

# Successful Strategies for a Mentally Strong Workplace



## CARE

### Empathetic Leadership

- Put yourself in their shoes
- Listen more than you talk (nonverbal clues)
- Pay attention to your response
- Be vulnerable

### Set Clear Expectations

- Ambiguity brings stress and adds to burnout
- Clear is kind
  - Provide guidance through Job Descriptions and Handbook
  - Define organizational structure
  - Set expectations about priorities and workload
  - Check for understanding
  - Communicate with consistency
- Be aware of decrease in work quality, productivity, and missed deadlines and seek first to understand and support

What mental health needs  
is more sunlight, more  
candor, and more  
unashamed conversation.

- Glenn Close

## COMMUNICATION

### Weave Mental Health into Workplace Culture

- Normalize discussions around stress, burnout, anxiety, and depression
- Share your own challenges
- Show acceptance and inclusivity
- Integrate into the company culture
- Incorporate into your mission, vision, values
- Company communications
- Meeting structure
- Develop and support a mental health employee resource group
- Lead by example
- Promote self-care as an important aspect of mental health
- Model healthy behaviors and communicate how to put into practice
- Educate employees and leaders on the signs of burnout
- Share a holistic view of employee well-being across physical, emotional, financial, social, and spiritual
- Offer and promote services and programs that promote employee well-being
- Normalize the use of mental health benefits
- Encourage employees to take time off
- Mental health days
- Set the expectation to fully unplug when on vacation, etc.
- Cross train your team so employees will return well rested and not the burden of catching up on all the work that wasn't done while they were away

### Communicate more than you think you need to

- Keep team informed about organizational changes or updates
- Regularly schedule one on ones with your employees to focus on them, not on their deliverables.
- Review their goals, needed/wanted training, celebrate their wins, discuss challenges or roadblocks they're facing and their future interests.
- Most importantly – listen and learn who they are, not just what they do

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## PURPOSE

### Rewarding Projects and Training Opportunities

- Provide personal and professional development
- Offer challenging projects
- Play to your employees strengths
- Create opportunities for growth

### Trust

- Cultivate authentic trust amongst your team
- Allow team members to feel safe to take risk and be vulnerable with one another

### Create Inclusivity

- Invite employees to collaborate
- Encourage open discussions in meetings
- Pay attention to employees on the sidelines
  - Find ways to engage them
- Create opportunities for them to integrate with others



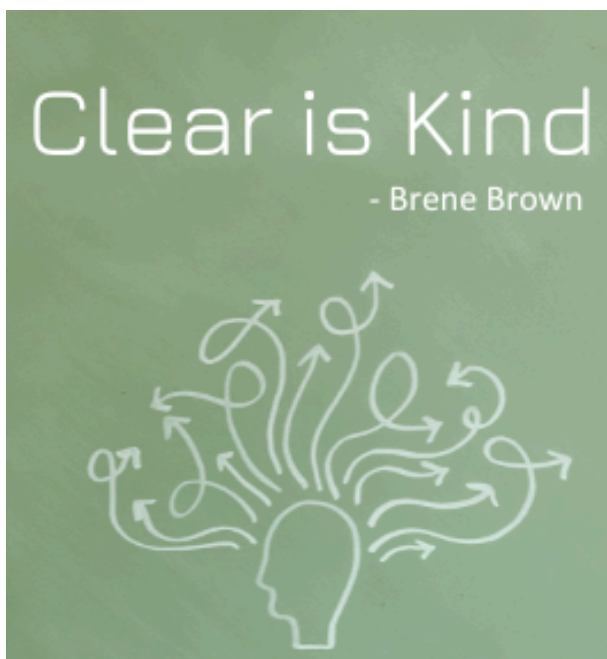
## CONNECTION

### Promote Internal Relationships

- Non-work events, opportunities to build connection
- Find ways to engage remote workers and connect them with others
- Don't avoid conflict, it will not resolve itself

### Build a Culture of Connection Through Check-ins

- Go beyond "how are you?"
  - Ask specific questions about what support they need
  - Uncover the needs, desires, and goals of your employees
- Show recognition on a regular basis
  - Share your appreciation for who they are; not just what they do
  - Write notes of acknowledgement
    - Thank you for specific actions
    - Support for difficult situation
    - Just because



[www.dawnmyers.com](http://www.dawnmyers.com)

Let's connect

*Dawn Myers*  
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