

A group of five diverse professionals (three men and two women) are seated around a white table in a meeting room. They are engaged in a discussion, with some looking at laptops and tablets. The scene is dimly lit, with a large, bold, white text overlay in the center. The text reads "COVERING MENTAL HEALTH AT WORK".

# COVERING MENTAL HEALTH AT WORK

NATIONAL PRESS  
FOUNDATION

PRESENTED BY  
CAROLINE COLVIN

**(1) BACKGROUND**

OVERVIEW OF THE  
LANDSCAPE

**(2) CULTURAL TRENDS**

ONGOING WORKPLACE  
MENTAL HEALTH  
CONVOS

**(3) COVERAGE**

WAYS TO APPROACH  
MENTAL HEALTH  
COVERAGE

**APPROACH**

ACTIONABLE  
JOURNALISM

**(4) SERVICE ELEMENT**



# **(0) ABOUT ME**

**CAROLINE COLVIN  
PRONOUNS: THEY/THEM**

- > HR DIVE REPORTER SINCE MAY 2021**
- > DEI X COMPLIANCE IS MY MAIN BEAT**
- > ALSO COVER WORKPLACE CULTURE**
- > WIDENING THE PIPELINE FELLOW: CLASS OF 2024**
- > SYRACUSE UNIVERSITY: CLASS OF 2018**



## **(1) BACKGROUND**

- > MENTAL HEALTH HAS BEEN INCREASINGLY IN THE SPOT LIGHT SINCE THE COVID-19 PANDEMIC**
- > EMPLOYEES SEEMED MORE WILLING TO TALK ABOUT MENTAL HEALTH & EMPLOYERS SEEMED MORE WILLING TO MEET THEM**
- > BURNOUT WAS PERVASIVE. ESP. IN HEALTH CARE**

