Mental Health Culture Shift Checklist

SEE. SUPPORT. STRENGTHEN

Use this quick guide to assess and strengthen your team's mental health culture.

LEADERSHIP & LANGUAGE

- ☐ I regularly talk about mental health as part of leadership priorities.

- ☐ I model healthy boundaries (e.g., taking breaks, honoring time off).

- ☐ I avoid phrases like "just push through" and replace them with "take a moment if needed".

COMMUNICATION & VISIBILITY

- ☐ Mental health resources (EAP, hotlines, local care options) are easy to find.

- ☐ Our team knows where and how to access support.

- ☐ I share these resources proactively, not just during crises.

TEAM PRACTICES & POLICIES

- ☐ We encourage breaks and mental health days without guilt.

- ☐ We do not celebrate overwork or burnout as a badge of honor.

- ☐ We check in with people who seem withdrawn, irritable, or unusually quiet.

CULTURE REVIEW

- ☐ Our work culture supports emotional safety and openness.

- ☐ We have a plan to support someone in distress or emotional crisis

- ☐ Team members know who to go to if they need help

> *You are not just capable. You are called. And your mindset is the gatekeeper to your calling.*
>
> — **Deborah Stallings, MA, SHRM-SCP**