



HERO FORUM²⁰²³

Doing Well by Doing Good:
How Responsible Organizations are
Addressing Societal Challenges

N=1: Developing a Workforce Mental Health Strategy That Fits Your Organization

David Ballard, PsyD, MBA, Health Enhancement Research Organization; Krystal Sexton, PhD, Shell

The COVID-19 pandemic put a bright spotlight on workforce mental health. Today, it is common to hear employers voice their commitment to the psychological well-being of workers and to see leaders pledging to make it a priority. New guidelines and standards have also emerged over the last few years, designed to help employers deliver on those promises. Despite the available guidance, challenges remain in translating these resources into practice and tailoring efforts to meet the unique needs of an organization and its workforce. As a result, few employers have a concrete strategy, and implementation of comprehensive, evidence-based workforce mental health efforts still lags far behind physical health and wellness practices in most organizations. This session will provide a brief overview of guidance from the International Organization for Standardization, the World Health Organization, and the U.S. Surgeon General's Office and then focus on practical ways employers can improve their efforts regardless of whether they are just starting out or looking to strengthen a well-established program. By reviewing best practices, hearing case examples from organizations that have achieved success, and discussing how to apply the lessons learned in their own organizations, participants will be better positioned to develop a workforce mental health strategy that gets results.

Learning Objectives

After completing this session, participants will be able to:

1. Describe key actions that can drive improvement in workforce mental health.
2. List three resources for guidance on mental health at work.
3. Identify next steps for applying best practices in their own organizations.

1 CEU (ADV)

View Slides

[Take Session Survey](#)