

Workplace Mental Health for Leaders



Best Care EAP Can Help!

For more information on how Best Care EAP can help you and your organization, please contact us.

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What is Mental Health?

A state of well-being in which every individual realizes his or her own potential, can cope with the normal stresses of life, can work productively and fruitfully, and is able to make a contribution to her or his own community. –World Health Organization

Warning Signs/Symptoms



How Will You Know?

Typically, underlying issues are displayed in at least one of three areas

- Performance
- Behavior
- Attendance



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Common Scenarios

Scenario #1

I had an employee approach me about concern for a co-worker who has expressed suicidal thoughts. Where do I start?

Scenario #2

We have an employee who has not been performing and we've gone through all the necessary steps. We are now ready for termination but are concerned on how the employee may react.

Scenario #3

I have an employee who has been behaving differently, but still performing well, how should I approach this with the employee?

Additional Resources

- Mental Health America- Workplace Mental Health Research: spanned over 2 years and over 17,000 respondents <https://www.mhanational.org/workplace-wellness>
- Workplace Strategies for Mental Health-Supported Performance Management <https://www.workplacestrategiesformentalhealth.com/managing-workplace-issues/supportive-performance-management>
- Time to Change: Choose Talk, Change Lives <https://www.time-to-change.org.uk/get-involved/time-talk-day>
- Nebraska Psychological First Aid education <http://disastermh.nebraska.edu/education/psychological.php>
- Mental Health America <https://mhanational.org/>
- Stigma Free Workplace