

# BRAVE Building a Toolbox for Mental Health & Safety

BRAVE empowers organizations to recognize, respond to, and support mental health in the workplace. With a clear action plan and cultural framework, BRAVE helps reduce stigma, improve safety, and foster resilience.

**B**e aware: recognize warning signs

**R**each out: start the conversation, assess risk

**A**ctively listen: empathy without judgment

**V**alidate & inform: reassure and provide resources

**E**ncourage next steps: guide toward help and self-care

#### Conversation:

Silence is the enemy.

#### Acknowledge:

Mental health = physical health

#### Reduce Stigma:

Breaking stigma builds trust

#### Engage:

Everyone plays a role

## Benefits to Organizations

**Improved employee well-being & safety:** By recognizing and addressing mental health challenges early, organizations can improve the overall well-being of their employees.

**Reduced stigma and stronger culture:** BRAVE emphasizes the importance of conversation and reducing stigma around mental health, creating a more supportive and open work environment where employees feel comfortable seeking help.

**Increased productivity & retention:** Early intervention and support for mental health challenges can prevent the escalation of issues that might otherwise lead to decreased productivity, missed workdays, long-term disability, and employee turnover.

**Compliance with safety & mental health standards:** Implementing the BRAVE program helps organizations comply with legal and ethical standards related to mental health.

**With BRAVE, no one fights alone.**

For more information or to schedule, email  
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