



A Manager's Guide to Building a Mentally Fit Workforce

An Actionable Toolkit for Strengthening Employees' Mental Well-Being



INTRODUCTION

Creating a Culture of Mental Wellness in the Workplace

The workplace is no stranger to stress, especially in today's environment. Burnout, mental health struggles, and chronic stress are now pervasive—and they're not just temporary challenges. The need for real, effective solutions that address the whole person has never been more urgent.

As an employer, you're in a unique position to make a difference. By focusing on creating a culture that promotes mental wellness, you can have a lasting impact on your employees' well-being. It starts with awareness and, more importantly, takes action.

This guide is here to help you do just that. It's built around a holistic approach to mental health, with a focus on the things that truly matter: movement, mindfulness, and nourishment. We've put together a toolkit with simple, actionable steps to help you support your team's mental health, including a mental wellness checklist and tips for creating a psychologically safe space where everyone feels valued and supported.

Stop seeing your employees as just workers—start seeing them as people. They want to thrive in a healthy, positive environment, and as a manager, you can be the one to help make that happen.

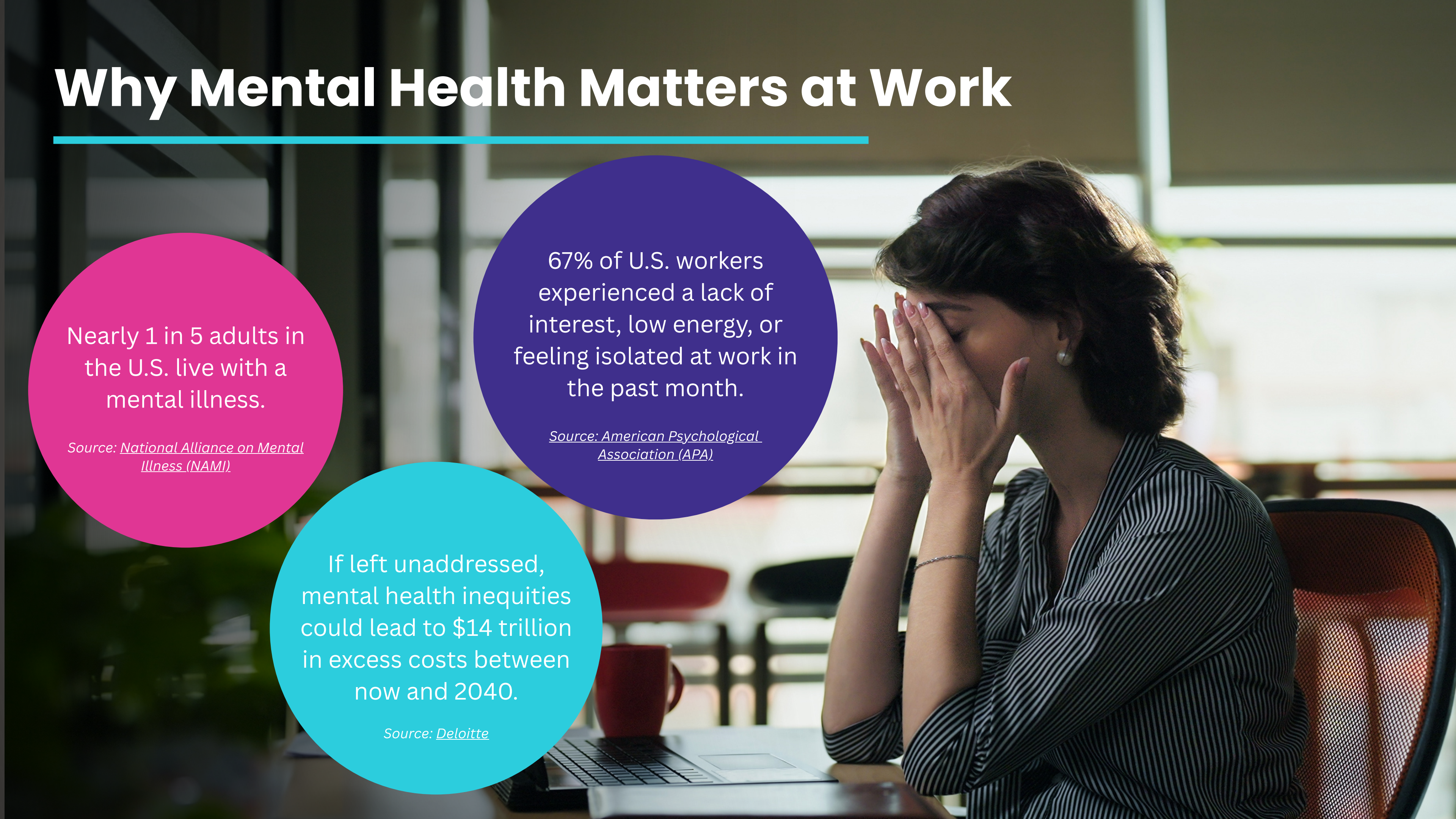




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Why Mental Health Matters at Work



Nearly 1 in 5 adults in the U.S. live with a mental illness.

