

Building a Well Workplace



nami
CHICAGO

Mental health
advocacy, education
and support.

WHAT IS WELLNESS?

Wellness is the active pursuit to understand and fulfill your individual human needs, which allows you to reach a state where you are flourishing and able to realize your full potential in all aspects of life. Every person has wellness aspirations. Wellness requires investing in what humans are motivated by and what they truly need.

WHY IS WORKPLACE WELLNESS IMPORTANT?

There has never been a better or more important time to invest in building a mental health-friendly workplace. NAMI Chicago can provide a framework with clear explanations and actionable steps to build toward a well workplace and improve your workplace mental health approach. When a workplace fosters an environment of care and support for the overall wellness and mental health of its employees, the impacts can be significant. Not just for the employees' wellness but also for the health of the team and the success of the company. Increasingly, employees are looking for cultures that value safety and wellness as opposed to work experiences that center around productivity.

As an employer, you can do for mental health what you do for physical health: provide employees with comprehensive mental healthcare, mental health resources, and a supportive work environment free of mental health hazards (just as you provide them a workplace free of physical hazards). We can provide you the guidance for you to create and maintain a caring culture that attracts and retains talented individuals to your organization and leads to better outcomes overall for both your employees and the company. All of an individual's efforts to foster their own mental health will only do so much if the systems around them are working against their mental health. As an employer, you are responsible for one of the systems that will have the greatest impact on an employee's mental health.

Contact

For more information, please contact:

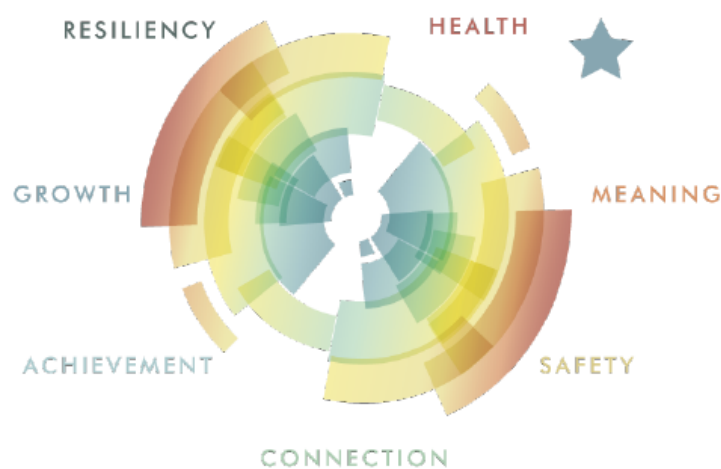
Bridget Hannon Schuda, Chief Growth Officer, bridget@namichicago.org

SCOPE OF WORK

NAMI Chicago has a variety of mental health and wellness opportunities for you to engage with and choose from. NAMI Chicago will work with you to determine what programs would be most impactful for your team. The following are supports that NAMI Chicago offers:

Workforce Wellness Consulting: NAMI Chicago can work with your organization to support the creation of a workforce wellness strategy for your organization. Before you can design your workplace wellness and mental health strategies, you need to understand what employees and leadership on all levels already know, how they feel, and what they feel they need in terms of support or education. NAMI Chicago can help you understand all of these components in order to create the best plan to serve your employees -- including reviewing benefits and policies to ensure adequate wellness resources.

The Wellness Council of America's Definition of Wellness highlights supporting employees in fulfilling their needs in seven areas.



1. HEALTH

Beyond the absence of mental and physical illness, health is a feeling of strength and energy from your body and mind.

2. MEANING

Feeling part of something bigger than yourself. Knowing that your work matters. Having purpose in your life.

3. SAFETY

Knowing that you are safe from physical and psychological harm at work. Feeling secure enough to take calculated risks and show vulnerability. Free of concern about meeting basic life needs.

4. CONNECTION

Experiencing positive, trusting relationships with others. Feeling a sense of belonging, acceptance, and support.

5. ACHIEVEMENT

Feeling you have the support, resources, and autonomy to achieve your goals. Succeeding at meeting your individual goals and work aspirations.

6. GROWTH

Feeling like you are progressing in your career. Learning and being challenged to use and expand on your strengths.

7. RESILIENCY

Viewing life with optimism. Feeling grateful and expressing appreciation. Feeling validated and encouraged.

Training & Education: It is important to ensure that employees receive consistent messaging throughout the organization. Education combined with open and honest dialogue is a great place to start. Below is our current menu of options. Each training is catered to the organizations need and additional creation of curriculum is available if needed.

MENTAL HEALTH & WELLNESS TRAININGS

for your group, school, businesses, and organizations



The NAMI Chicago Training & Education department delivers quality and knowledge-enhancing mental health training and education to reduce stigma, increase awareness of mental health, shift the perspectives of training participants, and provide hope for those whose lives are affected by mental health. For a full menu of trainings with detailed descriptions, please scan the QR Code (<https://www.namichicago.org/request-a-training>)



Workplace Wellness - dive into wellness at work, & identify ways to be supportive when a colleague is struggling.



Navigating Transitions - discover ways to advocate for needs during transitions & ways to empower colleagues & leaders to support mental health.



Mental Health Awareness - gain a foundation of knowledge on wellness, & explore ways to support yourself & others.



How to Have a Conversation About Suicide - a comprehensive approach to suicide response, focusing on how to intervene & provide support.



Bridges of Hope - learn mental health warning signs & ways for faith communities to create an open, welcoming culture around mental health.



Supporting Youth Mental Health - learn to spot the signs that a young person may need support with their mental health & how to help them.



Inspirational Leadership - learn how to identify the warning signs that someone is struggling, and strategies for supporting employees.



Exposure to Trauma & Building Resilience - learn how to support yourself & your peers, and learn to create a space to develop intentional wellness.



NAMI Chicago Helpline
833-NAMI-CHI (833-626-4244)



Learn more about us:
[namichicago.org](https://www.namichicago.org)



Peer Leadership Consulting: Peer support happens all the time, in all walks of life. The Peer Support model in Mental Health Wellness is rooted in the experiences of people's relationships that develop naturally. While living and working together, people get to know each other and find that in being together and sharing, they develop a powerful support for facing life's challenges.

The NAMI Chicago Peer Leadership training is an opportunity for people with lived experience who want to gain knowledge and skills to provide help and wellness to others seeking recovery, experiencing mental health crises, or seeking connection.

The goal of this training is to prepare individuals to be able to provide person centered recovery through one-on-one peer support.

Additionally, **NAMI Chicago's Helpline** is available 7 days a week as well as many **support groups**. These are offered to all free of charge.

NEXT STEPS TO BUILDING A WELL WORKPLACE

NAMI Chicago will help guide you through a very overwhelming process of finding a place of purpose and wellness for your staff. We cater to the culture and needs of the organization and have provided successful support to corporations, nonprofits, government agencies, academic institutions, Churches, etc.

Consulting fees and services are dependent on the size and scale of your organization. Please reach out to Bridget at bridget@namichicago.org to set up your initial consultation.