

Mental Wellness Leadership Role Modeling Action Plan

WHAT YOU SHOULD DO TODAY

- Create a “Stigma-Free” workplace by regularly discussing mental wellness with your own leadership staff and pushing your staff to regularly discuss it with their employees.
 - Encourage work/life balance by role modeling the use of and encouraging your employees to take their leave as a way to relax and de-stress.
 - Dedicate a portion of your agency strategic plan to focus on a wellness strategy with your leadership and wellness ambassador to create a “stigma-free” work culture in your workforce.
 - Promote the use of ENGAGE as a way in which supervisors can check in and follow up with their employees’ mental wellness.
 - Regularly create videos and/or written communications to send out to your workforce in which you emphasize the importance of your employee’ mental wellness.
 - Promote, encourage and mandate the regular and formal training of supervisors and management in mental wellness (i.e. – Mental Health First Aid & Stress First Aid).
 - Promote the use of SELF (EAP).
 - Encourage participation in DMH Cares.
 - Promote the use of MOLearning mental health resource videos to both supervisors and employees.
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IN CREATING A NEW CULTURE, CONSIDER THE FOLLOWING MESSAGING TO SEND TO YOUR EMPLOYEES

- **Stigma-Free Workplace** – This your priority and goal. To create a work culture within your Department, divisions and teams where employees do not fear discussing their mental wellness, but rather feel safe to do so.
- **Normalize it** – Mental wellness concerns (such as stress, anxiety and depression) are common.
- **Be open** – Don’t be afraid to share a personal story. If you want your employees to feel comfortable with sharing, you have to lead by example.
- **Just Listen** – Often employees just need to be listened to and nothing else.
- **Promote Wellness Equality** – A mental wellness issue is no different than a physical health issue. Let’s treat them the same.
- **Care and Empathy** – Show as a leader and as a person you really do care about your employees.