

Creating a StigmaFree

WORKPLACE

A GUIDE FOR SUPERVISORS

Supervisors play a critical role in helping support employee mental health. They can directly support their employees by noticing when someone's behavior has changed, reaching out to them in a caring and supportive way and connecting them with resources.

Benefits of Prioritizing Mental Health on Your Team



Increased productivity



Decreased disability cost



Increased retention and engagement of valued employees

Prioritize Mental Health



PREVENTIVE MEASURES THAT LOWER STRESS

- Emphasize social connectedness
- Provide mentors for new hires or new roles
- Enhance team communication through ongoing supervisory training and continued performance support for employees
- Offer flexible work practices (flex hours, work-from-home days, etc.)



INFORMATION AND SUPPORT FOR EMPLOYEES

- Foster a culture where getting help for a mental health challenge is as routine as getting help for any other challenge
- Help employees understand what resources the organization offers for mental health



NON-STIGMATIZING CONVERSATION AND BEHAVIORS

- Create a culture of trust and communication to support an emotionally healthy environment
- Communicate organizational values that include respect, civility and a general culture of well-being to encourage empathetic behaviors by employees
- Promote the use of non-stigmatizing language when talking about mental health

These practices support a workplace where employees feel committed, supported and valued. This increases employee connection to the organization and to each other. Learn more about being StigmaFree at home and in the workplace at www.NAMI.org/StigmaFree.