



Session Objectives

Join the ranks of more than 115 Bell Seal-certified employers that exceed workplace mental health expectations:

- Learn about MHA's Bell Seal program, including the criteria, application process, and program benefits
- Hear how recipients contribute to worker mental health and well-being
- Review resources on how to support your workers' well-being and prepare for the application

Mental Health America



Screening is a tool you can use as you work on your mental health.

Visit mhascreening.org to check your symptoms. It's free, confidential, and anonymous.



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FAST FACT

PROCESSING BIG CHANGES

Adults who avoid problems struggle more with depression later on than those who actively approach problems with coping strategies.



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Q1) Why does worker mental health and well-being matter to you?

Positive Worker Mental Health is a Workplace Imperative, Not a Perk

DEPRESSION AND ANXIETY DISORDERS COST THE U.S. ECONOMY \$200 BILLION IN LOST PRODUCTIVITY ANNUALLY.⁵

Employers that prioritize mental health can see the positive impact it has on employee retention, engagement, and health care costs. For every one dollar invested into scaled-up treatment for common mental disorders, there is a four-dollar return on investment in improved health and productivity.⁶

Neither reactive policy nor an organization-first approach completely protects the organization or its workforce for the long term. MHA aims to shift the paradigm by focusing on workplace policies, practices, and programs rooted in prevention and early intervention and holistically supports workers' mental health and well-being.

Millennials (35%) and Generation Z (5%) comprise 40% of the U.S. workforce.⁷ Research shows that both generations are more accepting and outspoken about mental health and illness in the workplace.⁸ As workforce values shift, employers must adapt to build an engaged workforce and remain competitive in their industry.

Bell Seal for Workplace Mental Health



MHA's national certification program to recognize and elevate employers committed to creating mentally healthy workplaces

Apply at: www.mhanational.org/bestemployers



Bell Seal Program Pillars

Unmatched Expertise

The Bell Seal is a rigorous certification from the leading mental health advocacy organization in the U.S.

Distinct Standard of Excellence

The Bell Seal requires more thorough assessment because the recognition should carry genuine meaning for employers and employees alike.

Recognition that Resonates

External validation with Bell Seal recognition lets your employees and prospective employees know that culture and employee experience are more than a talking point for your organization.

Collaborative Process

We built Bell Seal to help organizations infuse a mental health mindset into every facet of their operation.

Bell Seal Levels of Recognition



BRONZE



SILVER



GOLD



PLATINUM

- Pre-Assessment: Bell Seal For Workplace Mental Health
- Bell Seal 2022 Brief: 92 Employers Leading the Workplace Mental Health Movement

Supportive Workplace Culture

Does the employer engage in the following activities? Please check all that apply.

- Conduct a survey that evaluates employee mental health and well-being
- Implement or change a policy or practice as a direct result of employee feedback
- Have a designated team or individual that addresses workplace mental health with leadership support
- Have a strategy to address employee mental health or improve workplace culture
- Provide mental health information during new hire orientation or onboarding
- Provide mental health training
- Have a strategy that promotes fair and effective management practices
- Encourage employees to provide feedback to managers
- Encourage employees to request specific support needs from managers
- Allow employees to negotiate aspects of their position
- Provide employees with professional growth opportunities

Benefits that Support Mental Health

Does the employer engage in the following activities? Please check all that apply.

- Offer high-quality health insurance that covers mental health and substance use services
- Offer health insurance options for employees' families
- Request data from health care provider to ensure mental health and substance use care adequacy
- Offer an employee assistance program
- Offer 25+ days of paid time off per year and encourage its use
- Offer paid family leave
- Offer short-term disability insurance
- Offer long-term disability insurance
- Offer benefits to part-time employees or contractors

Compliance & Holistic Wellness

Does the employer engage in the following activities? Please check all that apply.

