Mental Health Leader Toolkit Southeast

Advocate Health is committed to creating a positive culture where teammates are reminded to take care of their mental health. Mental health includes emotional, psychological (affecting the mind) 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 could be affected.

Leaders play an important role in the well-being of teammates and 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. Thanks for all that you do to make Advocate Health a best place to work!

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 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 Behavioral Health Help Line
704-444-2400

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Mental Health Leader Toolkit Midwest

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Leader Tips:

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- If TMs experience health concerns, domestic violence, or other personal life events, they may benefit from additional support, so point them to available resources listed below.
- Be mindful of when work is stressful, its impact, and address with TMs and potentially the unit or department.
- Use non-judgmental and reflective listening skills 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 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.
- Chaplains provide 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.

Well-Being Navigation
1-855-908-7909

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