

WORKING WITH PTSD:

A Guide For Managers



What is PTSD?

Posttraumatic stress disorder (PTSD) is a mental health condition that can be diagnosed and treated. People often feel stressed after a traumatic event, like an accident, an attack, or a natural disaster, but PTSD is often diagnosed when these feelings last for more than a month and significantly impair daily functioning. Sometimes, people can also experience lasting effects when they hear about or see another person go through a traumatic experience. This is called **secondary trauma**.

Remember: Do not attempt to diagnose or treat mental health conditions. You are not a mental health provider, and you're never expected to be one.

How PTSD Can Impact Your Workday¹

While working with PTSD may have challenges, people who live with PTSD can do quite well at work and be productive team members. Learning to manage PTSD can help people develop or enhance important skills, such as:

- Flexible thinking
- Relational skills
- Renewed sense of meaning or purpose
- Leadership abilities such as courage and resilience²

Some days may be harder than others, but with a supportive workplace, people with PTSD can have successful careers.

5 Ways to Support an Employee Who Has PTSD

- Listen to employee needs.
- Evaluate the work environment.
- Establish routines and protocols.
- Provide training to reduce stigma.
- Familiarize yourself with company benefits.



Need to know more about PTSD at work? Visit [StigmaFree.nami.org/ManagersPTSDInfo](https://stigmafree.nami.org/ManagersPTSDInfo) to find more information and practical steps you can take to support your employees.

Call or text the free NAMI HelpLine at 1-800-950-NAMI (6264) for more resources for working with PTSD.

¹<https://askjan.org/disabilities/Post-Traumatic-Stress-Disorder-PTSD.cfm>

²<https://cptsdfoundation.org/2022/10/18/cptsd-in-the-workplace-can-trauma-survivors-be-good-leaders/>

