



# Supporting Employee Mental Health Actions for Leadership

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# Today's Speakers



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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

Vice President, Risk Control  
Captive Resources

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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

# SAFER

Safe Actions For Employee Returns

## 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](https://nsc.org/mentalhealth)

SAFER

Safe Actions For Employee Returns



National Safety Council

# 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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