

# 9 WAYS TO CREATE A MENTALLY HEALTHIER WORKPLACE



A healthy workplace is one where individuals feel valued and supported, provides a positive workspace, and shows respect for other aspects of a person's life. If you're uncertain as to whether your workplace is on the path to wellness, **the signs below may provide some helpful tips:**

1

**Productive Atmosphere.** Clean, functional and well-lit space. Good working relationship with all staff. Employees feel respected, appreciated, incentivized, and rewarded. Signs of intimidation, bullying, sexual harassment, and fear are absent.

2

**Livable wage.** Providing a livable wage encourages a committed and sustained workforce.

3

**Reasonable accommodation.** Employers and employees have to work collaboratively to identify reasonable accommodations (not special treatment) in the workplace for physical as well as mental disabilities.

4

**Health, Wellness, & Environment.** Provide a comprehensive health insurance plan including smoking-cessation, weight-loss, and substance abuse programs.

5

**Open Communication.** Keep the communication process transparent. Creating an environment of open communication contributes to a more energetic and productive workforce where all employees can feel invested in the company.



6

**6. Employee Accountability.** It takes two to make a healthy workplace. Employees have to come with a "can-do" attitude and be willing to support each other as well as management.

7


**7. Management Accountability.** Allow employees to provide work-related feedback to their supervisors. It can be anonymous to avoid the possibility of negative repercussions.

8

**8. Work/Life Balance.** We now live in a world where technology is available to keep us connected to work around the clock. Work options such as flexible scheduling, or telecommuting ought to be implemented if applicable.

9

**9. Clear & Positive Values.** Be transparent and definitive about what the organization stands for. People in as well as outside of the company should have a good understanding of this.



**Are you interested in scheduling a Mental Health in the Workplace training for your business, agency and employees/employers?**

Mental Health America of Arizona provides training on the following topics:

- Promoting mental health in the workplace
- Identifying ways that mentally healthy employees lower cost
- Recognizing when there may be a mental health issue with an employee
- Locating resources and offering assistance for suggested reasonable accommodations for employees.
- Creating a plan for success at work.

**CONTACT US:**

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***Training and Consultation Fees:***

*Determined based on volume,  
frequency and location\**



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