

THE WORKPLACE GUIDE

# How to Support Every Mental Health Journey

A practical guide for Managers, People Leaders and Mental Health Champions to initiate and strengthen meaningful Mental Health conversations

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# Mental Health Awareness Month: How to Support Every Mental Health Journey

Mental health has become a core part of workplace wellbeing, but support shouldn't be one-dimensional.

Every employee brings different experiences, stressors, identities, and needs. What feels helpful for one person may not resonate with another. For some, therapy may be the right fit. For others, coaching, guided exercises, or small daily practices may be a more accessible starting point.

This Mental Health Awareness Month, organizations have an opportunity to make support feel more relevant, approachable, and easier to access.

## This toolkit helps leaders:

- recognize that different people need different types of support
- reduce stigma by normalizing mental health conversations
- make it easier for employees to find support that fits their needs
- encourage employees to prioritize their wellbeing

## What's inside:



**Resources for awareness and engagement:** Tools to help you communicate and drive participation during MHAM



**Guidance for managers and internal influencers:** Practical support for leading conversations and reducing stigma



**Featured mental health resources:** Curated articles, webinars, and employee resources to share broadly

Organizations can help employees find support that fits their needs by making support more relevant, approachable, and accessible.



# Resources for Awareness and Engagement



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# Identifying and Supporting Internal Influencers Driving Mental Health Culture Change



Identifying and empowering internal influencers—such as managers, ERGs, mental health champions, and team leaders—is essential for creating a mentally healthy workplace. These individuals amplify mental health initiatives, encourage participation, and build a supportive, open environment. By breaking stigma and leading by example, they help cultivate a culture where employees feel safe discussing and seeking help for their mental wellbeing.

**Why It Matters:** Internal influencers help drive engagement and shape a culture of mental wellbeing.

Managers model supportive leadership. ERGs build connection. Mental health champions spark open conversations and reduce stigma.

With the right tools and visibility, these changemakers create a workplace where mental health is a shared priority.

## Key Questions to Identify Influencers

To build a supportive mental health culture, start by identifying the people already making an impact. Ask yourself:

- Are there existing groups (like ERGs or wellness champions) already engaged in wellbeing?
- What makes them effective—passion, visibility, or influence?
- Who naturally takes the lead in wellness efforts or team check-ins?
- What channels do they use to connect—internal platforms, newsletters, or team chats?
- Are they already promoting mental health resources or benefits?
- What support can Spring Health provide to help them amplify their impact?

## The First Steps to Equipping Influencers for Success

Set your internal changemakers up for success with the right tools and support:

1. Identify influencers based on engagement and leadership
2. Provide training and resources to build confidence
3. Encourage collaboration with HR and leadership
4. Recognize and support their ongoing impact
5. Empowered influencers help reduce stigma, boost engagement, and build a culture where mental wellbeing thrives.

With the right tools and support, these influencers will become the backbone of a workplace culture that prioritizes mental wellbeing—leading to higher engagement, reduced stigma, and a more resilient workforce.



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# A Guide for Managers & Leaders

## How to Have Supportive Mental Health Conversations

Creating a mentally healthy workplace starts with open, supportive conversations. Whether an employee is experiencing stress, burnout, or personal challenges, knowing how to listen, respond, and offer support can make a difference. Use this guide to build trust, provide resources, and create a safe space for employees.

### 4 Steps for a Meaningful Mental Health Conversation

#### 1. Create a Safe and Open Environment

Set the tone by ensuring the conversation is confidential & non-judgmental.

Use verbal & non-verbal cues to make the employee feel comfortable.

Examples of conversation starters:

- "How have you been feeling lately?"
- "I want to check in—how's everything going for you?"
- "Is there anything on your mind that I can help with?"

**Key Tip:** Lead with curiosity and care—your tone and body language matter as much as your words when creating a safe space.

#### 2. Show Empathy and Validate Their Experience

Employees need to feel heard and understood before solutions are discussed.

Acknowledge their emotions with reflective listening and empathetic responses.

Examples of supportive responses:

- "That sounds like it's been really challenging for you."
- "I can understand why that would feel overwhelming—thank you for sharing."
- "You're not alone in this—I'm here to support you."

**Key Tip:** Avoid saying, "I know how you feel"—instead, focus on acknowledging their experience.

#### 3. Shift Toward Solutions and Practical Support

Once the employee feels heard, collaborate on next steps without rushing to fix the problem.

