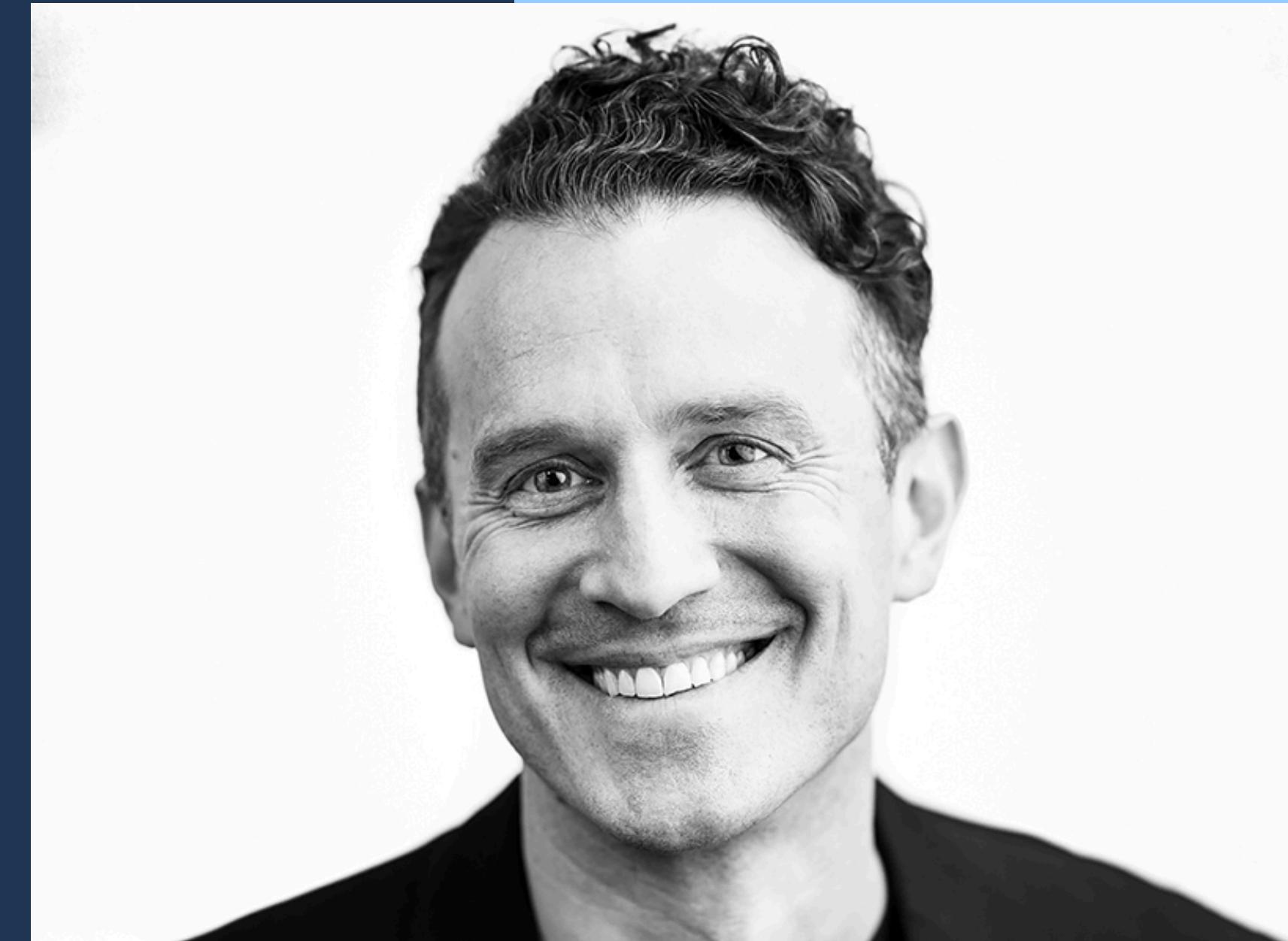
WHAT IS STRESS?

- Stress = Events, contexts, or demands which cause a stress reaction by elevating levels of adrenaline and other responses
- “Fight, Flight, or Freeze Mode”



“Life is the field I walk through while on my way to and from work,”

-Tom Oxley, Neurologist



Understanding Hustle Culture

WHY ARE WE ALL SO STRESSED OUT?

