

Modern Health for Managers & HR Leaders

As a manager, it may be beneficial to lead conversations about the importance of mental health with your team. It can be challenging to know if someone is experiencing mental illness, how to approach a team member, and how to be supportive. Normalizing the topic of mental health can help create a psychologically safe team environment for you and your team so if a team member needs or seeks help, you can be a resource.

Here are some tips to lead the conversation

Take the Lead by Being Vulnerable

- Normalize mental health when you discuss it--we all have mental health, we just may have different needs at different times
- Share your own journey with mental health
- Even if you haven't faced significant challenges with your mental health, emphasize why you think mental health is important to prioritize

Encourage Conversation About Mental Health

- Give team members the space to share their mental health journey, if they are comfortable
- Ask your team to share resources they've found helpful
- Consider making mental health check-ins part of regular one-on-one meetings

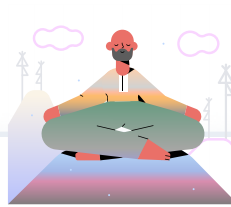
Here are some resources that can help

Modern Health combines technology and human touch to guide individuals to the right level of care at the right time. Each employee has access to a full spectrum of support to meet their unique needs.



Get One-on-One Support

Modern Health can match you with [a coach or therapist](#), who can develop your management skills and guide you in creating psychologically safe team environment.



Community Sessions

Join an upcoming [Circle](#), our provider-led group sessions, on topics like Mental Health and Managers to learn how to recognize signs of mental issues in your team.



Management Kit

This [digital program](#) helps guide through topics like active listening, preventing burnout in a team, and creating psychological safety.



Modern Health is your mental wellness benefit.

Access to personalized 1:1, group, and self-serve resources for your wellbeing, so that you can be the best version of yourself — at home, at work, and in your relationships. Scan this QR to get started. Or visit my.modernhealth.com.



How and when to refer to Modern Health

If you are worried about a team member and notice they might benefit from additional resources, or if they come to you looking for support, here are a few suggestions that may help.

This is provided for general guidance only and does not replace professional or medical advice. Each individual should be making their own decisions about how to proceed in the described scenarios.

	SITUATION	EXAMPLE	RESPONSE
LEVEL 4	Team member is on the verge of causing harm to self or others	"I don't think I can stop myself from hurting myself."	Call 988 (National Suicide Prevention Hotline). If outside of the U.S., access the International Emergency & Suicide Hotlines
LEVEL 3	Team member is expressing thoughts of self-harm or suicide	"I feel like everyone would be better off without me."	Direct team member to Modern Health and proactively encourage them to call 988 (National Suicide Prevention Hotline)
LEVEL 2	Team member comes to you with lower level distress	"I'm feeling really anxious about work."	Have a conversation and refer them to Modern Health for coaching or therapy
LEVEL 1	You notice a change in team member's behavior	Team member has stopped speaking up in meetings	Proactively have a conversation with your team member & refer them to Modern Health for coaching or therapy



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International Emergency & Suicide Hotlines

Country or Region	Local Emergency Hotline	Suicide Hotline
Australia	000	131114
Canada	911	1 (833) 456-4566
China	110	800-810-1117
Finland	112	010 195 202
France	112	0145394000
Germany	112	08001810771
India	112	8888817666
Ireland	112	+4408457909090
Israel	100	1201
Japan	110	810352869090
Romania	112	0800 801200
Singapore	999	1 800 2214444
South Korea	112	(02) 7158600
Spain	112	914590050
Sweden	112	46317112400
Switzerland	112	143
United Kingdom	112	08457909090
United States	911	(800) 273-8255



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