

Mental Health Leader Toolkit Southeast

Advocate Health is committed to creating a positive culture where teammates are encouraged to take care of their mental health, including their emotional, psychological, and social well-being. It affects how we think, feel and act. It also helps determine how we handle stress, relate to others and make healthy choices. When experiencing mental health problems, thinking, mood and behavior can be affected.

Leaders play an important role in the well-being of teammates. This Toolkit has been designed to support you in addressing mental health with your teammates, unit/department, and yourself. Please use the links and Key Resources to access helpful information.

Leader Tips:

- If you notice mental health concerns, [initiate a conversations](#) with your teammate (TM) while being appropriate and respectful of roles, boundaries and privacy.
- If TMs experience [Workplace Violence](#), access the [Leader Checklist](#) for guidance.
- If TMs experience health concerns, domestic violence, or other personal life events and difficulties, they may benefit from additional support, so point them to the resources below.
- Be mindful of when work is stressful, its impact, and address with TMs and unit.
- Use [non-judgmental and reflective listening](#) skills when TMs are willing to share.
- Be an advocate of seeking help and share [Mental Health](#) resources.
- Actively encourage and model [self-care](#) and help-seeking for TMs.
- Create [psychological safety](#) (the lack of fear for TMs to speak openly) for your TMs.

Key Resources

- The [Employee Assistance Program \(EAP\)](#) provides consultations for leaders to address individual TM and departmental concerns, trainings, crisis support, and free and confidential sessions for TMs and family members to address stress, mental health, family, personal and other issues.
- [Code Lavender](#) provides spiritual and emotional support.
- Peer Support provides leaders and TMs with a supportive environment and interventions to address normal workplace stressors and acute stress events.

[Additional Mental Health Resources](#) | [Leading your Team](#) | [Mental Health Campaign](#)

Atrium Health Behavior Health Helpline
704-444-2400



Now part of  **ADVOCATE HEALTH**

Mental Health Leader Toolkit Midwest

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Leader Tips:

- If you notice mental health concerns, [initiate a conversation](#) with your teammate (TM) while being appropriate and respectful of roles, boundaries and privacy.
- If TMs experience [Workplace Violence](#), access the [Leader Checklist](#) for guidance.
- If TMs experience health concerns, domestic violence, or other personal life events, they may benefit from additional support, so guide them to the resources listed below.
- Be mindful of when work is [stressful](#) and its impact upon TMs. Address this with TMs and potentially the unit or department.
- Use [reflective listening skills](#) and empathy when TMs are willing to share.
- Be an advocate of seeking help and share our [Mental Health Resources](#).
- [Actively encourage](#) and model self-care and help-seeking for TMs.
- Create psychological safety (the lack of fear for TMs to speak openly) for your TMs.

Key Resources:

- The [Employee Assistance Program](#) (EAP) provides consultations and services for leaders to address individual TM and departmental concerns, trainings, and crisis support. It also offers confidential sessions for TMs and family members to address stress, mental health, family, personal and other issues.
- [Chaplains](#) provide spiritual and emotional support services.
- [Peer Support](#) provides leaders and TMs with a supportive environment and interventions to address normal workplace stressors and acute stress events.

[Additional Resources for Individual Well-Being](#) | [Try the Moodfit Mental Health App](#)

Well-Being Navigation

1-855-908-7909



Advocate Health Care



Atrium Health



Aurora Health Care



Wake Forest University
School of Medicine

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