

Mental Health & Safety

For many years, discussing mental health at work or in other public settings was taboo. Fortunately, the stigma around talking about mental health is changing, and we are working to make these conversations as routine as our morning stretch and flex.

It is important to treat mental health the same way we treat physical health. We do not blame individuals for becoming ill, and we should show the same understanding to those who are struggling with mental health challenges. People struggling with mental health are not weak and should not feel ashamed for feeling hopeless. We can support them by showing that they are important and valued.

Two mental health conditions most frequently seen in the workplace are depression and anxiety. Coworkers affected by these conditions may exhibit:

- difficulty focusing
- slower reaction times
- impaired decision-making

Out of concern for their safety and the safety of your crew, connecting them with help supports the well-being of the entire company.

Checking in with your crew to let them know you care demonstrates respect and concern for their well-being. Taking the time to listen and showing patience can go a long way in helping people feel respected and supported. Our leadership encourages employees to care for one another.

Mental health is a personal, family, community, and social issue. That is why attention to mental health is an important part of a strong company culture.

How to check in and support employees struggling with mental health:

Pay attention & Speak Up: “I noticed you seem upset lately, and I wanted to check in and ask are you doing okay”

Be there: Let them know you care and that you are there to support them.

Help them connect:

- Connect them with a Marek HR/Benefits team member who can offer guidance
- Connect them with a crisis line for resources.
- Connect them with a family member or friend who can offer support

Follow up:

- Check in to see how they are doing.
- Be available to listen.
- Offer ongoing support.