Source: [National Alliance on Mental Illness \(NAMI\)](#)

67% of U.S. workers experienced a lack of interest, low energy, or feeling isolated at work in the past month.

Source: [American Psychological Association \(APA\)](#)

If left unaddressed, mental health inequities could lead to \$14 trillion in excess costs between now and 2040.

Source: [Deloitte](#)

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Caring for mental health is essential.

Just as we fuel our bodies with movement and nutrition, we must give the same care to our minds, because true wellness means physical and mental health thriving together.

— Lindsay Cook
FitOn Health CEO



Supportive environments that address mental health needs lead to improved performance, stronger engagement, and a healthier workplace culture.



A Holistic Framework for Mental Wellness

The Interconnected Nature of Well-Being

Mental wellness doesn't happen in isolation. It's the result of consistent care across physical, emotional, and cognitive domains. Employers can support mental health by empowering employees to:

- **Move regularly:** Physical activity reduces stress and boosts mood-enhancing endorphins.
- **Pause mindfully:** Mindfulness builds emotional regulation and decreases anxiety.
- **Eat with intention:** Nutrition impacts energy levels, sleep, and cognitive clarity.

Building Blocks of a Mental Wellness Culture

The foundation of mental well-being is built in daily habits. Employers can take simple steps to encourage mental wellness without overhauling existing systems:

- Encourage brief, daily movement breaks—walking meetings, stretching, or short digital fitness classes.
- Offer access to meditations, guided breathing, and mental resets.
- Provide nutritional tips and recipes that promote sustained energy.
- Lead by example—when leaders prioritize wellness, teams are more likely to follow.

The Manager's Role in Mental Health

Empowering Leadership to Support Wellness

Managers are the bridge between organizational goals and employee experience. Equipping them with the tools to lead with empathy supports a more resilient culture.

- Model boundary-setting and break-taking.
- Acknowledge stress and provide support without judgment.
- Encourage use of wellness resources without guilt.



Supportive Scripts

- “It’s okay to take a few minutes to reset—your well-being matters.”
- “Let’s schedule this in a way that supports your bandwidth.”
- “I’m here to support, not just evaluate—how can I help?”



Manager Mental Health Action Plan

“CARE” Framework

Use this science-backed checklist designed to help managers confidently support employee mental health:

C – Check In

- Notice signs of stress, burnout, or withdrawal. Ask open-ended, compassionate questions in a private setting.

Example: “I’ve noticed some changes—how have you been feeling lately?”

A – Acknowledge & Normalize

- Validate their experience and remind them that mental health challenges are common—and support is available.

Example: “It’s okay to feel overwhelmed. Everyone needs support sometimes.”

R – Refer to Resources

- Connect employees to EAPs, wellness platforms, or internal benefits that provide mental health support.

Example: “Let’s find something in our wellness tools that might help—can I help you look?”

E – Encourage Ongoing Support

- Follow up and reinforce that the door remains open.

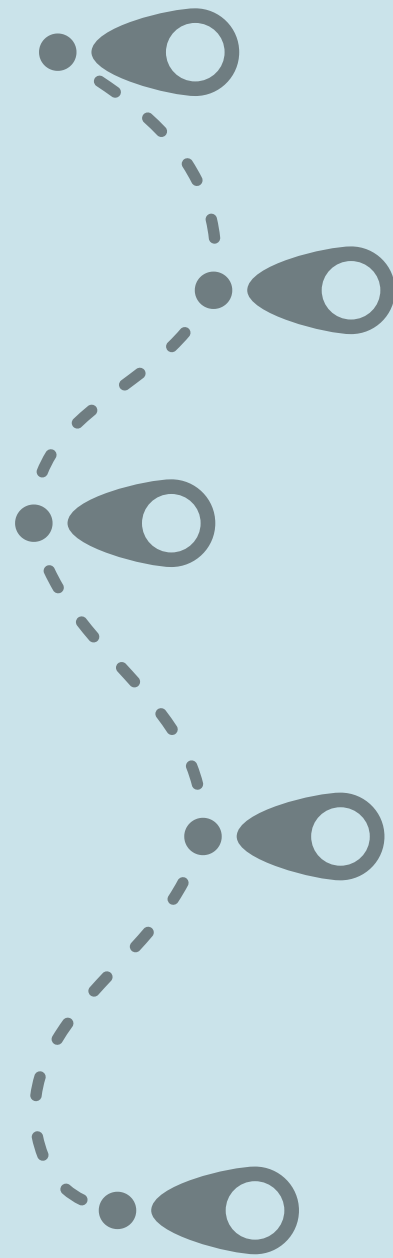
Example: “Let’s check in again soon—I’m here for you.”

