

Behavioral Health Program Support for Organizations

In today's workplace, it's critical for organization's to build a systemic and scalable behavioral health program that serves the evolving needs of employees.

Our goal is to help you establish a foundation for your program that not only addresses your employee's current behavioral health needs, but also creates a safe, sustainable environment for your teams in the future. Our approach starts with a **Behavioral Health Program Readiness Assessment** and is often combined with our **Understanding Mental Health Employee Training** series.

Our Readiness Assessment

This one-to-two month process starts with understanding your organization's culture, your strategic goals, the foundational resources that are already in place, and your employee's current experience with mental health resources. We'll combine these learnings with our clinical and industry expertise to present an impactful plan that builds or evolves your current program.



Readiness Assessment Project Includes*

- **An Organizational Health Assessment**, which provides a short survey that is intended to check in on employee engagement, productivity, and alignment with company goals; evaluate leadership readiness in times of cultural change; and gauge employee and leadership knowledge about mental health.
- **Executive interviews** with key C-level team members, Safety, HR, Jobsite Leaders, etc.
- **MindWise-Facilitated Focus Groups** with key groups of employees
- **An In-Depth Analysis** of available resources and benefits, policies, and procedures, past crisis responses, market assessments, and resource availability, and more.

At the completion of the project, MindWise will provide your organization with a 12-18 month project roadmap, an executive summary and presentation, and an overview of suggested resources and tools to further support your program.

Understanding Mental Health in the Workplace Training

As we work together to complete your readiness assessment, we also recommend providing your employees and leadership team with a foundational education of behavioral health. 'Understanding Mental Health in the Workplace' is an interactive course that level-sets your employee's understanding of behavioral health, and how it shows up in the workplace.

In this 2-hour training, we cover:

- What is behavioral health, and what can contribute to our 'mental health' over time
- Dispel stigmas and assumptions often carried with mental health and substance misuse
- The true scope and impact of mental health in our everyday lives
- Examples of how common mental health struggles can 'show up' in the workplace
- How to support help-seeking behavior through a framework of support and action

After this session, your employees will have an introductory, factual understanding of common mental health concerns, and an initial framework of how to approach or respond to conversations of mental health that support help-seeking behavior.

*Includes, but is not limited to.