



29 Activities to Boost Mental Well-being in Your Company

Simple steps to improve your team's mental health.



- ✓ **Happier employees.**
- ✓ **Higher productivity.**
- ✓ **Fewer sick days.**
- ✓ **Lower turnover.**

Sounds good, doesn't it? The great news is that these goals can all be achieved through initiatives that promote mental health. While this might initially seem like a daunting task, the journey can start small. Many of these activities can be implemented today—whether you're a team leader or an HR manager.

Remember: no two companies are the same, so what works for one may not work for another. The key is to start somewhere.

We've compiled 29 activities for improving mental well-being, grouped into three levels

Level 1

Minimal effort, no investments required

Level 2

Low effort, small investments

Level 3

Targeted investments for sustainable strategies

Choose activities that align best with your company's culture, and you'll be well on your way to attracting top talent and retaining satisfied employees.

Even small actions can yield quick results. Of course, we've also included activities that are part of a long-term strategy (see Level 3).



With Level 1, you can start immediately, no prep required. Level 2 needs some groundwork, and Level 3 involves targeted investments to build a sustainable, mentally healthy workplace.

Level 1: 11 Activities Requiring Minimal Effort

**Perfect for starting
right away.**

1. Outdoor Meetings

Hold meetings outdoors when the weather permits, organize a picnic lunch, or take a short team walk instead of sitting in a conference room.

2. Meeting-Free Days

Dedicate one day a week to being meeting-free so employees can focus fully on their work. If that's too ambitious, start with half a day.

3. Monday Morning Motivation

Kickstart Mondays with a relaxed ritual—like a group coffee or tea session, or a short mindfulness exercise—to keep the Monday blues at bay.

4. Lunch Break Rule

Notice employees spending lunch breaks in meeting rooms? Implement a rule: no meetings between 12 and 1 PM.



5. Quote of the Day

Pick a weekday to share a motivational quote with your team (there's no shortage of options online!).

6. Normalize Mental Health

Break the stigma by sharing helpful resources or putting up posters about mental health. The more visible the topic, the more it encourages conversation.

7. Self-Care Check-ins

Ask your colleagues if they've done something for themselves today. Simple prompts like "What made you smile today?" can make a difference.

8. Stress Self-Test

Share a link to a trusted stress self-assessment tool. Combine this with tips and resources for stress management.

9. Well-Being Gifting

Organize a gift exchange where everyone contributes a small item (under \$5) that promotes well-being.

10. Daily Humor

Laughter is powerful. Share a joke or meme in your team's Slack channel to lighten the mood.

11. Better Sleep Tips

Share practical tips for better sleep after work hours. Rested employees are healthier and more productive.



Level 2: 11 Activities Requiring Low Effort



Small preparations can have a big impact.

12. Motivational Postcards

Create postcards with positive affirmations like “Great job!” or “You’re amazing!” to hand out or send digitally.

13. Wellness Gifts

Instead of the usual branded pens or mugs, consider wellness-themed gifts like stress balls or mindfulness cards.

14. Gratitude Wall

Set up a board where employees can anonymously post “Thank you” notes to their colleagues. This can also be done digitally.

15. Step Challenge

Organize a friendly competition to see which team can log the most steps in a day. It promotes physical and mental health.

16. Pet Day

Allow employees to bring their pets to work for a day. Pets can reduce stress and foster camaraderie.

17. Stress-Reduction Workshop

Invite a workplace psychologist to host a session on stress management. A casual breakfast Q&A could also work.

18. Art Day

Provide art supplies like canvases and paints for employees to de-stress through creativity. Display the resulting artwork in the office.

19. Team Cooking

Organize a team cooking event where everyone contributes. It’s fun and builds camaraderie.

20. Gardening Day

Start a small company garden that teams can care for together. Include regular harvest days.

21. Try a New Sport

Offer trial classes for activities like yoga or boxing. Bring in professionals for in-office sessions.

22. Chocolate Day

Treat your team to chocolate—especially dark chocolate, which has proven stress-relieving benefits.

Level 3: 7 Activities Requiring Targeted Investments

Impactful building blocks for long-term strategies.

23. Coaching Sessions

Offer one-on-one coaching for employees, particularly for new leaders or teams experiencing challenges.

24. Mindfulness Apps

Provide access to meditation and mindfulness apps with corporate plans.

