

Mental Health Toolkit for Organizations

50% of people will experience a mental illness in their lifetime, yet most people do not start treatment until 8-11 years after their symptoms begin. How can you help support mental health within your organization?



Promoting Mental Health at Work



- Regular, casual check-ins
- Frequently talking about mental health & available resources
- Clear work/life boundaries
- Appreciation, recognition, & gratitude
- Educate your organization in Mental Health Literacy

Resources



- 988 (national suicide hotline)
- psychologytoday.com (find a therapist)
- www.findtreatment.samhsa.gov (resource for low-cost care)
- The National Alliance on Mental Illness (NAMI)
 - Treatment locator: 1-617-704-NAMI
 - NAMI info helpline: 1-800-950-NAMI

Warning Signs



Warning signs someone may be struggling with their mental health:

- Change in sleep or appetite
- Irritability
- Lack of interest or pleasure
- Fatigue, difficulty concentrating
- Unexplained physical symptoms
- Actively or passively talking about wanting to die
 - Ask "Are you thinking of harming yourself?" and do NOT leave them alone if the answer is yes. Call 988.

Conversation Starters

- Share observations: **"I notice..."**
- Ask non-judgmental questions: **"Tell me more..."**
- Validate & encourage vulnerability: **"It sounds like you're feeling..."**
- Provide hope: **"There are things we can do to help you."**
- Ask how to help & create an action plan: **"What can I do to support you? Our next step..."**

Our Programs

Learn about our evidence-based MHL programs for organizations at www.mentalhealthcollaborative.org



Building resilient communities through mental health education & awareness. Mental Health Collaborative is a 501c3 nonprofit that provides evidence-based mental health literacy education to schools, organizations, and communities.



Mental Health Collaborative