

# Understanding Mental Health at Work

In this session, you will explore how the experience of mental health, stigma, and the broader culture of work shows up within your own organization. This is an excellent starting point and an opportunity to gather many different thoughts, experiences, and perspectives at once—all while contextualizing the topic of mental health to your unique culture, people, industry, etc.

- I. Welcome**
- Introduce yourself, the group, and its goals
  - Walk through group norms; be clear about confidentiality
  - Individual introductions as needed

## II. Option A: Reading Discussion

**Reading options.** Select one of the following readings for your group to read before or during the session. Consider sharing readings you don't cover as follow-on resources.

- [\[Read\]](#) "It's a New Era for Mental Health at Work," *Harvard Business Review* (2021)
- [\[Read\]](#) "Research: People Want Their Employers to Talk About Mental Health," *Harvard Business Review* (2019)

**Discussion questions.** Pose the following questions to your group for discussion:

- What experiences did we relate to most around mental health at work?
- Are there things in the article we *don't* find true in our experiences?
- Why do we think we have this culture around mental health at work?
- What about our culture makes it hard to talk about or prioritize mental health?
- Why is it important now more than ever to prioritize mental health at work?

## Facilitation Tips

- Encourage people to think about mental health as a diverse spectrum of experiences, which can include general stress, burnout, symptoms like anxiety, or diagnosed conditions. All are valid.
- Be intentional about naming and correcting any stereotypes about mental health if it does not happen naturally in conversation (e.g., those managing mental health challenges are dangerous, less capable, or unable to change).