# (1) BACKGROUND

> REMOTE WORK  
ARRANGEMENTS OFTEN  
RESULTED IN DIGITAL-  
FIRST WORKPLACES

> USHERED IN A NEW ERA  
OF FLEXIBILITY



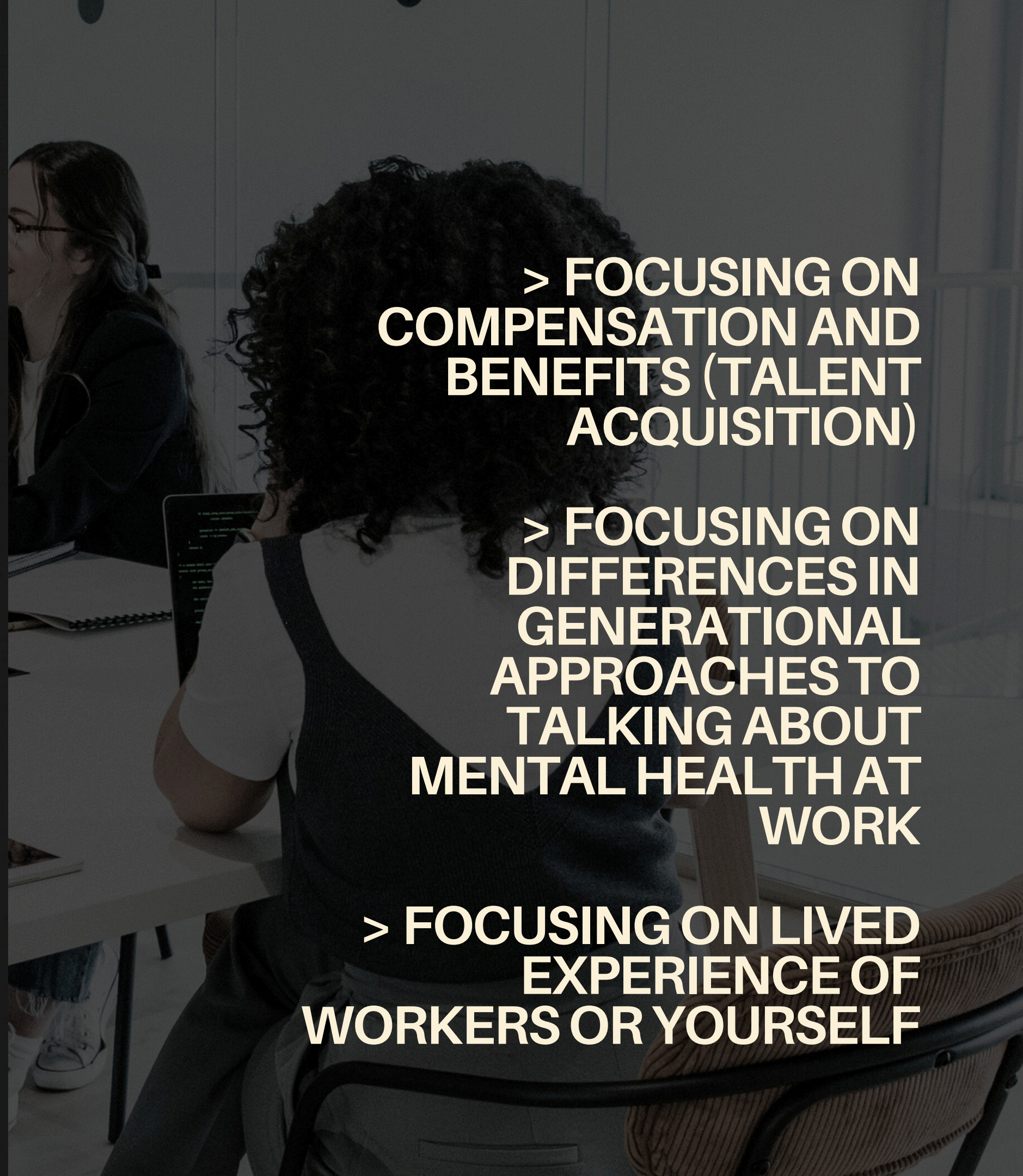
## **(2) CURRENT TRENDS**

**WITH A HUGE, TOP-DOWN  
CORPORATE PUSH FOR  
RETURN TO OFFICE, A LOT OF  
THE GROUPS THAT  
BENEFITTED FROM REMOTE-  
FIRST WORK  
ARRANGEMENTS ARE  
SPEAKING UP**





## **(3) APPROACHES TO COVERAGE**



**> FOCUSING ON  
COMPENSATION AND  
BENEFITS (TALENT  
ACQUISITION)**

**> FOCUSING ON  
DIFFERENCES IN  
GENERATIONAL  
APPROACHES TO  
TALKING ABOUT  
MENTAL HEALTH AT  
WORK**

**> FOCUSING ON LIVED  
EXPERIENCE OF  
WORKERS OR YOURSELF**

# **(4) SERVICE JOURNALISM**

- > HELP WORKERS UNDERSTAND THE BENEFITS LANDSCAPE**
- > HELP WORKERS UNDERSTAND HOW TO BE A STEWARD OF THE WORKPLACE**
- > HELP WORKERS ADVOCATE FOR THEMSELVES**

**(A) HOW DOES THIS  
HELP EMPLOYEES?**

# **(4) SERVICE JOURNALISM**

## **(B) HOW DOES THIS HELP EMPLOYERS?**

- > HELP EMPLOYERS UNDERSTAND TRENDS, ESP. AS THINK TANKS OR RESEARCH FIRMS PUT OUT RESEARCH
- > HELP THEM UNDERSTAND BEST PRACTICES AS THEY BUILD WORKPLACE POLICY
- > HELP THEM BETTER UNDERSTAND HOW TO ATTRACT TALENT

# Want to break the burnout cycle? Focus on well-being, researchers say

Instead of putting the emphasis on individuals, McLean & Co. researchers recommend organizations step up to the plate.

Published Nov. 30, 2023

 [Caroline Colvin](#)  
Reporter

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


Jay Yuno via Getty Images

# What's the most appropriate way to talk about mental health at work?

Managers often lack the tools to address employees' mental health needs. Here's how one L&D organization approaches the issue.

Published March 29, 2022

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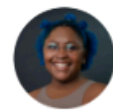


Photo by Liza Summer from Pexels

# How workplaces actually integrate mental health tools

Meditation in the workplace can create small changes that “go a long way,” an HR pro said.

Published Sept. 29, 2022



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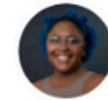


FG Trade via Getty Images

# Workers still aren't using their mental health benefits

The desire for employer-sponsored mental health benefits remains. So does the lack of understanding and access.

Published July 20, 2023



[Caroline Colvin](#)  
Reporter



Since March 2020, worker mental health has become an increasingly hot topic for HR. Likewise, amid the Great Resignation, benefits-focused retention strategies became the workplace gold standard. *FG Trade via Getty Images*



**ANY QUESTIONS?  
COMMENTS?**