- Glorification of relentless work
- Often viewed as the **only** path to success
- Working at the expense of physical and mental health
- Compromising personal relationships
- Self worth becomes intertwined with work
- Loss of creativity and productivity



Mental Health Stigma

WHY DOES IT CAUSE PROBLEMS?

- Negative attitudes, beliefs or stereotypes regarding mental health
- Fear of being judged leads to lack of speaking up
- Prolonged or worsened mental health issues
- Lack of resources



Physiological	Psychological	Behavioral
<ul style="list-style-type: none">• Increased heart rate• physical aches and pains• skin problems• cardiovascular disease• cognitive impairment• Type II diabetes	<ul style="list-style-type: none">• Depression• Anxiety• Burnout• Rumination	<ul style="list-style-type: none">• Decreased Performance• Expressions of anger• expressions of violence• withdrawal from community• alcohol and drug abuse

WHAT CAN YOU DO AS A LEADER?

COMBAT STIGMA

Hold open discussions regarding mental health in your workplace. It is incredibly important to destigmatize mental health in order to ensure your employees feel like they can talk to you!

CREATE STRONG RELATIONSHIPS

Spend time getting to know your employees. The stronger your relationship to them, the more likely they will be to feel safe to ask for help in the workplace.

PROVIDE RESOURCES

Make sure you provide mental health resources for your employees. Connect them to a therapist or organizational psychologist. Ensure that you prioritize mindfulness in the workplace additionally.

WHAT CAN YOU DO AS AN EMPLOYEE?

PRIORITIZE “ME TIME”

Find time in your day to do something completely separated from your workplace. Unplug, turn off your phone and devices and do something like read a book, take a walk, get coffee with a friend and more!

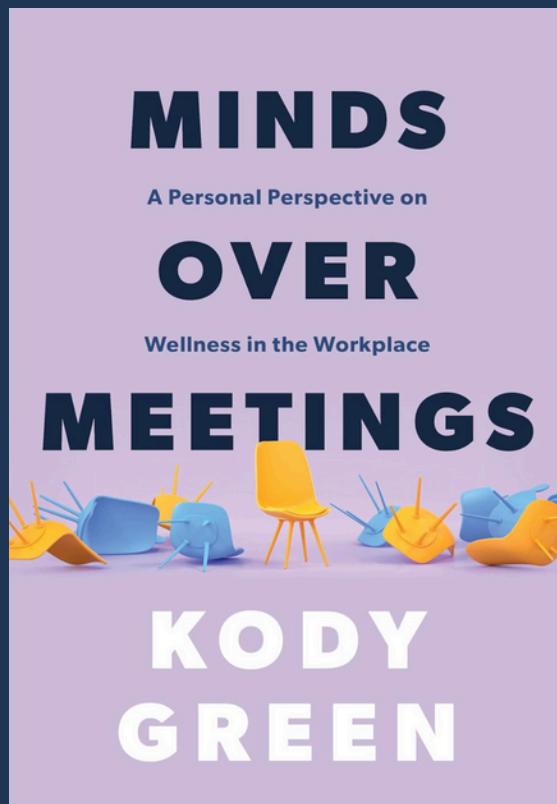
PRACTICE MINDFULNESS

Engage in mindful practices. This can include things such as mediation, journaling, breathing breaks, yoga sessions, and more! Reflect on your emotions before acting on them.

