

Emphasizing Mental Health at Work

Mental health plays a major role in how well people work. Conditions like anxiety, depression and sleep problems can affect energy, focus and mood. These issues can impact daily life more than many physical health problems. When employees struggle with their mental health, they may miss work more often or have trouble staying engaged.

Mental health affects the whole workplace. When employees feel supported, they are more productive and more satisfied with their jobs. Many workers say it is important to work for an employer that cares about their emotional well-being.

If you are looking for a new job or hoping to improve your current one, these questions can guide you.

How has the company built a supportive culture?

A healthy culture is one where people feel safe talking about their mental health. Look for workplaces that encourage open conversations, reduce stigma and support work-life balance.

Does the company offer strong mental health benefits?

Good benefits support both the employee and the employer. Ask if the health plan covers therapy, counseling or psychiatric care. These services can help employees manage stress and stay healthy.

How does the company share mental health resources?

Resources should be easy to find and easy to use. Look for employers that offer educational sessions or promote their Employee Assistance Program, or EAP. EAPs can provide short-term support during stressful times.

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92% of workers
want a job where
their mental
well-being is valued.

— American Psychological Association

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Are workplace policies and practices clear?

Clear policies help employees understand what support is available. Ask about flexible schedules, workload expectations and remote work options. These can help reduce stress and support mental health.

What efforts support a healthy work environment?

The physical workspace matters, too. Good lighting, comfortable seating and access to outdoor spaces can improve mood and focus. A healthy environment helps employees feel more balanced at work.

Does leadership support wellness?

Leaders set the tone. Pay attention to whether managers model healthy behavior, support work-life balance and take part in wellness programs. Leadership support can make a big difference in how employees feel.

#MentalHealthMatters

If you or someone you know is struggling with a mental health issue, help is out there. Contact the Mental Health America 24/7 Crisis Text Line (Text MHA to 741-741).

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