



INSIDE THE TEAM WITH JESSE FAVRE: AFTER THE EPISODE

Leader Companion Guide for Team Dialogue & Action Planning

EPISODE 2

Episode: Mental Health Is Health: Supporting Yourself and Others at Work
(Ft. Saroni Kundu)

Duration: 28 min.

KEY TAKEAWAYS

Personal and family mental health challenges are common among employees, yet stigma often prevents people from seeking the support they need at work.

When grief involves suicide, feelings of guilt or shame can make it even harder for employees to reach out for help.

Leaders can make a difference by normalizing mental health conversations. This includes sharing information about available benefits and reinforcing that mental health is an essential part of overall health.

DISCUSSION QUESTIONS

1. What stood out most in this episode?
2. When a teammate is struggling, what helps create an environment where they feel safe to share?
3. How aware are we, as a team, of the mental health resources and benefits available to us?
4. What could our organization do better to make mental health support more accessible or less stigmatized?
5. What's one small action we can take as a team to normalize mental health conversations?
6. How might we ensure that when someone needs time or space to heal, they feel supported?

CHOOSE A CHALLENGE!

- Pick one action your team will try this month to reduce stigma and support mental health at work.
- Highlight one or two company benefits or resources that promote mental health, and make sure everyone knows how to access them.
- Create team norms or shared language around taking micro-breaks to recharge throughout the day.
- Agree on a subtle, respectful way for team members to indicate when they're having a tough day (i.e., a shared emoji, status, or code), and discuss what supportive responses could look like.



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CONTACT

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» MEET YOUR HOST



Jesse Favre, MSW, MBA is a leadership trainer and public speaker specializing in human behavior and mental health in the workplace.

Since founding her company in 2022, she has delivered 1,000+ seminars and workshops to employees around the world.

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