

# Tackling Mental Health Together

UPSTREAM

## LEAD

### Step 1: It Starts with You

Top leaders set the tone for mental well-being across the organization. Collaborative leadership styles build stronger bridges.

ORGANIZATION

MIDSTREAM

## EMPOWER

### Step 2: Culture First

Creating a culture that values and supports mental well-being for everyone goes the distance. Asking individuals to bear the burden is only a short-term fix.

TEAM

DOWNSTREAM

## RESPOND

### Step 3: Oasis of Well-Being

Mental well-being begins with overall health and well-being. Good team leaders create positive work environments to make well-being a way of life within the team.

INDIVIDUAL

### Step 4: Safe Harbor

When teams feel psychological safety, performance increases and safety incidents decrease. Individuals also are more likely to step forward when they're in distress.

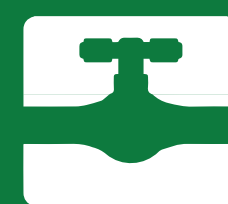
### Step 5: One Conversation at a Time

Everyone needs to be on the ready. We should know the warning signs of someone at risk, be willing to have a conversation, and then commit to following up.



**Mental health.  
Our most important natural resource.**

Scan the QR code to access our Mental Health Resource Page.



**INGAA  
FOUNDATION**

