Employee Wellness Toolkit | June 2025  
**Kaiser Plan Members**

**EMAIL ARTICLE**

*Use this copy to create an email or article to include in your regular employee newsletter*

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**Mental Health Awareness**

May was Mental Health Awareness Month, a reminder that mental health is essential for your overall well-being. While mental health struggles can affect anyone, men sometimes face unique barriers in seeking help due to societal expectations. Openly addressing mental health can foster resilience, emotional intelligence, and healthier relationships.

Here are some strategies to promote mental health awareness and encourage open conversations:

* **Acknowledge the challenge.** Everyone’s mental health struggles are different. Cultural norms and expectations can make it harder for us to discuss our struggles openly. By normalizing and accepting vulnerability, we can show that it’s okay to ask for support.
* **Challenge stigmas.** Stigma often stems from misunderstanding. Sharing information about mental health conditions and treatment options can help dispel myths. This is especially important in male-dominated spaces, where acknowledging feelings might be seen as a weakness. Education fosters empathy and understanding.
* **Encourage open conversations.** One of the most powerful ways to reduce stigma is to talk about mental health openly. Whether it’s sharing personal experiences or simply asking someone how they’re doing, small conversations can make a big difference. Creating supportive environments helps individuals feel safe expressing their feelings.
* **Help people find their voice.** We may hesitate to discuss our emotions due to fear of judgment. Encouraging diverse forms of expression, such as writing, physical activity, or other creative outlets, can help. Support groups and peer networks also offer spaces where we can share experiences without fear.
* **Focus on practical coping strategies.** Coping skills like grounding techniques, mindfulness practices, and setting boundaries are valuable tools for everyone. For those who may not feel comfortable discussing their feelings directly, these strategies can be a way to manage stress and build emotional resilience.
* **Be compassionate.** It’s essential to approach mental health topics with empathy. Whether someone chooses to open up or not, letting them know that support is available without pressure can make a huge difference.

Taking steps to understand and talk about mental health openly helps reduce stigma and empowers individuals to seek the help they need. By focusing on inclusivity and offering practical strategies, we can create a healthier, more supportive community for everyone.

**RESOURCES FROM BHS (enter BHT in employer ID to read)**

[Turning Awareness into Action During Mental Health Awareness Month](https://cdn.behavioralhealthsystems.com/wp-content/uploads/20250501104054/BHS-ASSIST-Newsletter-May-2025-1.pdf)

[Embracing Gratitude-Fueled Self-Care](https://cdn.behavioralhealthsystems.com/wp-content/uploads/20250501104054/BHS-ASSIST-Newsletter-May-2025-1.pdf)

**WEBINAR FROM BHT**

[Keys to Professionalism: Business Etiquette & Cultural Sensitivity in the Workplace](https://seattlemetrochamber.zoom.us/webinar/register/WN_dTzfluzNRGSCAs1yPt9OAw#/registration)

**ALWAYS THERE FOR YOU** | Your Mental & Behavioral Health Benefits

Don’t know where to start? **Call Behavioral Health Systems at 888-720-5237** to talk with a trained counselor 24/7, 7 days a week, 365 days a year. Here’s what you need to access the other resources available to you:

* **Kaiser Permanente**: Monday through Friday, 8 a.m. to 5 p.m., call [1-888-287-2680](tel:+1-888-287-2680) to be matched with a mental health specialist in your area or help you find addiction treatment. For help after hours, call t [1-800-297-6877](tel:+1-800-297-6877).
* **Calm App:** The number one app for sleep and meditation – designed to help lower stress, anxiety, and more. [Sign in to kp.org to get started.](https://healthy.kaiserpermanente.org/washington/front-door)
* **Headspace Care (formerly called Ginger):** Text one-on-one with an emotional support coach anytime, anywhere. Support is just a text message away. [Sign in to kp.org to get started.](https://healthy.kaiserpermanente.org/washington/front-door)

**SLACK OR TEXT MESSAGE**

*Use this copy to send a group message to your team through Slack, text, or other messaging platform*

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