

Leader Tips

Leaders' Role in Promoting Good Mental Health

Stress, life challenges, and even mental health conditions are very common. In fact, it is estimated that as many as 75% of us will experience a mental health condition at some point in our lives. When we struggle, it can impact our lives at home and at work. It may not seem obvious that leaders have a role to play, but leaders can have a large impact on the mental health and overall well-being of our employees.

Here are some tips for leaders on helping lower the risk of mental health problems, identifying struggling employees, and helping them access the available support.

1. **Recognize** that we all have mental health. Sometimes our mental health is good. But sometimes, any of us can struggle.
2. **Champion** the importance of good health. Encourage and role-model work-life balance, healthy lifestyles, and good stress management.
3. **Stay optimistic** and encouraging during challenging times. Encourage employees to practice resilience behaviors.
4. **Stay connected.** Be open and authentic in your communication. Build relationships, trust, and a positive culture so you are recognized as a supportive, nonjudgmental source of help.
5. **Stay focused on the behaviors** of your team members, particularly if there are changes. Recognize the signs of a struggling employee.
6. **Intervene at the earliest signs.** Identifying when an employee is struggling early can help lead to a resolution and prevent the problem from worsening.
7. **Be a great listener.** Even asking the simple question, "Are you ok?" can open a conversation that allows you to help. Then, just listen. Show empathy and demonstrate your genuine interest in the employee's well-being.
8. **Know your resources.** We all have ways we cope with difficult times. Caterpillar's global Employee Assistance Program (EAP) is not just a benefit for employees—it is a tool for leaders to help employees be at their best. Make referrals early and often. **You can find more information and global access numbers at [CaterpillarEAP.com](https://www.caterpillar.com/eap).**

For confidential support, free of charge, contact Caterpillar's **Employee Assistance Program (EAP)**:

📞 **1-309-820-3604**

📞 **1-866-228-0565**

🌐 **EAP.cat.com**

🌐 **CaterpillarEAP.com**
For global access numbers by country

