

Mental Health Matters For Your Employees

As a business owner and leader, taking the mental health of your employees seriously and understanding how it can impact their work is essential. In fact, one in five adults experience a mental health condition annually¹. It isn't just an accommodation — it's a necessary part of supporting their overall well-being.

Recognize the Signs

Being able to recognize the signs of mental health issues is important. Mood and behavior changes, decreased productivity, increased absences, lack of interest in tasks, exhaustion, and increased use of substances can be indicators that your employees may be struggling². Having a pulse on your workplace culture and your employee's mental well-being can help ensure that they are well enough to excel at their jobs.

Supporting Your Employees' Mental Health

Developing a positive work culture, providing [training and education](#), and offering resources and support can make a big difference for your employees. It can also lead to improved work performance and safer, more productive workplaces. Consider these strategies to start managing mental health at your business³:

- Train managers and supervisors to recognize the signs and symptoms of stress and poor mental health in employees.
- Hold training seminars and provide materials to address stress management techniques.
- Model healthy behaviors, encourage work-life balance, and offer situational flexibility.
- Foster open communication to encourage safe, healthy discussions.
- Offer health insurance and access to Employee Assistance Programs (EAPs).
- Give employees the opportunity to connect with mental health resources, programs, and self-assessment tools.

Reach out to your Federated Insurance® [marketing representative](#) for information on partner risk management resources on this important topic.

1. U.S. Department of Labor. "Checklist for Mentally Healthy Workplaces." <https://www.dol.gov/general/mental-health-at-work#what-can-i-do-to-help>. Accessed April 17, 2026.
2. Mayo Clinic. Mental illness. <https://www.mayoclinic.org/diseases-conditions/mental-illness/symptoms-causes/syc-20374968>. Accessed April 17, 2026.
3. CDC. Mental Health. Providing Support for Worker Mental Health. <https://www.cdc.gov/mental-health/caring/providing-support-for-workers-and-professionals.html>. Accessed April 17, 2026.

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