- Consider diversity, equity, and inclusion as part of its mental health strategy
- Have an organizational leader openly identify or talk about living with a mental health or substance use condition
- Educate and train employees about their rights under the Americans with Disabilities Act and the Family and Medical Leave Act
- Have a return-to-work procedure for employees who take leave for a mental health or substance use condition
- Have a clear, accessible procedure for employees to report unfair or unsafe practices

- Offer additional resources that support life outside of work
- Offer employees remote work options or flexible work arrangements
- Offer a physical health program

**Q2) Which area(s) does
your organization do well?**

Application Process

- Submit an employer information form (available online at <https://bit.ly/EmployerInfoForm>)
- Prepare and submit your application online
 - 58 Total Questions - Yes/No, Open-ended
 - No documentation needed
- Application costs range from \$99 to \$299 depending on the size of the employer
- The submission deadline is **March 31, 2023, at 11:59 PM ET**
- Schedule a 30-minute virtual meeting to review results and next steps
- The full list of 2022-23 Bell Seal Recipients will be announced and published in **early June**.

Program Benefits

Employers with Bell Seal certification, at their discretion, receive:

- Recognition via logo inclusion on MHA's Bell Seal website
- Recognition on MHA's social media and national newsletter
- Recognition during MHA's Annual Conference in June
- Access to the Bell Seal Recipient Promotion Toolkit (with information and practical resources to share their award with their networks)
- Publication of 2022-23 Recipients and Program Benchmarking Outcomes in June
- Access to the quarterly Workplace Wellness Newsletter
- Opportunities to collaborate with MHA on projects that promote Bell Seal recipients' achievements, such as:
 - Panel discussion invitations
 - Virtual or in-person speaking engagements
 - Resource or blog spotlights

Annual MHA Conference in June

MHA would like to honor and acknowledge the 92 organizations that received MHA's 2021-22 Bell Seal for Workplace Mental Health, an annual certification program that evaluates and awards an employer's commitment to creating a mentally healthy workplace.

This year's Bell Seal recipients lead the movement for better employee mental health and serve as models to aspiring employers when compassion and empathy are needed most in the workplace.

~Schroeder Stribling, CEO, MHA National

Congratulations to MHA's 2021-22 Bell Seal Recipients

Bell Seal Recipient Workplace Practices

MHA identified the six most common policy and program change areas that have proven effective based on employees' direct feedback:

1. Increased or improved mental health benefits and additional resource support
2. Evaluated compensation equity and role structure
3. Implemented permanent flexible work schedules and enhanced leave policies
4. Encouraged employee resilience and provided mental health education
5. Suggested balanced approaches to daily interactions and scheduled meetings
6. Maintained connection and mitigated social isolation among colleagues

See examples at:

www.mhanational.org/bell-seal/recipients

Q3) Which area(s) are potential growth opportunities for your organization?

