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## QUICK TIPS FOR

# Initiating Conversations about Your Mental Health in the Workplace

**45% of Gen Z workers report feeling depressed or anxious at least a few times per week**, according to The Hartford's 2024 Future of Benefits Study. Workplaces are an important access point for mental health support for many employees. Understanding your options and how to seek support is key to centering your well-being at work.



To access our complete guide on navigating mental health conversations in the workplace, visit our website:  
**[causeandcareer.org](https://causeandcareer.org)**

◆ **Acknowledge your courage for looking for mental health support at work.**

Appreciate yourself for taking action to prioritize your well-being and health.

◆ **Decide what is necessary to disclose to obtain the support you need for your mental health.**

Determine the critical pieces of personal information to share and feel comfortable with choosing not to disclose certain information.

◆ **Schedule a time to meet.**

For informal conversations, consider meeting for coffee or over lunch. Discuss this topic during 1:1 meetings with your manager.

◆ **Document any decisions.**

Be sure there's a record of any decision, such as an email or printed memo.

◆ **Recognize that obtaining the support you need may take a series of conversations.**

It may take time to find the best solutions, accommodations, and supports. Be prepared to have a few different conversations to explore your options, discuss updates, and make adjustments to support provided.

◆ **Follow up with support contacts or resources.**

Lean on co-workers who have been trained on mental health conversations. Look for mental health events and resources at work.



You've got this.  
[causeandcareer.org](https://causeandcareer.org)