

Email and Talking Points

EMAIL COMMUNICATION

SUBJECT: New behavioral health handbook for managers

PREVIEW: Important new behavioral health resources inside.

Dear {Name},

With burnout, mental health, and work-life balance at the forefront of employee concerns, addressing behavioral health in the workplace is more crucial than ever. As a manager, you have an opportunity to open the door to genuine and supportive conversations with your employees.

But it can be difficult to navigate the complex subject of behavioral health. So we're supplying you with a new handbook, "Supporting the behavioral health of your employees." This helpful guide presents new ideas for supporting your employees in an empathetic way. You'll learn:

- The OPEN mindset
- How to spot the signs of a struggling employee
- Tools and resources to provide support

Once you look through it, let me know if you have any questions. We want this to be a helpful reference for you in this important journey toward full health.

Thank you,
{Name}

MEETING TALKING POINTS

Let's pivot to something that's really important: behavioral health. When we say "behavioral health," we mean things like: stress, work/life balance, exercise, financial management, and mental health conditions (anxiety, depression, etc.). These are concerns we all face on a regular basis that can add to or detract from our health.

One in five adults experience a diagnosable mental health condition in any given year.¹ And just within the first year of the pandemic, global levels of anxiety and depression increased by 25 percent.² So, it's understandable why employees are looking for behavioral health support from their employers. That's why we're supplying you with some new resources to be able to offer that support.

Managers play a crucial role in the behavioral health of employees. Because you model what's appropriate in the workplace, you have an opportunity to create a safe environment for open dialogue with your team. We have a new managers' handbook that outlines:

- An OPEN mindset to bring to employee interactions
- How to spot the signs of someone who might be struggling
- Tools and resources available to support them

We also have some talk paths for one-on-one and group-level interactions for more specific language support. These conversations can be hard to navigate, and this tool can help lead the way.

Look over these new resources and don't hesitate to reach out to us with any questions you have. This is a really important subject, and we want to make sure everyone is as comfortable and informed as possible, so that employees can get the support they need.

¹ Center for Workplace Mental Health, American Psychiatric Association Foundation, "Investing in a Mentally Healthy Workforce Is Good for Business," 2020.

² World Health Organization (WHO), "COVID-19 Pandemic Triggers 25% Increase in Prevalence of Anxiety and Depression Worldwide," Mar. 2, 2022.