



The HR Guide to Preventative Mental Health Support

An apple a day keeps the doctor away... but what about mental health?

Preventative mental health support makes a huge impact. While using nilo for preventative support, our users found that...



50%

said their mood improved

44%

said their motivation improved

41%

said their stress levels improved

And of course, this makes a huge difference for the workplace. By implementing preventative mental health support, you'll see big changes.

- You solve problems **before they build to a boiling point** — instead of responding to crisis.
- **Your team is resilient and stronger:** ready to face whatever issues come their way.
- You'll **decrease sick days** and **increase engagement** in your team.
- You keep **stress levels low and avoid burnout.**
- You **increase employee engagement** and **decrease turnover.**

So **how** do you do it?

Read on for our three-step guide to implementing preventative mental health support in your company!

Step One

Individual Support

Step Two

HRSupport

Step Three

Company-Wide Support



Step One

Individual Support

The great thing about preventative mental health support is how empowering it is. In fact, your colleagues can train their own resilience, just like a muscle! Here are some actions you can encourage to make that muscle as strong as it can be...

Prioritize resilience

The quality that helps people bounce back from setbacks or issues. Talk openly about resilience and find individual ways to strengthen it.

Resilient employees are twice as motivated and productive.

Boost healthy habits

by encouraging wellness, nutritious eating, regular exercise, good sleep hygiene and more. Share resources, consider group activities and make sure your cupboards are stocked with healthy snacks!

Healthy habits can cut the risk of depression by half.

Set boundaries to protect individual mental health

Some employees, like new parents, might appreciate the chance to work in the evenings; others need to know that they won't be punished for leaving emails unread or unanswered after working hours. Work with your team to set up a structure that works for them and the company.

71% of employees report more innovation within flexible work structures.

Encourage mental health treatment

in all its forms, from therapy to journaling, from meditation to self-guided exercises. (Hint: You can find all of these in nilo's platform!)

Poor mental health costs a company on average €2000 per employee per year.

Step Two

HR Support

As a HR leader, you're crucial for team well-being and mental health. Here are some ways that you personally can make a difference and offer preventative mental health support in your company.

Evaluate your existing feedback system

do employees feel safe giving feedback? Do you act upon their feedback? Are there more rigorous or compelling ways you could gather and report feedback?

80% of employees who say they have received meaningful feedback in the past week are fully engaged at work.

Promote thoughtful, flexible policies that support everyone.

Then make sure that everyone understands the rules.

Google found that listing rules like 'it's okay to switch your camera off during meetings' or 'you can always ask your manager to solve a problem' helped new hires increase their productivity by 2% – or about \$400 million a year!

Support your leadership team

offering training and special sessions to build psychologically safe management.

86% of employees say that empathetic leadership boosts morale.

Maintain awareness of mental health support

at a company level, including regular sessions reminding people of their support options and support onboarding for new hires.

89% of workers at companies that support well-being initiatives are more likely to recommend their company as a good place to work.

Step Three

Company-Wide Support

Some elements of preventative mental health support should be company-wide. For when the team work really does make the dream work, here are the strategies that could make a difference in your company.

Build a psychologically safe company culture

where it's okay to make mistakes and deliver feedback.

Psychological safety at work drives more employee engagement and improves the speed and quality of decisions.

Destigmatize mental health

by encouraging open conversation and acknowledging mental health issues in your training and onboarding processes.

75% of employees believe there is stigma against mental health in their workplace.

Implement structures

like transparent hierarchies and clear expectations, so employees don't struggle in the dark or feel overwhelming stress.

Workplace stress leads to a 50% increase in turnover.

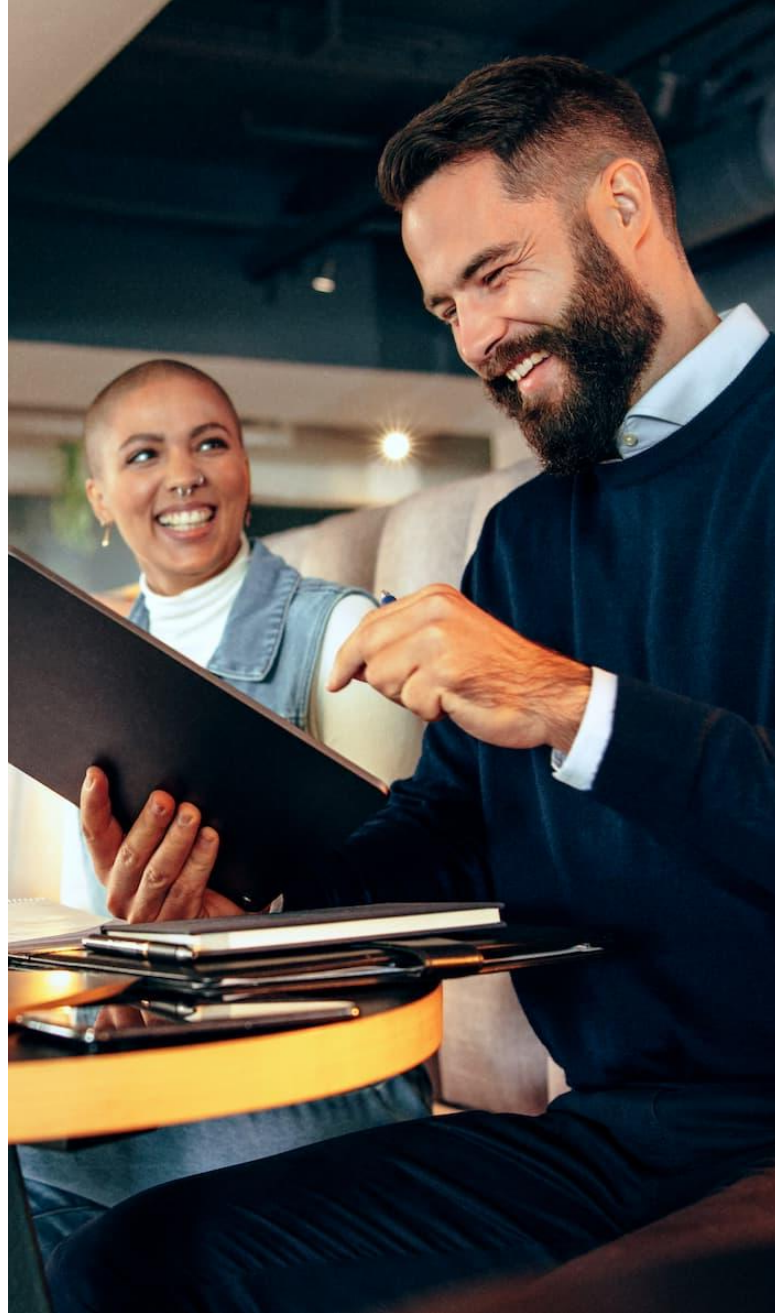
Offer company-wide mental health support

with a tool like nilo.

85% of users use nilo.health for preventative reasons — and it works. 71% of users struggling with stress improve after using nilo.health, and nilo also decreases depression, anxiety and more.

Support your employees with the leading platform for workplace mental health

nilo provides easy access to mental health support: 1-on-1 sessions with psychologists, self-guided exercises and tools, group formats, and workshops to strengthen your team's well-being and your company culture.



Would you like to learn more about how to improve well-being in your company?

[Let's talk!](#)