

# MENTAL HEALTH IN YOUR WORKPLACE SCORECARD

A study from the Mental Health in the Workplace Summit found that mental illness is the leading cause of disability for U.S. adults ages 15 to 44 and that more workdays are lost to mental health-related absenteeism than any other injury or illness. That's why it's so important that your organization creates a culture that supports employees' mental health. Use this scorecard to evaluate how supportive of employee mental health your organization is.

**INSTRUCTIONS:** Begin by answering the questions below. Each response will be given a numerical value depending on the answer. After completing the questions, total your score using the scale at the bottom of the page.

- **YES:** 0 points      - **NO:** 2 points      - **UNSURE:** 2 points

QUESTION	YES	NO	UNSURE	SCORE
1. Does your organization offer benefits that include coverage for mental health services?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
2. Does your organization have a standardized procedure for addressing mental health concerns?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
3. Are your managers trained in recognizing the signs and symptoms of mental health issues?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
4. Does your organization provide resources for employees to learn about mental health?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
5. Does your organization encourage employees to speak up if they're struggling?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
6. Do you offer an employee assistance program?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
7. Does your organization promote the importance of mental health?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
8. Do you offer general workplace stress mitigation tips?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
9. Do you regularly check in with employees about the mental health resources you provide?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
10. Do you regularly communicate the mental health initiatives you provide to employees?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
<b>TOTAL SCORE:</b>				

**Low risk.** Contact NEMR Total HR to confirm: 0-6

**Moderate risk.** Contact NEMR Total HR today: 7-13

**High risk.** Contact NEMR Total HR today: 14-20

