

# Mental Health Conversation Starters for the Workplace

Though talking about mental health can be hard, it's becoming a common conversation topic—even in the workplace. Use these tips and conversation starters to encourage open dialogue and show your team that you care about their well-being. With empathy and openness, you can help to create a work environment where individuals feel seen and supported.

## Tip 1

*Focus on observable details, avoiding opinions or judgment.*

I know your workload has been heavy lately. How are you managing your stress levels?

I've noticed a change in your behavior lately. Is everything okay? Would you like to talk about it?

I've noticed that you seem stressed lately. Is there anything I can do to support you?

## Tip 2

*Mention relevant resources to open up the dialogue.*

I read a great article about mental health and prioritizing our well-being. Would you like me to share it?

I'm hosting a mental health presentation next week. Is there anything specific you'd like to see covered?

I recently used Spring Health's Moments exercises to help me relax. Have you tried them yet?

## Tip 3

*Let curiosity start the conversation.*

I just want to check in about how you're feeling about work lately. How can I support you?

How is your work/life balance? Is there anything I can do to help you find flexibility?

I've been thinking about ways to improve well-being in the workplace. Do you have suggestions?

## Tip 4

*Show support, empathy, and genuine concern.*

I want to remind you that I'm here if you ever need to talk, whether it's work-related or personal.

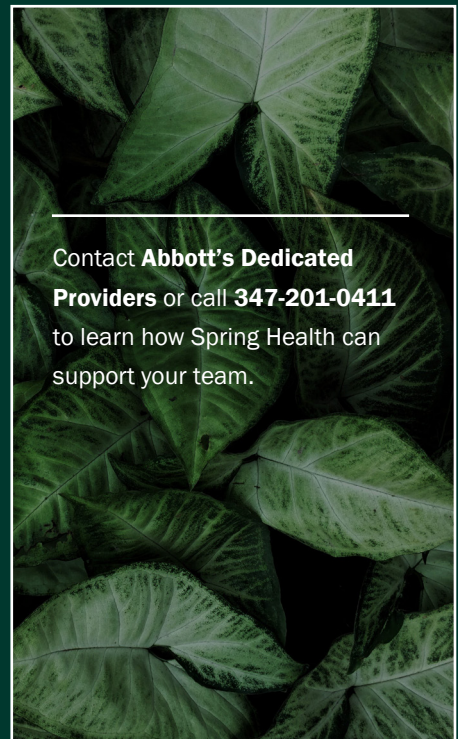
Talking about what's on my mind usually helps me feel a little better. Is there anything you want to chat about?

We all feel a bit overwhelmed right now. Do you have ways to cope? Is there anything I can do to support you?

## Tip 5

*Respect boundaries and follow their lead.*

Not everyone feels comfortable discussing mental health. It's important to let them lead the conversation at their own pace, while offering support and reassurance that it's okay to prioritize their well-being.



Contact **Abbott's Dedicated Providers** or call **347-201-0411** to learn how Spring Health can support your team.