

Talking Tazewell

December 2025, vol 15 The Wellness Playbook

In our last edition, we discussed strategies for employees looking to improve and care for their own mental health at work. As we reach the end of the year, this season offers an important opportunity for employers or community leaders to pause, and consider the role they play in support the mental wellbeing of their employees, teams and communities. The culture of the workplace and its policies and leadership practices shape how productive employees are, but also how they feel while they're doing the work.

With a new year on the horizon, this edition focuses on practical and meaningful ways employers can strengthen support and reduce burnout in the months ahead.

Together, we can continue to create communities where safety, healing, and hope are possible for everyone.



DID YOU KNOW...

According to NAMI's 2024 Workplace Mental Health Poll, 83% of employees reported that mental health and well-being training is, or would be, important in cultivating a positive and supportive workplace culture.

BUT... 7 out of 10 senior-level employees say they have not received workplace training about how to talk to their team about mental health.

This provides a significant opportunity for employers to help close the gap.

The good news - help is out there! If you are interested in learning more about Mental Health First Aid and attending or hosting a training for your workplace, visit TazewellHealth.org/493/Mental-Health-First-Aid or contact one of our certified instructors!



Wellness at work doesn't fall on one person alone - it's a collective effort. In our previous edition, we talked about self-care, identifying stress signals, setting boundaries and other individual strategies.

Today, we're spotlighting what employers and leaders can do to help foster a healthier, more supportive workplace.

Getting a read on what your employees are dealing with won't always be easy, but it is worth it! Mental health struggles can quietly affect performance and attendance, but also overall wellness. Leaders who are able to notice signs of burnout, anxiety, or depression early can step in sooner, which supports the individual, the team, and the organization.

- Watch for these signs:
 - Behavioral/emotional: mood swings, loss of motivation, changes in demeanor, increased conflict
 - Cognitive/performative: trouble concentrating or making decisions, more mistakes, excessive worry, avoidance

The key? Connecting with your team. The better you know them, the easier it is to have vulnerable and supportive conversations when they matter.

- Ways to support your employees:
 - Flexible schedules, flex time, or remote work when possible
 - Reasonable workloads and clear role expectations
 - Promote (or offer) an Employee Assistance Program
 - Voluntary wellness activities - group events, holiday gatherings, employee appreciation

Training and resources for leaders

- From NAMI StigmaFree - targeted material to destigmatize mental health for employees, leadership and management
 - [Guides for Managers](#)
 - [Guides for Leadership](#)
 - [Guides for Employees](#)
- [Accommodation Ideas for Mental Health Conditions](#) (Job Accommodation Network)
- [The Center for Workplace Mental Health](#) (American Psychiatric Association)

A little connection and thoughtful policies can go a long way in keeping your team, your organization, and ultimately, our communities, healthy.

HAVE AN IDEA OR TOPIC YOU WANT TO LEARN MORE ABOUT?
SEND IT OUR WAY!
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