



Preparing:

- Resources.** Is there time, budget, and bandwidth to develop, share and access the tools and programs you need to be successful?
- Buy-In.** Are senior leaders and managers advocating for the initiative? Does the team who will be responsible for implementing see value in the strategy?
- Safety.** Do employees feel safe and comfortable talking about mental health and providing input into the strategy?

Implementing:

- Integration.** Is the initiative accessible throughout the organization and within existing programs? What would a new employee joining the organization think about your commitment to mental health?
- Inclusivity.** Is the initiative inclusive and equally accessible to different identities and communities within your workplace?
- Consistency.** Is the initiative proactive? Does it address the daily experience of employees?

Scaling and Evaluating:

- Building Awareness.** Are employees aware of the initiative? Is it effective? What would a new employee joining your organization think? Is mental health front and center?
- Reinforcement.** Are there policies or systems set up to ensure the initiative's success?
- Assessment.** Are there measures in place to track the progress of the initiative?

Leaders have a responsibility and an opportunity to work toward creating workplaces where mental health is a priority. Doing so will empower employees to seek help when they need it and support them in reaching their full potential. INDEAL Cares is your partner, and a resource to ensure all health – including mental health – is a priority for the industry. We're committed to continuing to build and share evidence on 'what works,' in terms of wellness strategies – and to ongoing support of the development and evaluation of workplace interventions that will allow employees to live their best lives at work.

To learn more, download our Living Well at Work Series here:
<https://www.indealcares.com/living-well-at-work-guide>