

# Normalizing Mental Health at Work

We all have ups and downs in our mental health, just as we have ups and downs in our physical health. That's the human experience. The more we can all understand this and talk openly about our mental health, the more that people who are struggling will feel empowered to seek out help when they need it. Outdated stigma about mental health is one of the main reasons people don't get help, even when it's within reach.

So, what are some ways that we can do our part to destigmatize mental health at work?

## Talk about mental health — even at work!

Mental health is often treated as a taboo topic, especially in the work environment. However, being vulnerable about our challenges and mental well-being can help us better connect with our colleagues, foster a greater sense of belonging, and even improve how we collaborate to get things done.



### Be vulnerable.

Talk about your own mental health as you feel comfortable. Sharing your ups and downs will normalize the habit for everyone.



### Normalize self care.

Block time on your calendar for coaching, therapy, or even a walk break, for everyone else to see. This normalizes the act of prioritizing self care and encourages others to do the same.



### Share with authenticity.

When someone asks "How's it going?", resist the default response of "I'm good!" Being authentic and sharing your ups and downs will normalize the habit for everyone.



### Involve your team!

Consider setting up recurring 5 minute meditations with your team so that everyone can participate.