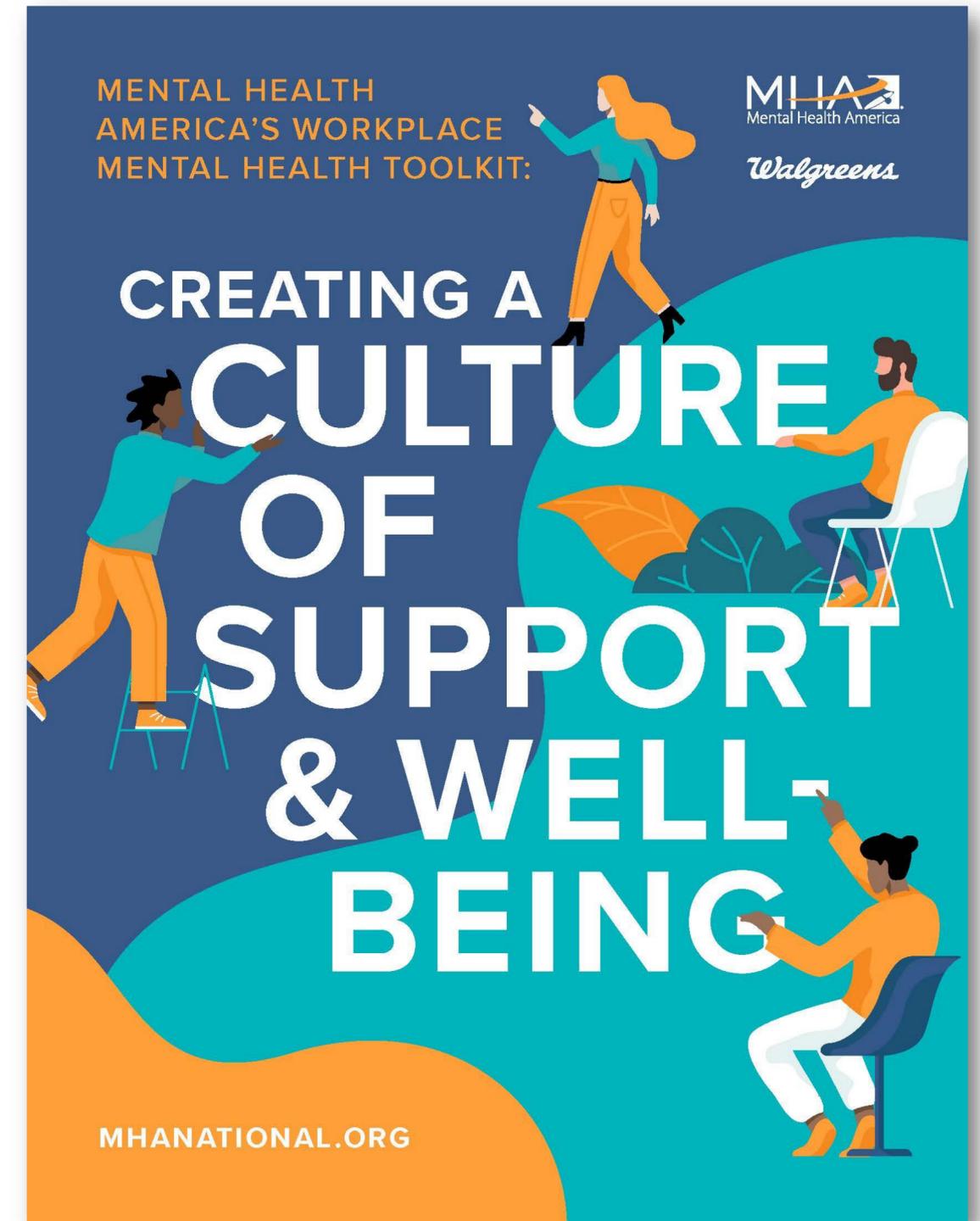
Workplace Mental Health Toolkit: Creating a Culture of Support & Well-being

Provides free, practical resources for employers, HR professionals, people leaders, and workers:

- Supportive workplace culture
- Benefits & resources that support workers
- Additional workplace mental health resources
- Employer case studies

