

Be StigmaFree

# A Guide for People Managers

Supervisors play a key role in helping support employee mental health. You can directly support your team by learning about mental health, checking in with your supervisees in a caring and supportive way, and connecting them with resources. Benefits include:

**Increased Productivity & Collaboration**

**Decreased Disability Costs**

**Increased Retention & Engagement**

## How to Prioritize Mental Health with Your Employees

### Prevent burnout

- ◆ Emphasize **purpose** and social **connectedness**.
- ◆ Ensure realistic **workload** and provide **autonomy**.
- ◆ **Reward** performance and encourage **fairness**.
- ◆ Consider **flexible** work practices (flex hours, work-from-home days, etc.)



Learn more  
[nami.org/stigmfree](https://nami.org/stigmfree)

### Provide education and awareness

- ◆ Provide mental health resources and benefits explanations throughout the year.
- ◆ Foster a culture where getting help for a mental health concern is as routine as getting help for any other concern through active communication and support.

### Learn non-stigmatizing language

- ◆ Create a culture of trust through consistent communication about supporting emotionally healthy work practices.
- ◆ Communicate organizational values that include respect and prioritizing well-being to encourage empathetic behaviors by employees.
- ◆ Promote the use of non-stigmatizing language when talking about mental health.

