

MENTAL HEALTH & WELL-BEING TOOLKIT

The research is in: [over eight years of survey research](#), Americans have consistently agreed that workers must be a company's top priority. Studies also show that investments in workers can [reduce high costs](#) incurred from absenteeism and turnover, [increase labor productivity](#), and [grow revenue](#). At a time when people are an organization's best resource, it's critical to care for the mental health and well-being of all employees.

FOR EMPLOYEES

EMPLOYEE ADVOCACY

Do you want to make a difference for you and your teammates?

[Here are four ideas](#)

to consider when starting to advocate for better workplace mental health:

- 1) Understand your workplace culture through conversations and taking the [MHA's Work Health survey](#) to understand the areas that most need improvement.
- 2) Listen to and understand your coworkers' needs. Is there a discrepancy between what leaders think employees need and what employees actually need?
- 3) Consider joining or establishing an Employee Resource Group or working group for mental health to provide support, resources and bring awareness internally.
- 4) Connect with leaders who are willing to listen and help turn thoughts into action.

COMBATTING COMPASSION FATIGUE

CSR, ESG and nonprofit professionals are empathetic and caring individuals, spending time engaging on difficult issues with community partners and supporting their employees. These professionals are at greater risk of [compassion fatigue](#), a form of secondary traumatic stress characterized by physical and emotional exhaustion and a profound decrease in the ability to empathize. Here are strategies to begin caring for yourself—and in turn, caring better for others.

- Get educated about the signs of compassion fatigue. If you think you may be experiencing compassion fatigue, you can take a self-test through the Compassion Fatigue Awareness Project [here](#).
- Set emotional boundaries and practice self-care. People all have different requirements for self-care, but the goal is to find a state of good mental and physical health for you.
- Cultivate healthy friendships and hobbies outside of work.
- Boost your resiliency. Your resiliency can change throughout your life; it can be cultivated, developed and strengthened.
- Identify workplace strategies. Workplace strategies are an important part of prevention. Some workplaces offer relaxation rooms, counseling or support groups, and you can also use personal strategies like taking a walk or break when needed.

BEATING BURNOUT WITH BRAVE NEW WORK

"Are you there, burnout? It's us, everybody." [In this episode of the Brave New Work podcast](#), Aaron Dignan and Rodney Evans examine collective burnout, its impacts in the workplace, and the power of purpose and org design to address the roots of burnout.

FOR MANAGERS

WHAT THIS MEANS TO EMPLOYEES

"I truly feel that I can bring my authentic self to my role at DaVita, but sometimes that includes moments of anxiety, loss, and other challenges. Through the myriad of mental health resources and support [that DaVita provides](#), I feel that my teammates have my back and care for my whole being. Our teammate resources are at the heart of our mission to be a community first and a company second."
—DaVita employee

MANAGERS AND BURNOUT

[Managers have a significant impact](#) on the mental health of their employees with [60% of employees saying their job is the biggest factor influencing their mental health](#). As managers extend their emotional capacities, we have to ask: who is taking care of managers? Reciprocal empathy is a new tool to add to your well-being toolkit. Leaders can make big impacts by tuning in, listening and demonstrating empathy and compassion. Read [this interview](#) to see what reciprocal empathy looks like in the workplace.

PEAK RESOURCES SMALL BIZ SPOTLIGHT

Flexible work options and unlimited PTO also support employee well-being and build collective culture. Tom Brinegar, vice president & chief financial officer of PEAK Resources, shared, "Our people see the synergy in supporting their team members so they in turn can be supported. I think the other value in unlimited PTO is that anyone is allowed a well-being day without questions or advance notice. Again, the team is there to support that team member."
[Read PEAK Resource's full interview here.](#)

#HOWTOBCIVIC

B:CIVIC asked our investors to share actionable practices and resources they use to support the mental health and well-being of their teams.

"We instituted a Wins Wednesday email chain to celebrate the great work of our teammates."

"I start team meetings by asking each person to share a Rose, Bud and Thorn from their week."

"As a manager, I try to consistently take my team's temperature to identify where people might need more support."

"We go on walks and talks rather than sitting in a conference room for check-in meetings."

"My team took the DISC assessment to learn more about our communication styles and personalities."

GET TRAINED IN MENTAL HEALTH FIRST AID

Just as CPR helps you assist an individual having a heart attack, [Mental Health First Aid](#) helps you assist someone experiencing a mental health or substance use-related crisis. In this six-hour course, you learn risk factors and warning signs for mental health and addiction concerns, strategies for how to help someone in both crisis and non-crisis situations and where to turn for help. WellPower offers private courses, so you and your teammates can learn together and break down the stigma in your workplace and community.

INVESTOR STORIES

Chegg

Chegg, an educational technology company, launched [Student Mental Health Week](#) during February 6-12, 2023. This initiative aimed to destigmatize mental health among students and inspire a broader conversation about wellness.



RK pioneered a model for suicide prevention in the construction industry. In addition to employee resources, the company embraced open talk about mental health between managers and employees. Jeanie Kelley, senior director of HR at RK, spoke on our panel [Building Workplace Mental Health and Well-Being. Watch this short clip](#) to learn two of RK's strategies for embedding mental health awareness in their operations.

Janus Henderson

Janus Henderson offers [a variety of mental health and well-being resources](#). In addition to an Employee Assistance Program (EAP), employees can also efficiently contact a Mental Health Champion. These Champions are employee volunteers who have been trained to listen impartially to and connect employees with resources that provide further support and guidance.

VAIL RESORTS

EpicPromise Employee Foundation offers [Employee Hardship grants](#) for Vail Resorts employees—active, furloughed or seasonal (eligible for re-hire)—and employee dependents. The Employee Foundation gives short-term aid (up to \$5,000) following a critical, unexpected event to address expenses that an employee is unable to pay.

Access more resources by visiting our website

<https://www.bcivic.org/>