

What is mental health?



Just like we know that taking care of our physical health is important to keep us healthy, it is also just as important to take care of our mental health.

Mental health includes our **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 choices.** Sustaining mental health requires time and effort. And like anything else, the more you invest in it, the stronger it becomes.

Why should we talk about mental health at work?

Struggling with mental health or living with a mental health issue is nothing to be ashamed of. In fact, **1 in 5 people experience a mental health concern each year,** and many people struggle with their mental health on a daily basis. By talking about mental health, we can help break down the stigma and make it easier for people to seek help and support.

How do I start the conversation?

The simple act of checking in with your coworkers can make all the difference. And, while it may seem daunting to start these conversations, it really doesn't have to be. Try these simple conversation starters while keeping the following in mind:

- Find a place and time where the person feels safe & comfortable.
- Be a good listener and encourage them to keep talking while also paying close attention to signals that they may need a break.
- Resist the urge to think about how you should respond next or offer advice.
- Show respect, compassion, and empathy for their feelings with responses like "That sounds hard to manage" or "I'm sorry things are difficult right now."

"Are you okay?"

"Do you want to take a walk?"

"Are you thinking about suicide?"

I've noticed that...

It's okay to not be okay. You're not alone, and there are resources to help.

If you or someone you know is struggling, visit

workplacementalhealth.iu.edu

Are you facing a mental health concern?
Or looking to improve your mental well-being?
Or maybe just need someone to talk to?

We've got you covered.

IU employees and family members have access to a wide variety of benefits, programs, and services to address mental health and substance use concerns, including:

- Telehealth visits with a psychologist, psychiatrist, or therapist
- SupportLinc employee assistance program
- 24-hour support line (**888-881-LINC**)
- Text therapy
- Self-guided virtual cognitive behavioral therapy
- Anonymous virtual group support
- Mindfulness, meditation, or sleep coaching
- Healthy IU workplace wellness program
- And much more!

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