

Toolbox Talk



Building a Culture That's Smarter About Mental Health

Just as we all have physical health, we also all have mental health. In the United States, mental health conditions, such as depression, are more prevalent than most common chronic physical health conditions (Mental Health America, 2019). Luckily, like most physical health conditions, most mental health conditions are treatable.

Know the Signs

- Mental health conditions, particularly if left untreated, can have an impact on employee/worker productivity - signs include increased lateness, absenteeism and presenteeism, along with decreased productivity, often due to distractions and reduced cognitive functioning
- Workplace stress can contribute to poor health outcomes - signs include agitation and increased interpersonal conflict among coworkers, increased voluntary and involuntary attrition, and isolation from coworkers and peers
- Mental health problems can impact worker safety - signs include increased feelings of being overwhelmed, lack of self-confidence, and/or decreased problem-solving abilities

Protect Your Mental Health

Workplaces that promote the importance of safety and well-being, and encourage worker engagement and connectedness, with an emphasis on teamwork and respect for one another, create a culture in which people are more likely to reach out for help when struggling with a mental health condition.

You are not alone and should not suffer in silence. If you are struggling, there are resources in place that can provide help and support. If you or someone you know is struggling, the following resources can provide support:

- Find support for yourself and others at afsp.org/gethelp

If you or someone you know needs support now:

988 Suicide & Crisis Lifeline

Call or text 988 or chat 988lifeline.org

Veterans: Press 1

Crisis Text Line

Text TALK to 741741

Text with a trained counselor for free, 24/7

