Supporting Employee Mental Health
Actions for Leadership
Thank You to Our SAFER Sponsors

NSC is grateful to the following lead sponsors for their generous support of the SAFER effort:

Thank you to our partner sponsor:

FirstGroup
Today’s Speakers

Cheryl Potts
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Where We Are

Recent data from the U.S. Census Bureau shows nearly a tripling of people experiencing signs of depression and anxiety:

• Fear of getting sick from being at work (51%)
• Unwillingness to use public transportation to commute to work (24%)
• Managing responsibilities as a parent or caregiver (21%)
• Taking care of ill family members (15%)
How Can We Lead?

People are experiencing unprecedented fear, stress, uncertainty, grief, and loss, so increased support and finding new ways to lead are essential, through:

- Culture
- Communication
- Create Access to Care
Culture

Leaders set the tone and culture of organizations.

• Provide transparency, even if you do not have all of the answers.
• Share your own experience and feelings during COVID.
• Encourage self-care and create opportunities for employees to share strategies.
Culture

Leaders set the tone and culture of organizations.

• Set reasonable expectations including, to the extent possible, addressing flexibility with deadlines, options for working remotely, flexible work schedules, and leave policies.

• Speak to employees about rising rates of mental health and substance use conditions.
Communication

Both formal and informal is more important than ever.

• Overcommunicate. With so much new information coming out to employees, you cannot overcommunicate.

• Be consistent and make sure all levels of the organization are sharing the same information.

• Dispel rumors early and often.
Communication

Both formal and informal is more important than ever.

• Promote the importance of empathy, support, and open communication.
• Practice good listening skills with employees when they are stressed or in distress.
• Remember, you can be supportive without being a therapist.
Create Access to Care

Many employees depend solely on the benefit and resources provided by our organizations.

• Review your Employee Assistance Program and Health Insurance policies.

• Share internal and external mental health and well-being resources through emails, intranets, newsletters and other modes of communication.
Create Access to Care

Many employees depend solely on the benefit and resources provided by our organizations.

• Provide flexible leave policies for individuals to attend mental health appointments.
• Give explicit permission to take mental health breaks.
Today’s Speakers

Jaime Feinberg
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My credentials

• ADHD
• GAD
• MDD
• PTSD
A simple comparison…
Create a Culture of Care

• Get to know your employees
• Make taking time off OK by doing it yourself
• Be SMART when setting goals
• Make it EASY for employees to access benefits
• Avoid using stigmatizing phrases
• Verbal hugs
Mental Health Resources

• Stress and Mental Health Playbook
• Mental Health Issue Brief
• Managing Employee Stress and Anxiety (and accompanying webinar)
• More resources at nsc.org/mentalhealth
SAFER Reminders

- Risk Assessment Workshops
  - Future Dates: September 21, October 6, November 10
- Organizational Vulnerability Assessment Tool
- Employee Perception Surveys
- COVID and Technology Webinar Series
Thank you!
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