Offer resources like stress management tools, workload adjustments, or mental health benefits.

Examples of conversation starters:

- "What kind of support would be most helpful for you right now?"
- "Would adjusting your workload or schedule help manage stress?"
- "There are some great resources available—would you be open to exploring them?"

**Key Tip:** Offer options, not directives, so employees feel empowered in their next steps.

#### 4. Follow Up and Provide Ongoing Support

One conversation isn't enough—ongoing support builds trust and reinforces a culture of wellbeing.

Set a clear follow-up plan and check in regularly.

Follow-Up Suggestions:

- "Let's check in next week to see how things are going."
- "You don't have to figure this out alone—let's stay connected."
- "If you ever need to talk again, I'm here to support you."

**Key Tip:** Keep follow-ups informal but consistent—this helps employees feel supported without pressure.



# Featured Mental Health Resources



# Featured Resources for Employers: Expert Guidance and Practical Support

## Webinar You Won't Want to Miss:

Many HR teams are stuck in a reactive loop: Manage the request, manage the risk, and hope the employee returns ready. But mental health leaves of absence rarely start at the moment paperwork begins.

A recent Spring Health study found that 61% of HR and benefits professionals reported an increase in mental health leaves of absence (LOAs) over the last year. In the same study, increased mental health-related disability and LOAs were cited as the #1 emerging employee mental health trend that most concerned this audience.

During Mental Health Awareness Month, we wanted to help you develop a new approach for this defining issue.

This session explores how forward-thinking employers are replacing one-size-fits-all models with differentiated, continuous, and specialty-level support that addresses risk before it becomes operational disruption.

[Register ↗](#)



Nurture your mind and fuel a mentally healthier team with the latest mental health blogs and webinars featuring industry experts, benefits leaders, and Spring Health clinicians.

### On Demand Webinars:

- [The 2026 Workplace Mental Health Report: 6 Risks HR Can't Ignore](#)
- [Why Healthcare Costs Are Rising—and What Mental Health Has to Do With It](#)

### Articles:

- [Mental Health Equity in the Workplace: 5 Proven Strategies That Drive Results](#)
- [Employee Burnout: Signs, Causes, and What HR Can Do](#)



# Featured Resources for Employees: Supporting Different Mental Health **Journeys**

Employees bring experiences beyond the workplace that can affect focus, energy, and wellbeing at work.

When organizations recognize those experiences and provide personalized support, the impact can be significant:

- Stronger resilience
- Greater trust
- Reduced stigma
- A healthier, more sustainable workforce

Throughout Mental Health Awareness Month, share these [clinical and self-guided videos](#) with your team to support a range of life experiences and make mental health support feel more relevant, approachable, and accessible.

## 1 Daily Reset: Meditation

Beginning the day with even a short mindfulness practice can:

- Lower stress levels
- Improve focus
- Reduce emotional reactivity
- Increase overall resilience

[Morning Meditation ↗](#)

## 2 Women's Health & Wellbeing

Hormonal shifts, caregiving roles, and workplace pressures can significantly impact sleep and emotional regulation

This resource shares practical ways to improve sleep consistency

[Sleep Changes & Wellbeing ↗](#)

## 3 Weight & Wellness

Mental and physical health are connected. This resource covers:

- How nutrition affects mood and energy
- Avoiding shame-based wellness approaches
- Building sustainable, balanced habits

[Fuel Your Body with Balance ↗](#)

## 4 Grief & Loss

Many people struggle with how much to share and how to navigate conversations at work.

This resource offers guidance on:

- Deciding what feels appropriate to disclose
- Setting boundaries
- Communicating needs
- Understanding that grief can resurface over time

[Talking About Your Loss ↗](#)

## 5 Family & Parenting

Balancing work responsibilities with the emotional and practical demands of raising children can lead to stress, guilt, and burnout.

This resource offers guidance on:

- Managing overwhelm in the moment
- Regulating stress responses
- Building small, sustainable coping strategies

[Cope When Parenting Feels Hard ↗](#)

## 6 Neurodiversity

Understanding how your brain works can be a meaningful step toward self-awareness and support.

This resource helps individuals:

- Recognize common signs of ADHD, autism, and other neurodivergent traits
- Reflect on personal strengths and challenges
- Consider when a professional evaluation may be helpful

[Am I Neurodivergent: Signs to Know ↗](#)



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