

Five Essentials for Workplace Mental Health & Well-Being

Source: *The Surgeon General's Framework for Workplace Mental Health and Well-Being* <https://www.hhs.gov/surgeongeneral/priorities/workplace-well-being/index.html>

The Five Essentials

Centered on the worker voice and equity, these five Essentials support workplaces as engines of well-being. Each Essential is grounded in two human needs, shared across industries and roles.

Components

Creating a plan with all workers to enact these components can help reimagine workplaces as engines of well-being.



Protection from Harm

- Prioritize workplace physical and psychological safety
- Enable adequate rest
- Normalize and support mental health
- Operationalize DEIA* norms, policies, and programs

* Diversity, Equity, Inclusion, and Accessibility

Connection & Community

- Create cultures of inclusion and belonging
- Cultivate trusted relationships
- Foster collaboration and teamwork

Work-Life Harmony

- Provide more autonomy over how work is done
- Make schedules as flexible and predictable as possible
- Increase access to paid leave
- Respect boundaries between work and non-work time

Mattering at Work

- Provide a living wage
- Engage workers in workplace decisions
- Build a culture of gratitude and recognition
- Connect individual work with organizational mission

Opportunity for Growth

- Offer quality training, education, and mentoring
- Foster clear, equitable pathways for career advancement
- Ensure relevant, reciprocal feedback