

- Create a campaign or messaging to reduce stigma around mental health.
- Offer training on trauma and Adverse Childhood Experiences for employees and how this impacts physical and mental health.
- Anonymously ask employees what they would like offered to help reduce stress and act on these suggestions.
- Establish a safe zone/office to ask for help.
- Offer mental health first aid training.
- Bring in a speaker to talk about mental health services available in our community.
- Leaders model good self care and mental health care.
- Provide flexible schedules.
- Provide and promote employee assistance program and advertise community resources.
- Offer crisis briefings after traumatic events.
- Offer workplace yoga, meditation, mindfulness and stretching opportunities.
- Provide money management classes.
- Encourage laughter and team building and facilitate opportunities for this.
- Provide opportunities for employees to eat together.
- Offer questionnaire and resources around caregiver strain.
- Schedule lunch and learns on mental health topics.
- Offer Compassion Fatigue/Burnout training.
- Celebrate company and personal success.
- Create an environment where employees may express themselves in a constructive manner.
- Create a social emotional health/trauma informed care committee.
- Implement Michigan's "Becoming Trauma Informed" Assessment and Toolkit.
- Encourage staff to complete mental health screenings.
- Encourage employees to explore mental health Apps for their phones.
- Bring in speakers to talk about isolation and social connectedness.
- Implement ProQol survey with employees and use information for creation of strategies to improve morale (Professional Quality of Life).
- Offer suicide prevention classes such as QPR (Question, Persuade, Refer).