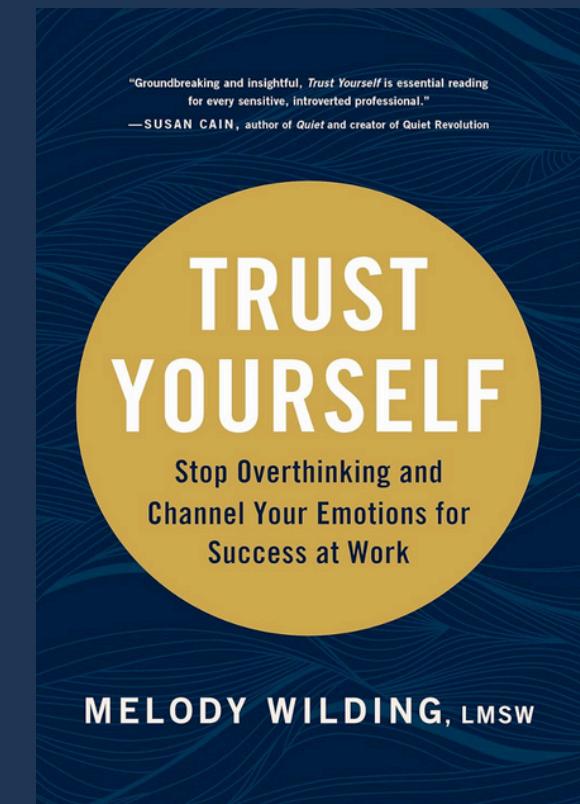
PRACTICE SELF ADVOCACY

Remember that no matter your rank in the workplace, you deserve respect. Do not be afraid to set boundaries, ask for help, or stand up for yourself!