This framework gives leaders the language, awareness, and permission to engage compassionately and constructively.

Mental Wellness Checklist

A Roadmap to Action

- ☐ **Listen First:** Use surveys or check-ins to learn what employees need.
- ☐ **Start Small:** Launch with simple, consistent activities that invite engagement.
- ☐ **Champion Wellness:** Identify internal advocates to lead by example.
- ☐ **Normalize Breaks:** Promote mental health breaks as a standard, not a reward.
- ☐ **Measure Progress:** Track participation and gather feedback to adapt programs over time.



A Day in a Mental Wellness Culture

Reimagining the Employee Experience



8:30 AM

5-minute intention-setting meditation to start the day grounded



12:00 PM

Midday movement break with a stretch or short fitness class



1:00 PM

Mindful lunch with a balanced meal and a gratitude check-in



4:00 PM

End-of-day breathing session to transition from work mode

These simple moments create a ripple effect, fostering a more mindful, balanced, and present workforce.



Continue the Work

Take Action with FitOn Health's Wellness Solutions

Now that you have the tools to support mental health in your workplace, it's time to take the next step. FitOn Health offers evidence-based wellness solutions to help you integrate mindfulness and well-being into your organizational culture.



Mindfulness Integration

Mindfulness is proven to reduce stress and increase focus. FitOn Health provides a variety of mindfulness resources, including:

- **Guided Meditation & Breathing Techniques:** Short, accessible sessions to help employees improve mental clarity, sleep, and emotion regulation.
- **Mindfulness Challenges:** Engaging team activities to foster a culture of mindfulness.



Holistic Nutrition Support

Nutrition plays a critical role in mental well-being. FitOn Health offers:

- **Personalized Meal Plans & Recipes:** Nutritional support to boost energy, cognitive clarity, and nourish both the body and mind.
- **Educational Resources:** Articles and tips on the connection between food and mental health.



Fitness for Mental Health

Physical activity is key to improving mood and reducing stress. FitOn Health offers:

- **On-Demand Workouts:** Quick, flexible classes that employees can do anywhere.
- **Movement Breaks:** Short, easy exercises to recharge during the day.
- **Group Fitness Events:** Virtual and in-person events to build team camaraderie.



Preventive Care Platform

FitOn Health offers an all-in-one platform to support employee well-being, including:

- **Personalized Wellness Programs:** Tailored to each employee's health needs and goals, including chronic condition management.
- **Engagement Tools:** Wellness challenges, progress tracking, and community groups to encourage participation.
- **Expert Content:** Access to articles and videos from wellness professionals and celebrities.

Ready to Take the Next Step?

