



## Talking About Mental Health at Work

Managers and colleagues play essential roles supporting each other, promoting access to mental health support, and creating psychologically safe workplaces.

**If you want to start a conversation about mental health at work, here are some tips to get started:**

- Start with curiosity and compassion
- Inquire about how people are feeling and listen actively
- Use supportive language and maintain a positive outlook
- Share mental health resources and encourage people to seek help

**Keep these best practices in mind:**

- Check your biases and assumptions about someone's state of being
- Ask open-ended questions without judgement
- Relate by sharing individual challenges to build trust
- Acknowledge different experiences and needs among people with different identities
- Practice reflexive listening and validate what you hear

**Remember you are not a therapist: do not diagnose or label the person!**

Find the complete list of mental health services available while New Yorkers stay home to stop the spread of the coronavirus at [nyc.gov/thrivenyc](https://nyc.gov/thrivenyc)