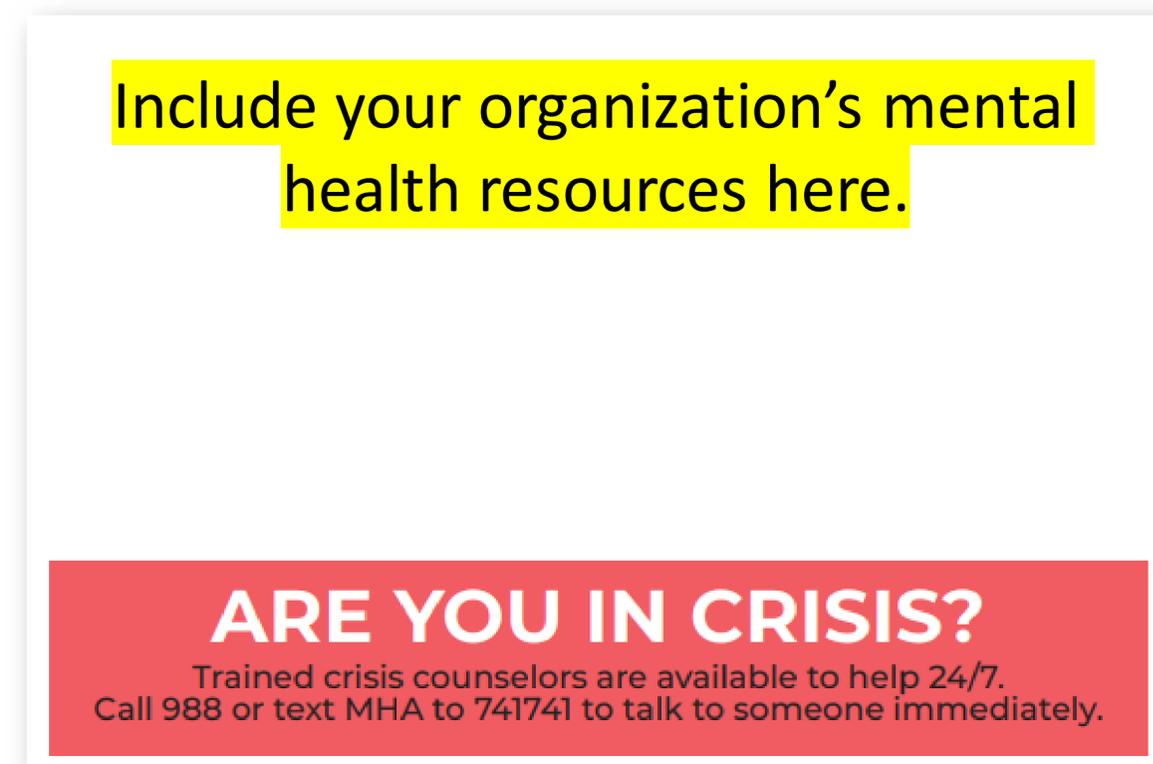
Download toolkit at:

www.mhanational.org/workplace/toolkit



Promote Mental Health in the Workplace

- Building the Case for Workplace Mental Health
- 2023 National Mental Health Observances
- 12 Tips for Planning a Wellness Event
- Spread Mental Health Awareness Among Employees
- Poster with Screening URL Link & QR Code (Printable 11x17 Poster)
- Postcard with Screening URL Link & QR Code (Printable 4x6 Postcard)



Providing and Educating Employees About Benefits

- 19 Questions to Ask Your Benefits Broker and EAP
- Introducing Mental Health During New Hire Orientation
- Educate Employees About Benefits that Support Mental Health (Internal Email Template)
- Encourage Employees to Take Time Off (Internal Email Template)
- Workplace Mental Health Solutions for Small Employers

19 QUESTIONS TO ASK YOUR BENEFITS BROKER AND EAP

According to a 2019 brief, more than half of people living in the U.S. under age 65 – about 158 million people – get their health insurance through an employer.¹ For workers and families who rely on employer-sponsored health care, the employer should ensure that their employees receive adequate care and other benefits. Here are 19 questions you should be asking your insurance provider, benefits broker, third party administrator (TPA), or Employee Assistance Program (EAP):

INSURANCE PROVIDER OR BENEFITS BROKER

1. Do our health plans have the same benefits and coverage limits for physical and mental health conditions?
2. What is the percentage of behavioral health providers that are in-network and currently accepting new patients for the health insurance plans we offer?
3. For the health insurance plans we offer, do you provide a comprehensive and user-friendly online behavioral health directory with a selection tool to help users access specific services?
4. Can you provide us with an up-to-date, accurate, and complete provider directory of mental health professionals who are accepting new patients?
5. Do our health plans cover a variety of mental health services, including home-based services or different types of outpatient care – for example, peer services?
6. Do our health plans cover effective prescription medications for mental health conditions at a level that encourages appropriate regular use?
7. Do our health plans encourage mental health and stress management through a comprehensive wellness and health promotions program?

EAP PROVIDER

14. How can your program be an extension of our workplace culture rather than a separate entity?
15. How can we work together to promote and educate our employees about the services you offer?
16. Can you describe the experience of an employee who first interacts with your services until they no longer need them?