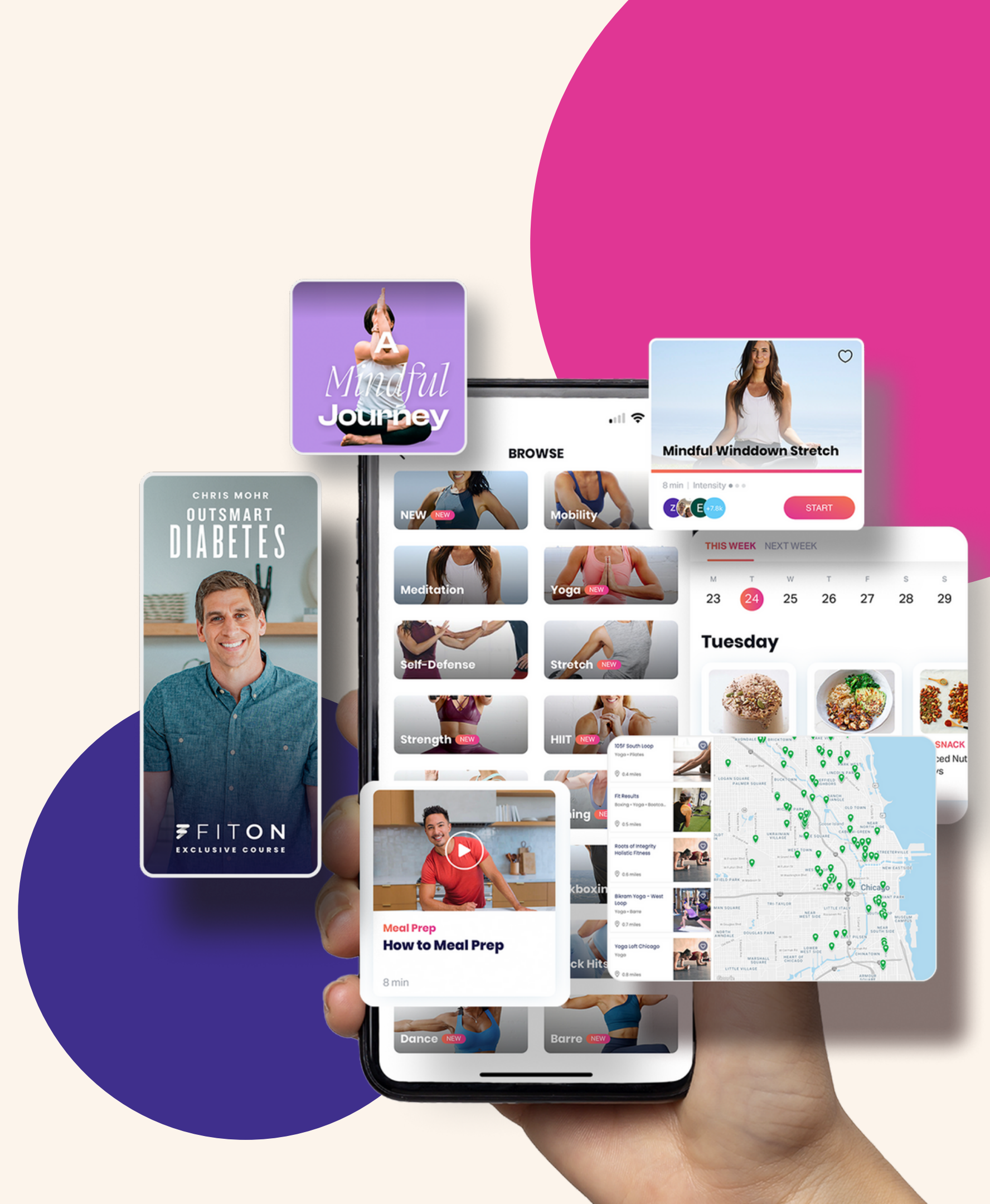
Your Team Deserves Wellness That Works

FitOn Health is here to help you build a healthier, more resilient workforce. By integrating preventive care strategies—including fitness, nutrition, and mindfulness—into your workplace culture, you can empower employees to manage chronic conditions, reduce health risks, and improve long-term well-being and productivity.

Next Steps:

- 1. Explore Our Solutions:** Visit FitOnHealth.com/Employers to learn more.
- 2. Request a Demo:** [Schedule a personalized demo](#) to see how FitOn Health can work for you.
- 3. Engage Your Employees:** Start with fitness challenges, mindfulness sessions, or nutrition tips and scale from there.

Explore more at FitOnHealth.com/Employers or reach out to our team to learn how to bring holistic wellness to your workplace.



FitOn Health Resources

Stay Up to Date with the Latest From FitOn Health

1. Guides & Ebooks

Dive deep into topics like stress management, building resilience, and fostering emotional well-being.

2. On-Demand Webinars

Access a library of insightful, on-demand webinars led by wellness experts.

3. Industry Events

Discover key events and conferences where our team is actively participating and sharing insights.

4. Blog Posts & Articles

Stay up-to-date with the latest in preventive health and wellness through FitOn Health's blog.

5. Mindfulness & Meditation Resources

Share guided meditation sessions and mindfulness practices with your employees.

6. Wellness Challenges & Team Engagement

Encourage your employees to engage in interactive wellness challenges that focus on movement, nutrition, and mindfulness.

7. Nutrition Resources

Support employees with practical nutrition tips, meal planning guides, and recipes that promote sustained energy and mental clarity.

