

# Leaders: How to Support Employees Returning to Work



**Summary:** Here are tips and strategies leaders can use to create a more open and accepting culture for employees returning to the workplace after a leave of absence or disability related to mental health.

**Goal:** Create a more open and accepting culture of employees on leave or disability related to mental health

- Culture Role:** Understand your role in creating a mentally healthy culture for employees returning to the workplace
- Stigma:** Share your own experiences when it comes to mental health struggles
- Inclusiveness:** Create training programs and opportunities to help ensure that people with disabilities develop and succeed
- Mentoring and coaching:** Establish initiatives for mentoring with mental health-related disabilities in senior-level positions to help employees feel supported
- Empathy:** Be informed and knowledgeable around what employees go through when returning to work
- Training:** Invest in training other leaders, managers, and employees on how to talk with employees or colleagues returning to work after a leave of absence
- Accommodations:** Understand your organization's accommodation policy and your role in it
- Policies:** Ensure your policies and workplace practices actually support employees returning to work