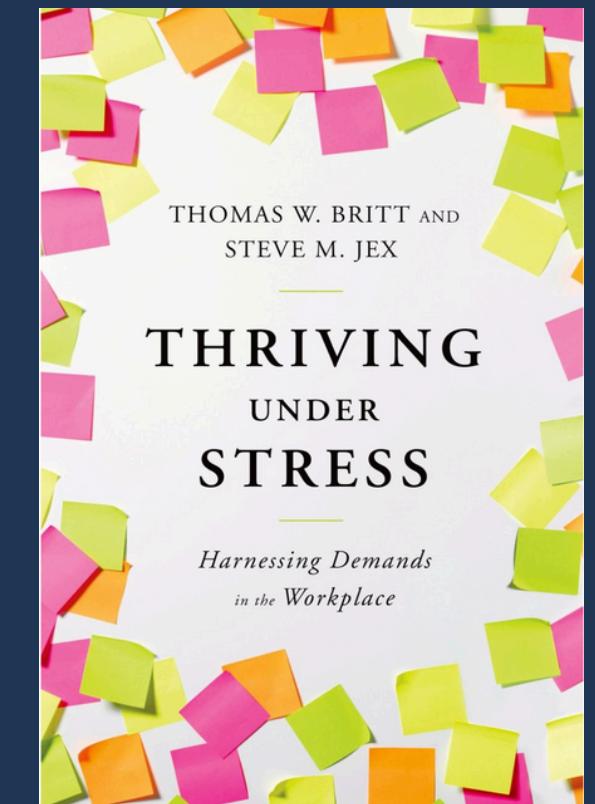
RECOMMENDED BOOKS



Minds Over
Meetings

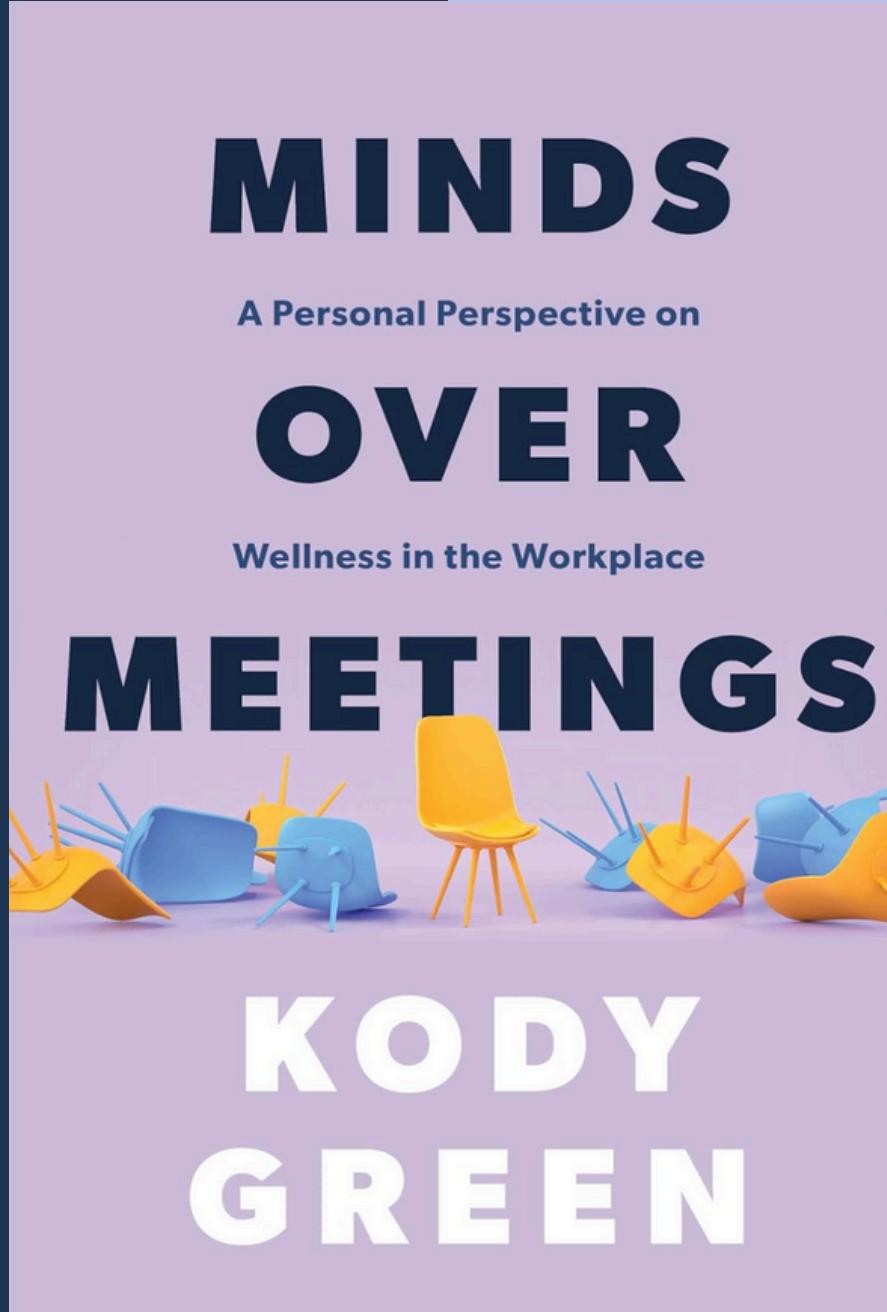


Trust Yourself



Thriving Under
Stres

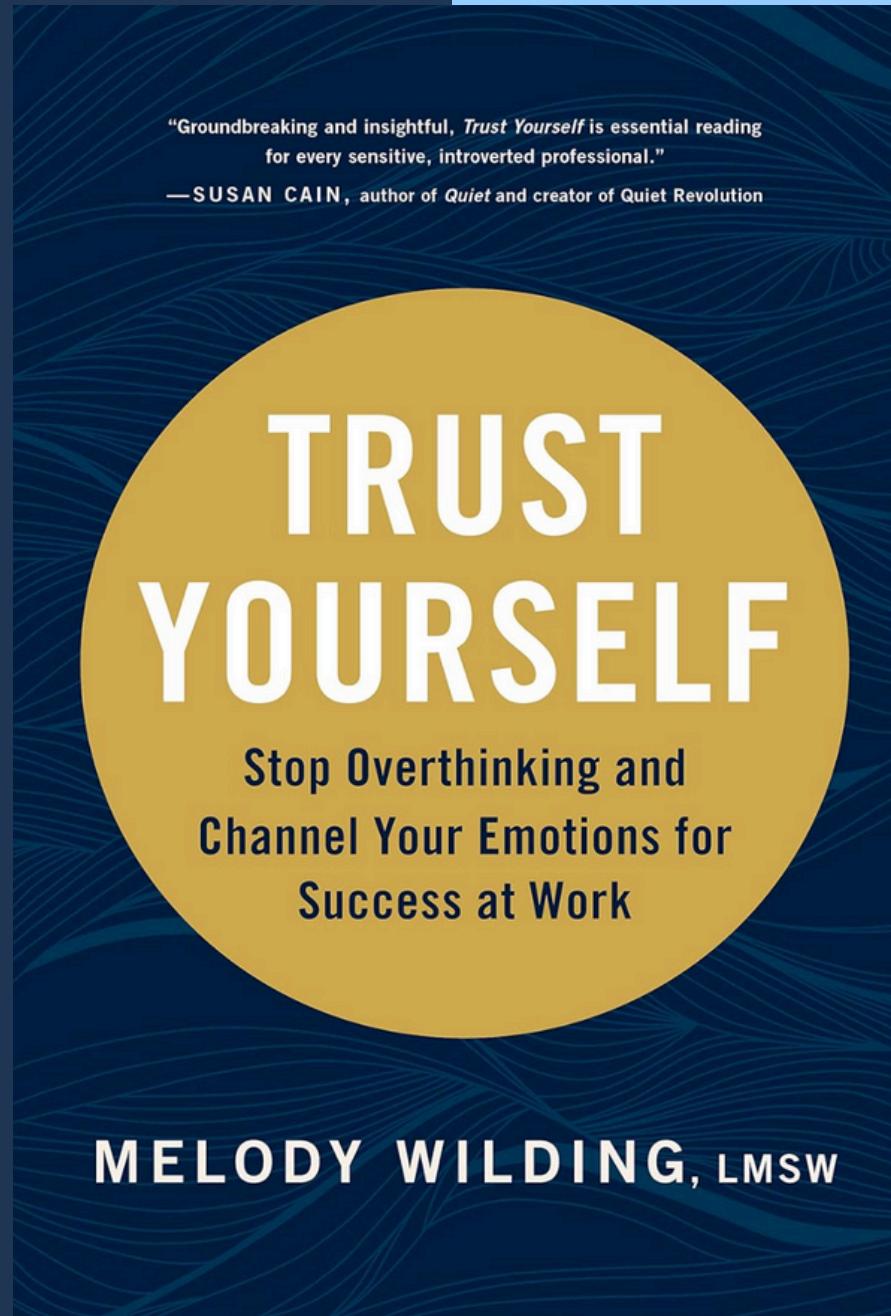
MINDS OVER MEETINGS



MAIN TOPICS:

- Written by mental health advocate Kody Green.
- He suffered from schizophrenia and this impacted his mental health particularly in the workplace.
- Research backed strategies for managing mental health in the workplace, personal stories, and emphasis on the importance of a safe, inclusive, and supportive workplace

