A Guide for People Managers

Supervisors play a key role in helping support employee mental health. You can directly support your team by learning about mental health, checking in with your supervisees in a caring and supportive way, and connecting them with resources. Benefits include:

### Increased Productivity & Collaboration

- Decreased Disability Costs
- Increased Retention & Engagement

**How to Prioritize Mental Health with Your Employees**

**Prevent burnout**
- Emphasize purpose and social connectedness.
- Ensure realistic workload and provide autonomy.
- Reward performance and encourage fairness.
- Consider flexible work practices (flex hours, work-from-home days, etc.)

**Provide education and awareness**
- Provide mental health resources and benefits explanations throughout the year.
- Foster a culture where getting help for a mental health concern is as routine as getting help for any other concern through active communication and support.

**Learn non-stigmatizing language**
- Create a culture of trust through consistent communication about supporting emotionally healthy work practices.
- Communicate organizational values that include respect and prioritizing well-being to encourage empathetic behaviors by employees.
- Promote the use of non-stigmatizing language when talking about mental health.

Learn more: [nami.org/stigmafree](http://nami.org/stigmafree)