

Mental Health tips and practices



MENTAL HEALTH



1 Why it matters

Mental health is an integral part of all our lives. It affects everything – from how we think and feel, to how we handle stress and make decisions, to our interactions with others. It's important that we prioritize taking care of our mental health just as we would taking care of our physical health. It's also important that we feel comfortable talking about mental health and mental health challenges without stigma or fear of judgement.

Positive mental health can help us:

- Realize our full potential
- Cope with the stresses of life
- Work productively and collaboratively
- Make meaningful contributions to our community
- Live a fulfilling life



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2 Self-care

Mental fitness – making mental health a daily habit

Mental fitness is a combination of activities, habits, and attitudes that contribute to overall emotional health and wellness. Just like physical fitness requires exercising to get and stay fit, mental fitness means actively doing things to manage stress and keep your emotions and mental state healthy. It's an ongoing process that involves daily practices to stay well. Both physical and mental fitness contribute to your overall well-being and the ability to navigate the complexities of life effectively.

“Exercises” to increase mental fitness:

- Practice positive thinking
- Set healthy boundaries
- Connect with others and laugh often
- Move your body
- Practice mindfulness and gratitude
- Do things that bring you joy
- Prioritize sleep
- Eat a healthy and balanced diet



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3 Care for others

Check in with your colleagues

It's important to foster an inclusive environment where we not only recognize the signs of mental distress but make people feel safe talking about it. The following steps, taken from the KP mental health training, can be used to help you support your colleagues:

- **Notice:** Take time to **notice** your co-workers and see how they're managing. Do they look and/or sound like they're doing okay?
- **Engage:** If you see a co-worker in any form of distress, use empathy and **engage** them. Ask them how they are doing and let them know you care. If you feel they aren't doing well, let them know that you are worried about them and want to help.
- **Support:** If they're open to talking, offer **support**. Listen to them and, if you feel they need help in finding a solution, encourage them to use available benefits including an Employee Assistance Program if available.



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4 Team culture

Create a team culture that supports mental health

Support mental health and wellness by making it part of your team culture. Encourage and model actions to support your health and that of your co-workers. Intentionally make mental health a priority and team norm.

5 ways to create a supportive team culture:

1. Regularly check in with co-workers.
2. Emphasize the importance of supporting one another.
3. Start off your huddles or team meetings with a one-moment meditation or a group check-in.
4. Show gratitude by recognizing your coworkers.
5. Acknowledge life events and milestones with your team.