

Be StigmaFree

A Guide for Leadership

Supporting employee mental health and well-being is a business imperative.

Why?

The cost of unsupported mental health:

1. \$200 billion is lost in earnings each year in the U.S. through health care usage and decreased work productivity.*
2. Depression is the leading cause of disability costs around the world.**

Unsupported mental health can lead to challenges like:

1. Low performance and lack of concentration.
2. Decreased collaboration and creativity.
3. Low morale and low motivation.
4. Increased drug and alcohol misuse.

The good news?

Fortunately, most mental health conditions improve with proper support. As a leader in your organization, you can create a supportive and healthy workplace for employees.



Learn more
nami.org/stigmfree

Ways to Foster a Healthy Workplace

FACILITATE EVENTS

Educate staff and start a conversation about mental health.

CREATE GUIDELINES

Develop a fair and equitable code of conduct to include people with mental health conditions.

PROMOTE BALANCE

Model and support work-life balance for employees.

CHECK COVERAGE

Ensure that your health insurance provides comprehensive, affordable and accessible mental health coverage.

PROVIDE ADDITIONAL RESOURCES

Provide resources outside of insurance coverage (e.g. EAPs, employee resource groups, wellness apps, etc.)

PROVIDE EDUCATION AND AWARENESS

Foster a culture where getting help for a mental health concern is as routine as getting help for any other concern

BE SUPPORTIVE

Educate staff and start a conversation about mental health.

* <https://pubmed.ncbi.nlm.nih.gov/18463104/>

**https://www.who.int/health-topics/depression#tab=tab_1