



Episode 259: Supporting Employee Mental Health Without Becoming a Therapist with Meg Delp Discussion Starter

Use this guide to spark conversations
with your HR team

1. Employee burnout often develops gradually through chronic stress and exhaustion that goes unaddressed over time. How can our organization identify burnout warning signs before they become major performance or retention issues?

2. Caregivers and employees balancing family responsibilities face significantly higher levels of stress and burnout. What policies or flexibility options could better support caregivers within our workforce?

3. Many managers avoid discussing mental health because they fear becoming responsible for issues they are not trained to handle. What training or resources would help our managers feel more confident supporting employees appropriately?

4. Organizations that proactively support mental health often improve employee retention, engagement, and productivity. What practical steps could we take this year to create a more mentally healthy workplace culture?



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