



### **Question:**

What can we do to support positive mental health practices in the workplace?

### **Answered by the HR Experts**

Positive mental health practices are important for everyone and definitely something you can support in the workplace.

First, work with your leaders to make mental health awareness a normal part of workplace conversations. Employees don't always feel safe or comfortable talking about their mental health struggles or challenges, especially around their managers and coworkers. This can be especially true when asking for an accommodation, a mental health day, or assistance generally. Some worry about the stigma, others discrimination. You can help counter these negative perceptions by regularly training leaders on the policies and practices they should follow, by sharing mental health resources with employees, and by encouraging everyone to prioritize their mental health. Do make sure that managers understand that if information about an employee's mental health is shared with them, it should be treated as confidential and only reshared on a need-to-know basis.

Then, consider going the extra mile by setting aside time during the week, month, or quarter for employees to participate in activities like yoga, meditation, mindfulness, or forest bathing (aka hiking)—all of which have been shown to develop and strengthen mental health. If these practices aren't up your alley, consider asking your employees for help. One or more of them might be familiar with these activities and excited to assist you in setting up a one-time event or an ongoing program.

When employees know you care about their mental health, they're more likely to feel safe prioritizing it. You can learn more about supporting employees' mental health on the [platform](#).