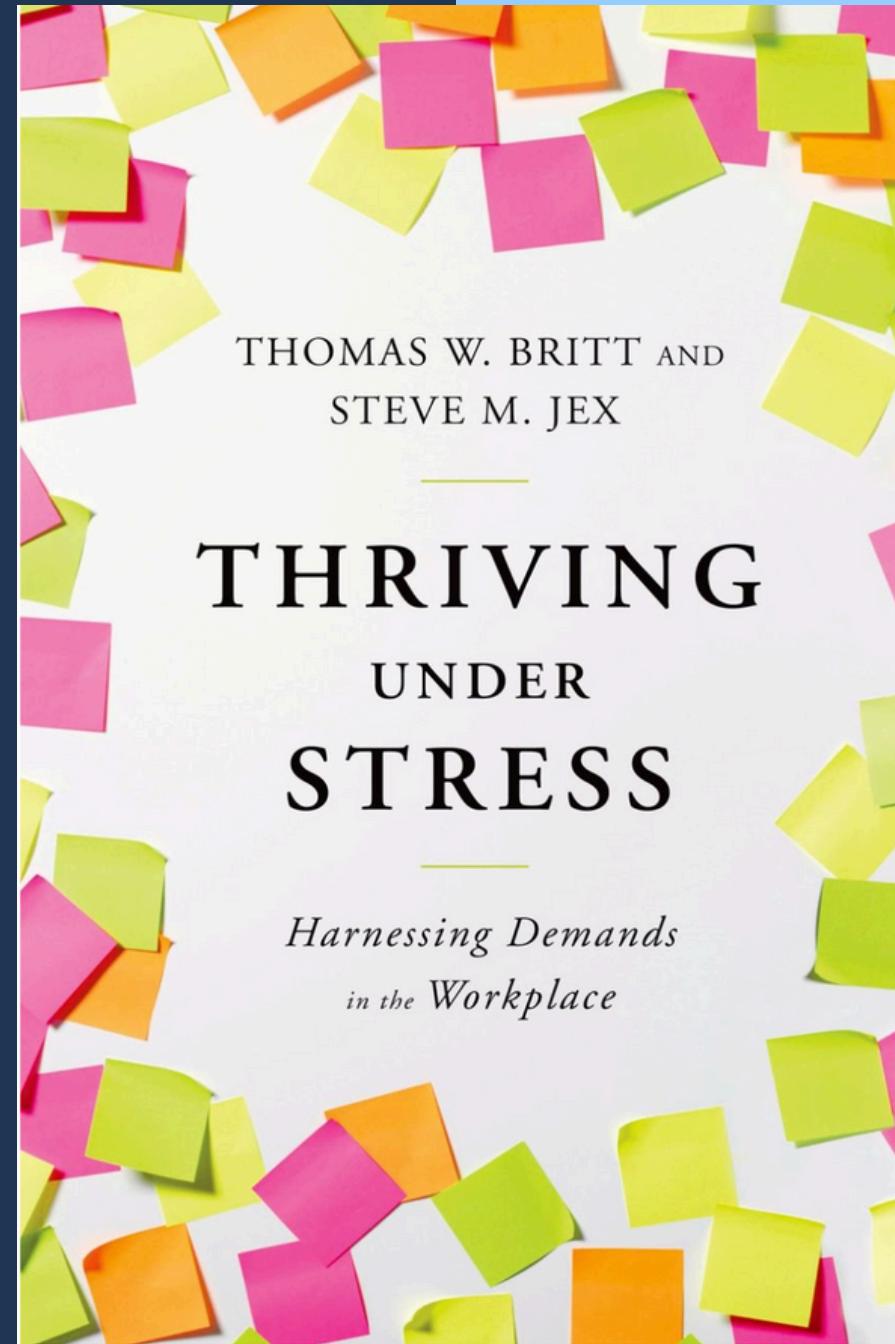
TRUST YOURSELF



MAIN TOPICS:

- "Harnessing Sensitivity" – use your sensitivity as a strength rather than a weakness
- overcome self doubt and live authentically in the workplace
- Setting healthy boundaries in the workplace
- Using empathy to make connections in the workplace

THRIVING UNDER STRESS



MAIN TOPICS:

- Understanding stress at work, where it comes from and how to handle it
- Differentiate between beneficial and harmful stressors
- Understanding that eliminating all forms of stress is not necessarily the goal
- Prioritizing recovery periods after work

APPS TO TRY



- Manage stress, improve your sleep, and generally enhance well being with this app
- Guided meditations, breathing exercises, soundscapes and more

- Enhance focus, learn meditation, and combat panic with this app
- Structured meditation courses, movement and exercise videos, section of app dedicated to "focus" beneficial to working effectively



**WHAT IS INCLUDED IN
YOUR TOOLKIT?**

INFOGRAPHIC:

Why does mental health matter

- *Productivity*
- *Workplace culture*
- *Physical health*
- *General wellbeing*



Stigma and Hustle Culture:
How do they contribute to poor mental health?

What can employees do to protect their mental health:
recommendations backed by science!

MENTAL HEALTH CHECK IN SURVEY:

Mental Health in the Workplace

Mental health matters, especially at work. This anonymous survey is provided to help support and better understand how employees feel within the workplace and what organizations can do to better support mental health. There is a short answer option in case you feel this survey missed anything you feel should be said/included about your workplace.

[Learn more](#)

How is your general emotional and psychological health?

1 2 3 4 5 6 7 8 9 10

Poor/Struggling Great

In the past month, how often have you felt overwhelmed or emotionally drained?

- Everyday
- Almost everyday
- A couple times a week
- Once a week
- Once a month

HANDOUT TO DISTRIBUTE IN THE WORKPLACE:

What we can do to
take quick action!

MENTAL HEALTH MATTERS.

Mental health impacts focus,
relationships, and satisfaction at work



HERE'S WHAT YOU CAN DO:

- Check in with coworkers
 - “How are you, really?”
- Prioritize yourself and your mental wellness
 - Take a break
 - Try a workout class
 - Ask HR about mental health days
- Speak up if you're struggling
 - Call 800-273-TALK

Scan here for the best
workout classes in Dallas!



Download the Calm app to
reduce stress & anxiety



It's okay not to be okay, you are not alone.

Quick and easy resources
that are just a scan away

**PDF DETAILING
EMPLOYEE AND
LEADER
INSTRUCTIONS:**

WEBSITE: