**Required distribution: Second Topic under the “Building a Stronger You” Mental Health Campaign Released: Building Relationships.**

July 14, 2020

**To:** HR & Communication Professionals  
**From:** Total Rewards  
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The second topic under **“Building a Stronger You”** Mental Health Campaign is “**Building Relationships**” a fundamental part of our total health, and our ability to manage through life’s challenges. When our relationships are healthy and productive, we are more effective at home, at work, and in our communities. When our relationships are problematic or we are socially isolated, we can be less productive and experience more mental and physical health problems. Research shows that we don’t need a large collection of social connections. But to gain the protective benefits we need a few trusted healthy relationships in our lives.

Under this TOPIC, we will discuss three key elements of healthy relationships:

* Building Trust, Active Listening, and Empathy
* Difficult Conversations
* Conflict Resolution

There are no easy answers and no single pathway to ensure our relationships are healthy and happy. But this information is designed to address some key elements in building relationships and some of the challenges that get in our way.

**About Mental Health Campaign:**

To help support mental wellbeing of our employees, the Total Health team launched a 6-month **“Building a Stronger You”** Mental Health Campaignthat aims to increase visibility, knowledge, and utilization of relevant benefits, while strengthening employee engagement and enhancing Caterpillar’s reputation for caring about these “real-life” issues. Unique mental health topics and resources for leaders and employees will be released bi-weekly.

**Resources:**

**Leader resources:** While all attachments are relevant to leaders as well, we created a few good tips on building healthy relationships. They can either print the material and put it on their desk or you can share these with the leaders via leader newsletter or any other communication medium. We will leave the decision to the communicators.

**Employee resources:** These and many more resources are available on our [TotalHealth.cat.com](https://totalhealth.cat.com/en.html) website. The content presented in the attachment is easily accessible to all employees and is self-explanatory. For any translations, we encourage local teams to lead the effort and translate the information in their preferred language.

**EAP:** Caterpillar’s Global Employee Assistance Program (EAP) is a free, confident resource for all full and part-time Caterpillar employees and their immediately family members. Through information, counseling and referrals for resources the EAP offers support for many personal concerns, including **building and sustaining health relationships**. The EAP is available globally and more information can be found at [EAP.cat.com.](https://totalhealth.cat.com/en/eap.html)  Global access numbers, and more information on healthy relationships can be found at CaterpillarEAP.com.

**Attachments:**

**Digital Signs:** PPT to be attached

**Leader Resources:**

* Useful tips for leaders to build healthy relationships and teams. (Can be printed as posters)

**Employee Resources:**

* Useful tips for employees to build Trust, Active Listening, Empathy (Can be printed as posters or shared as PDFs in employee newsletter)

Difficult Conversations

* Difficult Conversations Handout
* Difficult Conversations Employee Presentation
* Practical Guide to Tackling Difficult Conversations

Conflict Resolutions:

* Conflict Resolution Strategies
* Understanding Conflict
* Learning to Forgive

We will also be having a team’s live meeting with Dr. Pompe in near future on this topic, During the session, we will cover some more content and will also have a few self-assessment exercises. We will share the meeting invite and details very soon. Stay tuned.

Archive categories: Health and Well-being

Key words: Total Health, Mental Health, EAP, Employee Assistance Program, wellness, well-being

Security: All Toolkit Users