

WORKPLACE WELLNESS

First things first: Make sure that your job is a **good fit** for you **mentally and emotionally!** If you have any questions or concerns, you can always reach out to the HR department at your workplace, or consult your **health care provider** or a **mental health professional**.



Support

Have a work toolkit

Identify ways to promote mental wellness given the limitations of your **work setting**.

For inspiration: www.DBSAlliance.org/Toolkit

Know your rights

Ask for '**reasonable accommodation**.' Most of these are free, i.e. breaks and private rooms.

(This requires self-advocacy.)

ADA information: <https://adata.org/factsheet/health>

Have a network

Identify **allies** in the office, like coworkers or supervisors, who can offer support.

Reminders:

It's okay to say no.
Ask for help - be specific.
You are entitled to your privacy!

Resources

DBSA and YAC websites: DBSAlliance.org

For more information check out our podcasts and Q&A.

Time to Change's Mental Health in the Workplace

Educating offices and committing to promoting mental health.

Employee Assistance Program (EAP)

Most offer free and confidential assessments, short-term counseling, referrals, and services.

Boundaries

Self-Disclosure

This is entirely your decision. Weigh the pros and cons and ensure you feel safe and comfortable.

Work/Life Balance

Figure out what works for you **daily**.

Examples:

Take mid-day breaks.

Find out if your job allows flexible hours.

Get exercise and sun exposure.

Taking Time Off

You may be allowed to take time off

Make sure to learn and understand your options for short-term disability and FMLA.

'Mental Health Days'

'Mental Health Days' are okay, and you can call in nonspecific 'sick days.'

Long Term

For long term time off, get a note from your care provider. They don't need to disclose a diagnosis for the absence!

"You don't need permission from a supervisor or HR to use an EAP (Employee Assistance Program). They are there to help you.

-Polly Drew, psychotherapist