25. Mental Health Campaigns

Launch a company-wide campaign to destigmatize mental health. Pair it with resources and activities like workshops.

26. Wellness Days

Host wellness events with yoga, meditation, and massages (free or discounted).

27. In-House Psychologists

Hire or contract psychologists to provide employees with confidential mental health support.



28. Mental Health Days

Offer additional leave days dedicated to mental health. Companies like HubSpot and SAP are leading the way here.

29. All-in-One Platforms

Invest in a platform like Nilo, which offers employees access to counseling, workshops, expert webinars, and personalized resources.



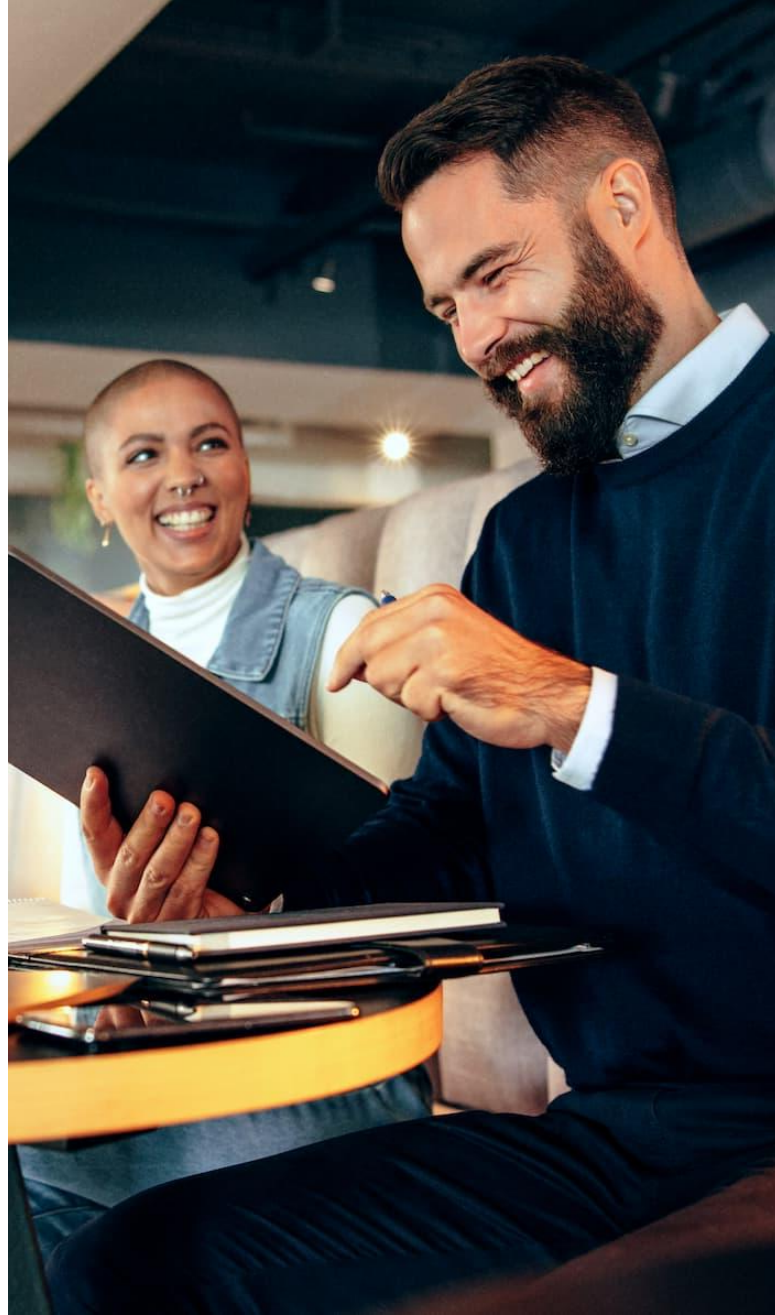
Investing in Mental Health Pays Off

Ready to start? Choose an activity and test how your team responds. Engage employees by asking for their input and preferences. Together, you can build a long-term mental health strategy.

The benefits are clear: studies show that for every \$1 you invest in mental health, you'll gain a \$4 return.

Empower Your Team with nilo

nilo offers your team easy access to mental health support: 1-1 sessions with psychologists, self-guided exercises and tools, group formats and workshops to strengthen your team and your corporate culture.



Would you like more ideas to improve wellbeing in your company?

[Then let's talk!](#)