1. Bureau, US Census. "Health Insurance Coverage in the United States: 2019" Census.gov, 8 Oct. 2021. <https://www.census.gov/library/publications/2020/demo/hes-21.html>.

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Additional Workplace Resources

MENTAL HEALTH TRAINING RESOURCES

This list of trusted partners and resources was developed to help employers identify the appropriate in-person, virtual, recorded, or self-guided mental health training for their workforce.

Active Minds: *Active Minds @Work* offers simple and actionable tools for the next generation of employees and employers to improve mental health culture in high-performing environments.

American Psychiatric Association Foundation's (APAF) Center for Workplace Mental Health: APAF's Center for Workplace Mental Health offers *Notice, Talk, Act at Work*, an e-learning training module that supports leaders and managers to understand the impact of mental health on employees and the organization, notice the signs of potential mental health concerns, and be better equipped to act by connecting a person with services and supports.

Evolving Minds: Evolving Minds' *Connected Cultures* eight-week training program for nonprofit organizations teaches employees how to apply their workplace model, practice resilience skills, and engage in small and large group discussions to build a work culture of care.

LessLonely.com: LessLonely is the world's first resource to help lessen loneliness and strengthen connections at work. With a Team Connection Assessment, live workshops for leaders, online courses, consulting services, and science-based connection technology, LessLonely helps build more belonging-based workplaces. With 300+ clients and 50,000+ users, LessLonely is trusted by the world's leading organizations to improve mental health by making people feel fully seen.

Mental Health America webinars: Mental Health America offers bi-weekly webinars covering various mental health topics. The presentations offer important information and practical tips on navigating different life stressors, building resiliency, and implementing new well-being programs. Here are three recorded webinars to help you get started:

- [Lessening Loneliness and Boosting Belonging in the Workplace](#)
- [Mental Health for Remote Workers – Supporting Employees and One Another](#)
- [Shaping the Future of Work: Enhancing Mental Health in the Workplace](#)

National Council for Mental Wellbeing: The National Council's *Mental Health First Aid at Work* training program teaches participants how to notice and support individuals experiencing a mental health or substance use concern or crisis in a work environment and connect them with the appropriate employee and community resources.

Minding Your Mind: Minding Your Mind offers *Improving Wellness in the Workplace*, a 90-minute workshop designed to educate adults on basic mental health issues and how they impact daily life in the workplace, at home, and during interactions with others. The instructional piece supports hands-on learning exercises that guide communication techniques when discussing mental health issues and positive coping skills that can alleviate stress in any situation.

Shatterproof: Shatterproof's *Just Five* program is an online, self-paced, mobile enabled program focusing on increasing awareness, reducing stigma, and sharing information about addiction prevention and treatment. *Just Five* includes six five-minute learning experiences. Lessons combine animated and expert videos, interactive learning, and supplemental materials.

Society for Human Resource Management (SHRM) Foundation and Psych Hub: The SHRM Foundation and Psych Hub offer a *Workplace Mental Health Ally Certificate* that equips HR professionals and people managers to understand critical mental health topics and identify appropriate approaches to help.

University of Colorado's Center for Health, Work & Environment: In this free, 30-minute *Mental Health in the Workplace online training course*, participants will learn the importance of prioritizing and addressing workplace mental health. The course offers research-based outcomes, video testimonials, and interactive activities to better understand how individuals can play an active role in supporting the mental health and well-being of working people.



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ADDITIONAL MHA RESOURCES

Employee Support Guide

MHA with MHA of Greater Dallas created a [downloadable guide](#) to help employers address the mental health needs of employees as they transition back into the workplace after the COVID-19 pandemic.

In the Open Podcast

MHA's weekly *In the Open* podcast features MHA's America Paredes and Theresa Nguyen, who answer questions and discuss various mental health topics. The conversations are easily accessible to people just beginning to learn about their mental health. The *In the Open* podcast is available on [PodBean](#), [Apple Podcasts](#), [Google Podcasts](#), and [Spotify](#). Check out these workplace-specific episodes:

- [How Do I Find Balance in My Life?](#)
- [Dealing with Mental Health at Work](#)

Mental Health Education

MHA's Mental Health Month toolkits include fact sheets organizations can print out for distribution to employees, activities for staff, and self-help worksheets for people to do on their own to build skills. New toolkits are released each April in preparation for Mental Health Month in May.

