Managing a mental health condition at work can be challenging. Practice healthy habits to improve your well-being.*

**Ask Your Employer**

- What are our policies on mental health?
- What kind of mental health insurance do we have? Do we have access to Employee Assistance Programs (EAP)?
- If I need a leave of absence, what disability and return to work options are available?
- What other workplace resources are available to me?
- What supports are available to me if I have a family member with a mental health condition who needs my care?


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If you are deciding whether to share your condition with your employer, go to [www.NAMI.org/StigmaFree](http://www.NAMI.org/StigmaFree) for suggestions and additional considerations.
One of the biggest challenges for people experiencing mental health challenges is overcoming stigma. Your words and actions can make a difference for people in need of support.

Help a Colleague

Pay attention to any significant changes in someone’s behavior and recognize possible warning signs

- Ask yourself: Does my colleague exhibit any warning signs, such as being distant, withdrawn, overly tired or down?

After noticing these behaviors, talk with them to see how they are

- Find a quiet place to talk with them
- Be non-intrusive and compassionate
- Ask them: “How are you?” and “What can I do to help?”
- Listen carefully to their response

Encourage them to connect with resources

- Refer them to any resources available through your organization, or to NAMI, to learn more about mental health
- Follow up with them to see how it went

Stigma Leads to Silence

Why Don’t People Speak Up When They See Others in Distress?

- Concerned about invading privacy
- Believe it’s not “their place” to say anything
- Unsure what to say or how to help

Why Don’t People Speak Up When They Need Support?

- Embarrassment due to public and internalized stigma
- A perception that reaching out for help is not “business-like”
- Lack of understanding about mental health
- Worry about a potential negative impact on work status

Don’t let stigma stop you or those you care about from getting needed support.

AVOID!

- Trying to diagnose them or suggesting treatment options
- Suggesting the problem will resolve itself on its own
- Assuming they aren’t trying hard enough to be happy or feel better

#StigmaFree

NAMI
National Alliance on Mental Illness

HelpLine 800-950-6264

www.NAMI.org