**Friday September 14: Promoting Healthy Workplaces**

According to the [U.S. Bureau of Labor Statistics](https://www.bls.gov/news.release/archives/atus_06272017.pdf) adults spend the majority of their waking hours at work. Workplaces can provide essential elements (such as a sense of community, meaning and contribution) that promote and protect mental health. At the same time, work can be a source of stress and other psychological hazards that negatively impact the wellbeing of employees. Whether you are an employee, a manager, or the leader of a company, there are things you can do to create a safer and healthier workplace that benefits everyone:

**Try at least two things from the list below:**

1. **Build downtime into your schedule**. Calendar time for fun, relaxation, self-care and play the same way you do meetings, appointments and other obligations, whether it’s taking a bath, going for a walk, reading, or having coffee with a good friend.
2. **Make self-care a team effort**. Build closer connections at work in healthy ways. Instead of skipping lunch, grab a co-worker and head outside for a brisk walk or join a class. Or ask if your employer might be willing to host a trainer to come in or provide classes at the worksite.
3. **Involve your workplace in suicide prevention.** Encourage your workplace to host a suicide prevention training for employees focused around recognizing the warning signs for suicide and offering support. Visit the website suicideispreventable.org for information and email [info@suicideispreventable.org](mailto:info@suicideispreventable.org) for a referral to local trainers in your area and to inquire about receiving educational posters for your place of work.
4. **Promote mental health at work.** Trainings for workplace mental health can help teams recognize when an employee is struggling and respond effectively. [Wellness Works](http://www.wellnessworksmentalhealth.org/) has been shown to decrease employee turnover, increase morale and build teams that can better communicate with and support each other.
5. **Explore and encourage systems that support workplace mental health**. Workplaces can be protective of mental health when they allow flexibility and discretion on how work gets done. If you are a manager, implement strategies to involve employees in decision making, and to manage employees based on outcomes. Or if you are an employee, share the [research](https://psychcentral.com/news/2016/10/18/job-control-in-high-demand-work-setting-may-be-life-or-death-matter/111291.html) and advocate for them.