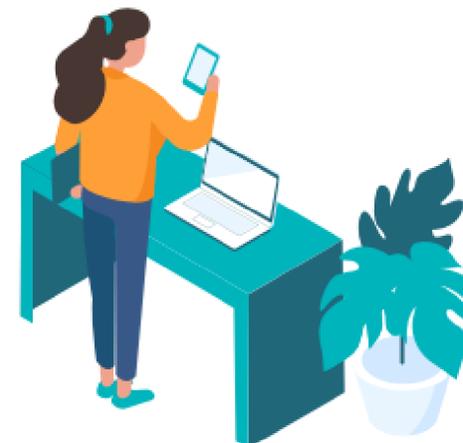
- [Back to Basics \(2022\)](#): The Back-to-Basics toolkit provides foundational knowledge about mental health, common conditions, and what people can do if their mental health is a cause for concern.
- [Tools 2 Thrive \(2021\)](#): The Tools 2 Thrive toolkit provides practical tools everyone can use to improve their mental health and resiliency regardless of their situation.

Mental Health Screening Tools

MHA provides free, anonymous, online [screenings for common mental health conditions](#). Screening tools are scientifically validated and the most commonly used screens in primary care. After screening, people have access to education, DIY tools, treatment information, linkage to services, or ways to connect to others anonymously online.

MHA Affiliates

MHA has over 200 affiliates in 42 states, 6,500 affiliate staff, and over 10,000 volunteers that bring direct services and advocacy to communities around the country. Find your local affiliate [here](#).



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ADDITIONAL PARTNER AND COLLABORATOR RESOURCES

This resource guide was developed to help employers offer their employees the appropriate mental health, substance use, and other resources. The resources below come from MHA's network of trusted partners and supporters, and these topics are included in the guide:

1. Suicide and Crisis Prevention Information
2. Mental Health and Substance Use Assistance
3. Workplace Mental Health Resources
4. Caregiver Resources
5. Child and Adolescent Mental Health
6. Chronic Disease Resources
7. Consumer and Recovery Support
8. Disorder and Issue Specific Resources
9. General Assistance
10. Military and Veteran Assistance
11. Spanish and Other Language Assistance

Suicide and Crisis Prevention Information

If you or a coworker is in crisis, please call or text a resource below, call 911, or go to an emergency room immediately.

988 Suicide & Crisis Lifeline: The Lifeline provides free and confidential emotional support to people in suicidal crisis or emotional distress 24/7. Services are available for:

- For deaf and hard of hearing individuals: TTY users, use your preferred relay service or dial 711 then 988.
- Chat [988lifeline.org](#).
- Veterans: Call 988 then press 1 to reach the Veterans Crisis Line (VCL). The VCL is also available via [chat](#) and text to 838255.

Crisis Text Line: Text MHA to 741-741 to text with a trained Crisis Counselor for free, anonymous, 24/7 support.

Warmline.org: Warmlines are staffed by trained peers who have been through their mental health struggles and know what it's like to need someone to talk to.

Mental Health and Substance Use Assistance

SAMHSA Behavioral Health Treatment Services Locator: SAMHSA's Behavioral Health Treatment Services Locator is a confidential and anonymous source of information for persons seeking treatment facilities in the United States or U.S. Territories for substance use and mental health concerns.

Psychology Today Therapist Finder: Psychology Today has an extensive database of therapists where you can filter search results based on therapist gender, accepted insurance, types of therapy, and more.

wikiHow: wikiHow is an online community with an extensive database of how-to guides. Check out their course, created in collaboration with MHA: [Boost Your Well-Being: wikiHow's Healthy Mind Masterclass](#)



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Contact Us



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Apply for Bell Seal at:

www.mhanational.org/bestemployers

Download toolkit at:

www.mhanational.org/workplace/toolkit