

Mental Health and Wellbeing Culture Cheat Sheet for HR

Leadership & Commitment

- Leadership visibly supports mental health initiatives:** Leaders actively promote mental health programs.
- Mental health policies are integrated** into the company mission, core values and policies.
- Budget and resources allocated** for mental health programs.



Mental Health Programs & Services

- Tailored mental health support for all employees, incl 1:1 coaching and therapy:** Employees have anonymous access to tailored mental health services.
- Regular mental health workshops** and training conducted.
- Crisis management protocols in place** for supporting employees during crises.

Communication & Education

- Regular check-ins between managers and employees** to discuss their wellbeing.
- Open communication channels** for discussing mental health are available.
- Self-learning materials on mental health** are accessible to employees.

Workplace Environment

- Safe and ergonomic physical workspace** to prevent physical strain and discomfort.
- Employees feel safe** to share their thoughts and concerns without negative consequences.



Work-Life Balance

- Flexible working hours offered** to better manage personal responsibilities.
- Remote work options are available** to reduce commute stress and improve work-life balance.
- Leave policies support mental health needs**, such as mental health days.

Culture & Community

- Culture of inclusivity and diversity** promoted.
- Peer support programs** are established to provide mutual support among employees.
- Employees are regularly **acknowledged and rewarded** for their achievements.



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Measurement & Feedback

- Anonymised insights into employee mental wellbeing in place** to identify trends and take appropriate actions to improve mental wellbeing.
- Feedback and survey results are used** to enhance mental health programs.

Legal & Ethical Considerations

- Confidentiality of mental health information** ensured
- Compliance with legal requirements** maintained

Policy & Responsibility

- Mental wellbeing policy** is documented and accessible.
- Responsibilities for mental health activities** distributed amongst HR people



Additional Comments



Siffi offers quick and simple access to high-quality mental health and coaching services. That means one-click access to counselors, psychologists, and coaches. We take the user through a simple two-step process that ensures that they get the right level of care and receive recommendations on who might best help them.

The Right Care

On Siffi, your employees can find a convenient and safe environment for support, counseling, and therapy.