

Mental Health Module

Mental health influences an individual's production and interaction within the workplace. The Workplace Mental Health Module helps your organization assess its existing mental health supports and provides recommendations to meet the needs of your employees.

What It Is

Our module includes a survey, toolkit, customized recommendations, and advising sessions aimed at using evidence-based practices to improve employee mental health.

[Get Started](#)



What Is Included

Survey

The Mental Health Survey is a tool you can use to gain a better understanding of how your organization supports employee mental health. The survey helps you assess your organization's existing mental health benefits, programs, and policies and inform initiatives. The survey includes questions that cover four benchmarks:

- **Workplace Culture:** Do leaders raise awareness about mental health? What resources and policies does your organization dedicate to mental health?
- **Employee Benefits:** Does your benefit package address employee mental health? What are your paid

leave policies?

- **Training and Education:** Do you provide leaders, managers, and employees with the knowledge and skills they need to understand mental health issues?
- **Equity and Accessibility:** How fair and inclusive are your policies, programs, practices, and benefits?

Report Card & Advising

The Report Card is generated when you submit your survey and instantly displays survey results with easy-to-understand graphics. It provides targeted recommendations to advance your workplace mental health initiative. After you complete the survey, you will be paired with one of our expert advisors who will walk you through your survey results and collaborate with you to build a mental health roadmap for your organization.

Toolkit

Our online [mental health resource center](#) includes evidence-based resources, guides, and sample policies proven to support employees with different needs. Learn how to implement new programs at your workplace and improve mental health outcomes.



How It Works

Plus and Premium Plan members can take the module at any time from their dashboards. To take the module:

1. **Get started** as a Plus or Premium Plan member
2. Login to Your Dashboard
3. Select Take the Mental Health Module under the Modules section of Your Dashboard

[Get Started](#)

Our Partners

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The Center for Health, Work & Environment launches new module for employers to make real change

The online module is designed for employers wanting to raise awareness and improve the mental health of their employees

UNIVERSITY OF COLORADO ANSCHUTZ MEDICAL CAMPUS

Science Business Announcement

The Center for Health, Work & Environment (CHWE) at the Colorado School of Public Health has partnered with the University of Colorado Helen and Arthur E. Johnson Depression Center to develop and launch the Workplace Mental Health Module, an online toolkit designed for employers wanting to raise awareness and improve the mental health of their employees.

COVID-19 has significantly impacted workers and the business community. Employees and business owners have experienced tremendous stress due to shutdowns, school closures, financial losses and family illness. Almost half of Americans are suffering from mental health issues due to the pandemic.

The University of Colorado has remained dedicated to supporting mental health initiatives throughout its centers. Out of an understanding that workers need robust mental health support now more than ever, the University of Colorado Anschutz Medical Campus Chancellor's Office formally supported this initiative.

"At the CU Anschutz Medical Campus, escalating our work in mental health and wellness is among our top priorities, and that includes finding innovative ways to promote mental health among our own faculty, staff and students," said Chancellor Donald M. Elliman. "This new module serves as a valuable tool for employers seeking to take tangible steps toward addressing mental health in the workplace, and at a particularly critical time."

"Even pre-pandemic, our Center was hearing from employers across Colorado and nationally that employee mental health was their number one priority," says Lili Tenney, DrPH, associate director for outreach and practice at CHWE. "Over the past year, mental health has become a public health crisis and we will continue through our work and collaborations to provide employers with the best resources to address it."

The Workplace Mental Health Module was created as a direct response to this need, heightened by COVID-19, to better support mental health in workplaces. Rooted in the framework of Total Worker Health®, and the understanding that employers have an immense opportunity to impact the mental health of their employees, the module begins with a self-assessment survey. The survey helps organizations evaluate the management and workplace strategies they have in place to address mental health issues such as depression, anxiety, and substance use.

After completing the survey, organizations receive instant feedback with evidence-based recommendations on ways their company can enhance its current programs and policies. Participants receive one-on-one advising to set goals and determine the steps to make real change in their workplace. The toolkit also includes an online training and a resource guide.

"We wanted to create a tool that was approachable and practical for all organizations, regardless of industry or size," says David Shapiro, program manager for Health Links, CHWE's employer advising program that distributes the module. "We believe the module will be a welcome help for employers and their health and safety champions looking to improve their workplace culture now and through whatever the future brings."

"Through this partnership, we have been able to apply what we as behavioral health experts know to be most important for supporting employee mental health," says Matt MishKind, PhD, deputy director for the Johnson Depression Center. "This new toolkit is the first or next step for organizations to ensure they are helping individuals that are struggling."

Mental Health of America was an early partner who reviewed the module survey and has endorsed the toolkit's credibility to address workplace mental health issues. "We applaud Health Links and its Workplace Mental Health Module for taking a holistic approach to employee health," says Taylor Adams, director of workplace mental health at Mental Health America. "As more and more organizations begin to think about their workplace mental health strategy, we need tools like this in place to measure the efficacy of that strategy and refine policies accordingly."

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The Workplace Mental Health Module can be found at <http://www.healthlinkscertified.org/what-we-do/modules/mental-health>.

This initiative was also supported by the Grant or Cooperative Agreement Number, U19OH011227, funded by the Centers for Disease Control and Prevention.

About the Center for Health, Work & Environment

The Center for Health, Work & Environment at the Colorado School of Public Health is one of six Centers of Excellence for Total Worker Health® and houses the Mountain & Plains Education and Research Center, one of 18 centers of its kind supported by the National Institute for Occupational Safety and Health (NIOSH). Main offices for the Center are located at the University of Colorado Anschutz Medical Campus in Aurora, Colorado. The Center team works with faculty, students, and community partners on numerous projects in occupational and environmental health, safety, and well-being.

About the Helen and Arthur E. Johnson Depression Center

The mission of the Helen and Arthur E. Johnson Depression Center (JDC) is to improve the lives of people with depression, bipolar, anxiety, and related disorders through clinical excellence, innovative care models, community engagement, research, and workforce development. (<http://www.coloradodepressioncenter.org>).

The three primary goals of the JDC are to: 1) Promote mental health as key to healthy living for all Coloradans, 2) Develop, provide, and disseminate effective care for people with depression and bipolar disorder, and 3) Eliminate barriers to quality care and healthy communities.

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