



INVESTING IN MENTAL HEALTH CAN BENEFIT YOUR CAREER

It can be easy to overlook mental health when you are busy juggling projects, deadlines, and responsibilities. However, by investing time in caring for your mental health, you not only promote personal growth and happiness but also pave the way for professional success.

PRIORITIZE MENTAL HEALTH TO UNLOCK YOUR PROFESSIONAL POTENTIAL

- **Enhanced resilience and stress management:** Self-care techniques such as mindfulness and exercise enhance resilience, making you better equipped to handle workplace challenges.
- **Clearer cognitive performance:** Mental health influences cognitive abilities such as concentration, memory and problem-solving skills.
- **Increased mental clarity:** Taking care of your mental well-being allows for clearer thinking, a fresh perspective and the ability to approach challenges with an open mind.
- **Heightened emotional intelligence:** By nurturing mental health, you can improve your emotional intelligence, leading to healthier relationships with supervisors, peers and subordinates.
- **Elevate overall happiness:** A healthy work-life balance, meaningful connections and self-reflection all contribute to a happier and more fulfilled personal and professional life.

NAVIGATING A MANAGER'S NEGATIVE IMPACT ON YOUR MENTAL HEALTH

A manager's negative actions can affect the team's overall mental well-being. If you find yourself being negatively affected by your manager, here are some steps you can take:

- Reflect on your experiences and how they are impacting your well-being. It's important to recognize and validate your emotions.
- Have an honest conversation with your manager about the impact it has on your mental health.
- Talk to a trusted colleague, mentor or HR representative who can provide guidance and support.
- Keep a record of any incidents that occur, noting dates, times and specifics. Documentation can be valuable if you need to escalate the issue later on.
- Familiarize yourself with company resources, such as employee assistance programs or support networks.



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If you're a manager,
show support for employees by
talking about the importance
of their mental health

ARE YOU A MANAGER, SUPERVISOR OR LEADER? IF SO, MENTAL WELLNESS STARTS WITH YOU!

Employees' mental health matters, and part of a leader's role is to create a safe and healthy work environment. Here are some key steps managers can take to establish a mentally healthy work environment:

- **Lead by example:** Prioritize your own mental well-being by engaging in wellness activities.
- **Foster open communication:** Encourage conversations about mental health and show support for employees.
- **Provide flexibility:** Offer flexible work arrangements to help reduce stress and improve work-life balance.
- **Promote self-care:** Encourage employees to take breaks, practice mindfulness and seek support when needed.
- **Show appreciation:** Recognize and appreciate employees who prioritize their mental health.

BCBSND health plans also include access to some powerful mental health-elevating tools—at no additional cost. For covered employees, you can recommend:

- [Learn to Live Online Therapy](#)
- [HealthyBlue Online Wellness Center](#)

As a leader, you can also suggest employee assistance programs or counseling services if your organization offers those resources.

Sources: Gallup, Forbes, American Psychological Association



The monthly wellness topics are part of BlueElements—a health and wellness platform that encompasses six areas—physical, social, emotional, financial, professional and environmental.



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BND-23-0343325A • 6-23 URAC 13.7